

The University of North Carolina 2006 Faculty Benefits Survey

SUMMARY HIGHLIGHTS

Medical Insurance:

- Of UNC-Chapel Hill's and N.C. State University's peers, the average number of medical plan options offered are greater than six compared to the State of North Carolina's four plans (including 3 new PPO options to be offered October 2006).
- Of the peer institutions for UNC-Chapel Hill, N.C. State University, UNC-Charlotte, UNC-Wilmington and Elizabeth City State University, 155 PPO plans offer family coverage with a median monthly premium of \$176 compared to the State's monthly premium for the new Smart Choice PPO of \$440.14 or the Smart Choice Basic (low) PPO option of \$371.82.
- Of the peer institutions for UNC-Chapel Hill, N.C. State University, UNC-Charlotte, UNC-Wilmington and Elizabeth City State University, 22 indemnity plans offer family coverage with a median monthly premium of \$207.77 compared to the State's monthly premium under the indemnity plan of \$480.14.
- It would cost approximately \$13.6 million per year for the number of employees participating in the current indemnity plan to subsidize UNC employee family coverage by \$100 per month; to pay 50% of the family premium for the State's indemnity plan would cost approximately \$23.9 million per year.*

Dental/Vision Insurance:

Of N.C. State University's 15 peers, seven subsidize the cost of dental insurance for employee and family members while four of seven peers subsidize vision insurance for employee and family members through a separate dental/vision plan.

ORP Employer/Employee Contribution:

- Of the 234 UNC peer institutions surveyed, 192 have Defined Contribution Plans. The all-peer average employer contribution is 8.62%, compared to UNC's employer contribution of 6.84%.
- The all-peer average employee contribution is 4.08%, compared to UNC's 6%.
- The all-peer average total contribution is 12.71%, compared to UNC's 12.84%. So UNC's total is not out of line with the average, the contribution comes disproportionately from the employee.
- To take UNC's employer contribution to slightly above the all peer average, it would take an increase in the employer contribution from 6.84% to 8.84%.
- To take UNC to the average of the all peer average, it would take a decrease in the employee contribution from 6% to 4%.
- A redistribution of employer/employee contributions with the same total contribution of 12.84% would place UNC slightly above the all peer average of 12.71%.
- The cost to raise the UNC employer contribution to 8.84% for the current population of enrolled participants would be approximately \$14 million per year. It would cost \$4.62 million to bring the employer contribution to 7.5%

ORP Vesting:

- Of the 192 Defined Contribution Plans surveyed, 142 have immediate vesting, 25 have 1-year vesting, and 40 have two-year or more vesting, compared to UNC's five year vesting.
- Immediate or one year vesting would cause the retirement system to lose approximately \$1.8 million per year in return of unvested contributions.

ORP Death Benefit:

- ORP participants are not eligible for the Death Benefit that members of the N.C. Teacher's and State Employees' Retirement System (TSERS) receive.
- This benefit would cost the State approximately \$1.05 million to implement.

TSERS Employee Contribution:

- Of 230 peer institutions surveyed, 197 have Defined Benefit Plans of which the all peer average employee contribution is 5.04% compared to UNC's 6.84%.
- Decreasing the employee contribution 1% for all State employees would cost \$105.45 million based on 2004 figures.

TSERS Vesting:

Of the 197 Defined Benefit Plans, 27 require four or less years to vest, 125 require 5-year vesting, and 45 require greater than five years, compared to TSERS' five year vesting.

TSERS Retirement Benefit:

- For 10 of UNC-Chapel Hill's peers that offer Defined Benefit Plans, the average annual retirement benefit (assuming \$70,000 as the final average salary, at age 65 with 25 years of service) is \$35,811 compared to UNC-Chapel Hill's retirement benefit of \$32,663 (91.21% of the average).
- For 14 of N.C. State University's peers that offer Defined Benefit Plans, the average annual retirement benefit (assuming \$70,000 as the final average salary, at age 65 with 25 years of service) is \$33,413 compared to N.C. State's retirement benefit of \$32,663 (97.75% of the average).

Tuition Benefits:

Of UNC-Chapel Hill and N.C. State University's 31 public and private peers, 12 offer a tuition benefit for spouses and 14 offer a benefit for dependent children. Of the 27 public peers, 9 offer a tuition benefit for spouses and 10 offer a tuition benefit for dependent children. Most of the universities surveyed that offer a tuition benefit for spouse and/or dependent children offer a partial subsidy and all of these universities have higher in-state tuition rates than UNC.

8/29/06

*This estimated cost to subsidize medical insurance assumes a 10% increase in participation in family coverage from the number participating in the current indemnity plan. However, if a subsidy is provided, the number of employees electing family coverage may increase even more, which means that this cost would increase accordingly. Additional calculations must be made once data are available on the new PPO options. In addition, this estimated cost includes employees funded from state and non-state sources, so non-state sources would be used to pay for the cost of the subsidy for those whose salary is paid from non-state sources.

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BENEFIT COST ESTIMATES

BENEFIT	IMPROVEMENT	COST DESCRIPTION	COST ESTIMATE
Comprehensive Major Medical Plan (CMMP)	<ul style="list-style-type: none"> Provide 50% subsidy for dependents coverage. (<i>Additional estimates will be provided when PPO information is available.</i>) 	<ul style="list-style-type: none"> There are 5,580 UNC employees enrolled in family coverage under the CMMP at the 16 campuses. There are 4,684 UNC employees enrolled in employee/children under the CMMP at the 16 campuses. 	50% dependent subsidy: <ul style="list-style-type: none"> \$16 million per year (\$17.7 million with 10% increase in participation) for family coverage \$5.6 million per year (\$6.2 million with 10% increase in participation) for employee/children coverage Total of \$21.7 million per year (\$23.9 million with 10% increase in participation). Note: This estimate includes employees paid from state and non-state funds.
	<ul style="list-style-type: none"> Provide \$100 a month subsidy 		\$100 a month dependent subsidy: <ul style="list-style-type: none"> \$6.7 million per year (\$7.4 million with 10% increase in participation for family coverage \$5.6 million per year (\$6.2 million with 10% increase in participation for employee/children coverage Total of \$12.3 million per year (\$13.6 million with 10% increase in participation). Note: This estimate includes employees paid from state and non-state funds.
Optional Retirement Program (ORP)	Increase employer contribution payable to ORP account from 6.84% to 8.84% that would take UNC to slightly above the average of all peers and decrease the employee contribution from 6% to 4%.	For each .01% increase in the employer contribution, the estimated cost is approximately \$70,000 (State appropriations)	ORP Employer Contribution
			7.0%
			7.5%
			8.0%
			8.5%
			8.84%
	Immediate or One Year Vesting	ORP forfeitures returned to the State Retirement System for non-vested participants over a 5-year period:	Estimated Cost (millions)
			2005
			2004
			2003
			2002
	TSERS Death Benefit	Begin offering the TSERS Death Benefit to ORP participants based on the current TSERS cost of .16% of payroll.	2001
			\$1.05 million in State appropriations

BENEFIT	IMPROVEMENT	COST DESCRIPTION	COST ESTIMATE
N.C. Teachers and State Employees Retirement System (TSERS)	Decrease the employee contribution	Based on 2004 valuation figures, each 1% reduction in the 6% employee contribution costs .95% of payroll.	1% reduction = \$105.45 million
	Increase the TSERS retirement multiplier (1.82%)	Based on 2004 valuation figures, for each .01% increase in the benefit formula, it would cost .42% of payroll.	.01% increase = \$46.6 million (based on a \$11.1 billion payroll)
	Reduce the Average Final Compensation period from 4 to 3 years	Based on 2001 valuation figures, to decrease the average final compensation period from 4 to 3 years would cost 1.1% of payroll.	\$122 million

Faculty Benefits Survey

The University of North Carolina



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August 30, 2006

Benefit Plans

- Medical Insurance
- Dental/Vision Insurance
- Defined Contribution Plans
- Defined Benefit Plans
- Tuition Benefits
- SREB Comparison



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Medical Insurance

- UNC peers surveyed offer a variety of employee medical insurance plans:
 - Indemnity
 - Preferred Provider Organization (PPO)
 - Health Maintenance Organization (HMO)
 - Exclusive Provider Organization (EPO)
 - Point of Service (POS)
 - Open Access Plan (OAP)
- UNC will have 4 plan options effective October 1, 2006
- A few of the peers are basing the employee contribution for family coverage on the employee's salary, e.g., Purdue University, University of California system, University of Illinois system, Kent State, University of Rhode Island



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Medical Insurance Plan

Number of Plans Offered to Employees – NCSU Peers

University	PPO	POS	HMO	Indemnity	EPO	Total Number
University of Wisconsin @ Madison	6	0	18	0	0	24
Penn State	2	3	9	0	0	14
University of Illinois @ Urbana	0	0	4	4	0	8
University of California @ Davis	1	1	7	0	1	10
University of Maryland @ College Park	2	3	3	0	0	8
Virginia Tech	7	0	1	0	0	8
Georgia Tech	2	0	4	1	0	7
Texas A&M University	2	0	4	0	0	6
North Carolina State University	3	0	0	1	0	4
Ohio State	2	0	2	0	0	4
Purdue University	3	0	1	0	0	4
University of Georgia	2	0	2	0	0	4
University of Minnesota	2	0	2	0	0	4
Cornell University	2	1	0	0	0	3
Iowa State	1	0	1	1	0	3
Michigan State	1	0	1	0	0	2
University of Florida	1	0	1	0	0	2
Average Number of Plans Offered						6.76



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Medical Insurance Plan
Number of Plans Offered to Employees – UNC-CH Peers

University	PPO	POS	HMO	Indemnity	EPO	Total Number
University of Texas @ Austin	1	0	1	0	0	2
University of California @ Berkeley	1	1	7	1	1	11
University of California @ Los Angeles	1	1	7	1	1	11
University of Florida	1	0	3	0	0	4
University of Illinois @ Urbana	0	0	4	4	0	8
University of Michigan	2	1	3	2	0	8
University of Pennsylvania	1	1	2	0	0	4
University of North Carolina @ Chapel Hill	3	0	0	1	0	4
University of Pittsburgh - Main Campus	3	0	1	0	0	4
University of Southern California	1	0	4	0	0	5
University of Virginia	2	0	0	0	0	2
University of Washington @ Seattle	2	0	6	0	0	8
University of Wisconsin @ Madison	6	0	18	0	0	24
Duke University	1	0	3	0	0	4
Emory University	1	2	0	1	0	4
Johns Hopkins University	0	2	2	1	0	5
Average Number of Plans Offered						6.75



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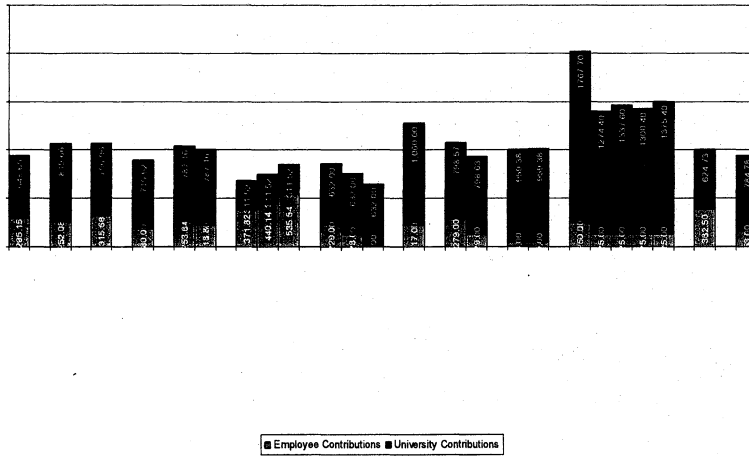
Medical Insurance
State of North Carolina Health Plan Monthly Premiums

	Employee Monthly Contributions				University Pays	
	CMMP (Indemnity Plan)	Smart Choice Basic (PPO)	Smart Choice (PPO)	Smart Choice Plus (PPO)	CMMP (Indemnity Plan)	PPO (Preferred Provider Organization)
Employee Only	\$0.00	\$0.00	\$0.00	\$39.54	\$321.14	\$311.52
Employee + Children	\$200.18	\$135.48	\$180.18	\$242.60	\$321.14	\$311.52
Employee + Spouse	Family Rate Applies	\$349.08	\$415.14	\$507.38	\$321.14	\$311.52
Employee + Family	\$480.14	\$371.82	\$440.14	\$535.54	\$321.14	\$311.52



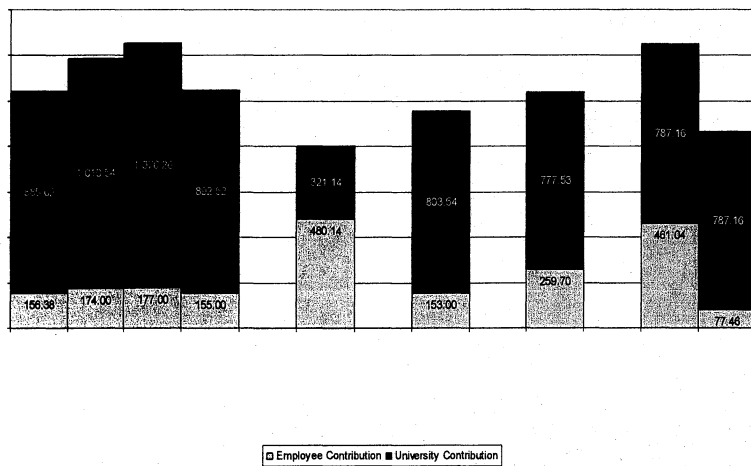
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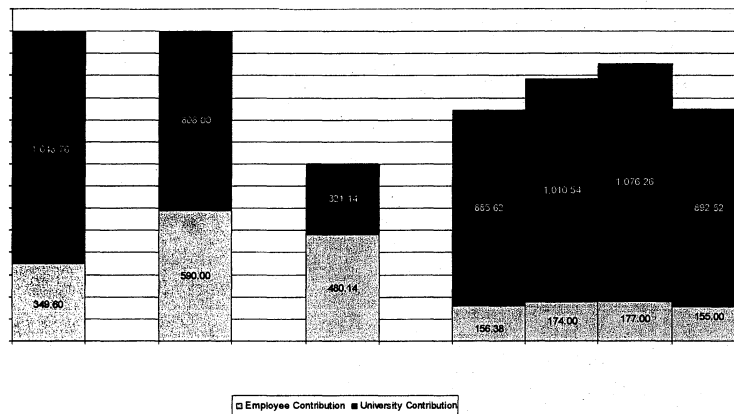
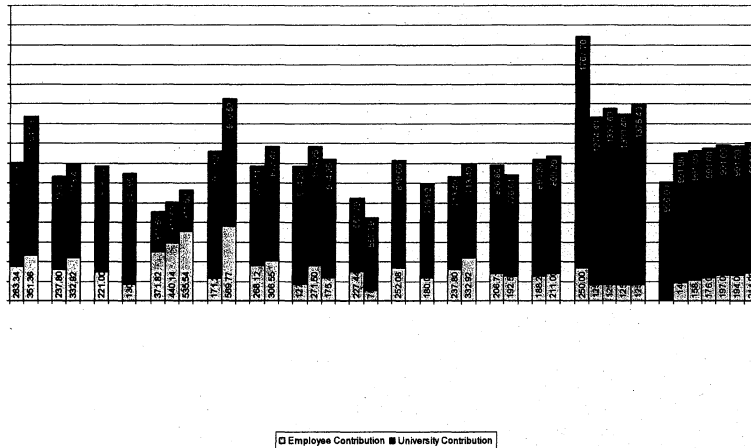
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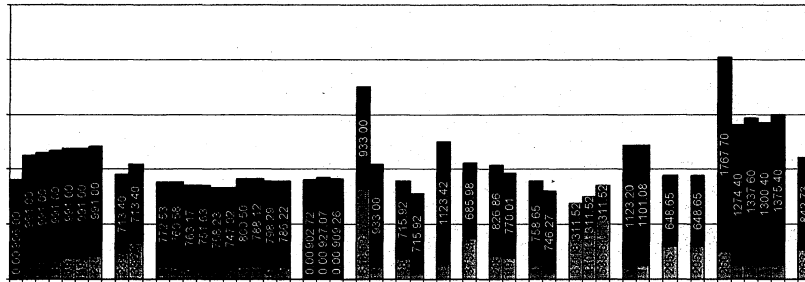
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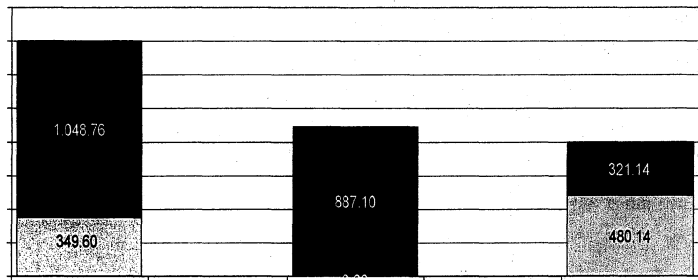
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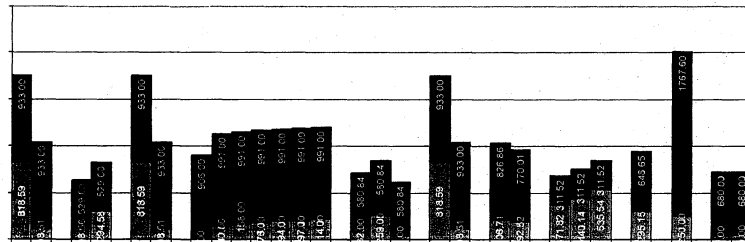




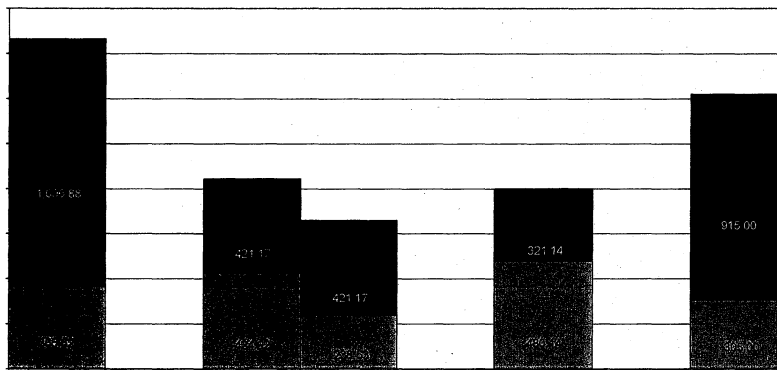
Employee Contribution University Contribution



Employee Contribution University Contribution

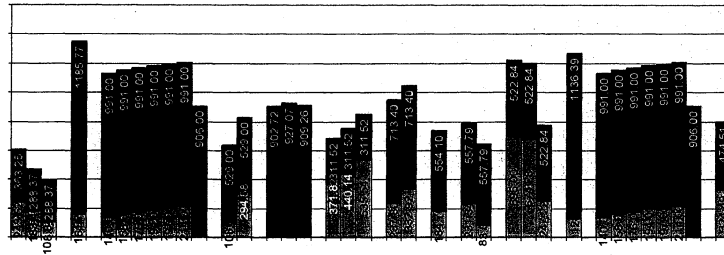


Employee Contribution University Contribution

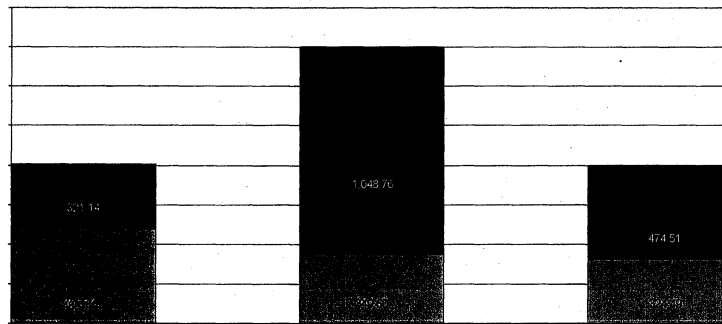


Employee Contribution University Contribution





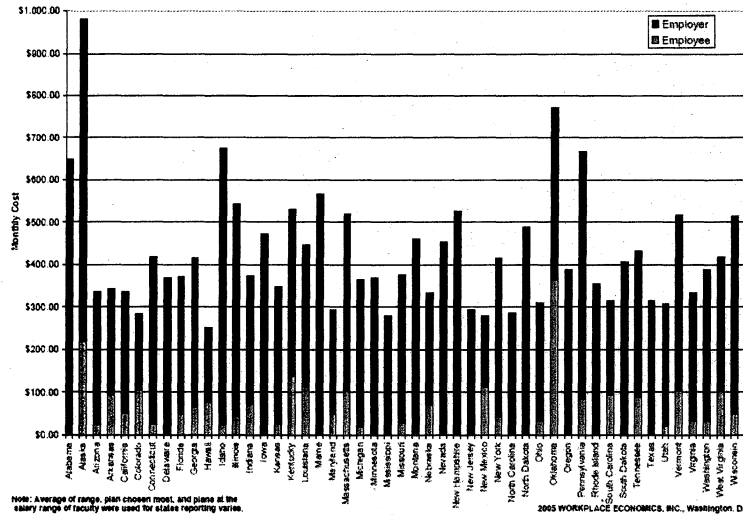
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Employee Contribution University Contribution



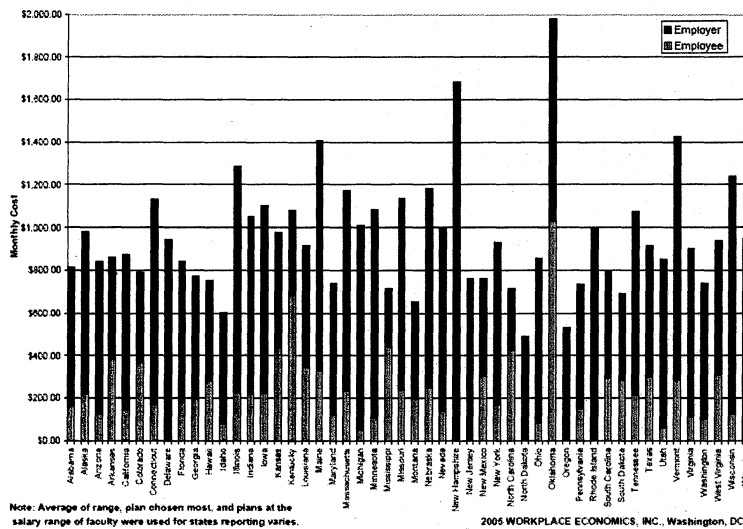
Monthly Cost of State Health Insurance
Employee Only Coverage



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Monthly Cost of State Health Insurance
Family Coverage



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Estimated Cost to Subsidize Medical Insurance

- There are 5,580 UNC employees enrolled in family coverage under the Comprehensive Major Medical Plan (CMMP) at the 16 campuses. The approximate cost to provide a *50% subsidy* is:
 - \$16 million per year (\$17.7 million with 10% increase in participation)
- There are 4,684 UNC employees enrolled in employee/children under the CMMP at the 16 campuses. The approximate cost to provide a *50% subsidy* is:
 - \$5.6 million per year (\$6.2 million with 10% increase in participation)
- Total of \$21.7 million per year (\$23.9 million with 10% increase in participation)



Estimated Cost to Subsidize Medical Insurance

- The approximate cost to provide a *\$100 a month* subsidy based on 5,580 UNC employees enrolled in family coverage under the CMMP at the 16 campuses is:
 - \$6.7 million per year (\$7.4 million with 10% increase in participation)
- The approximate cost to provide a *\$100 a month* subsidy based on 4,684 UNC employees enrolled in employee/children coverage under the CMMP at the 16 campuses is:
 - \$5.6 million per year (\$6.2 million with 10% increase in participation)
- Total of \$12.3 million per year (\$13.6 million with 10% increase in participation)



Dental & Vision Insurance

Some of UNC-CH and NCSU peers surveyed, provide dental and vision benefits as part of their health plan, while others offer stand alone plans.

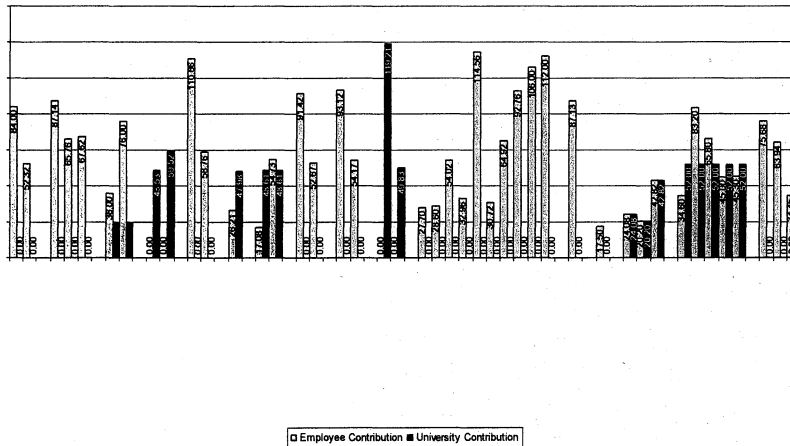
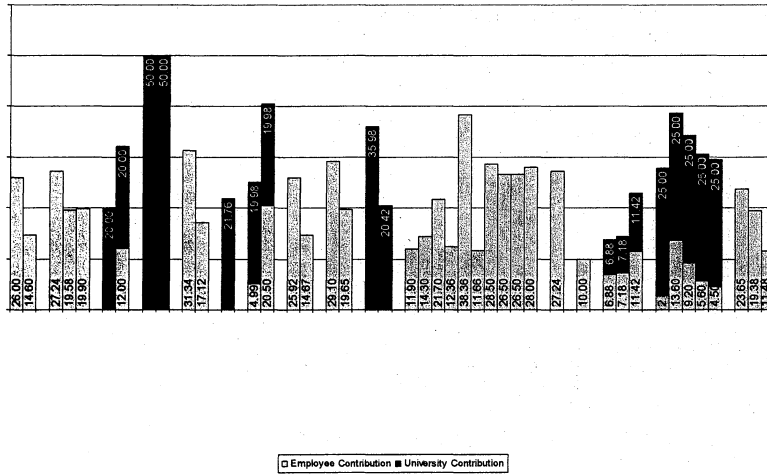


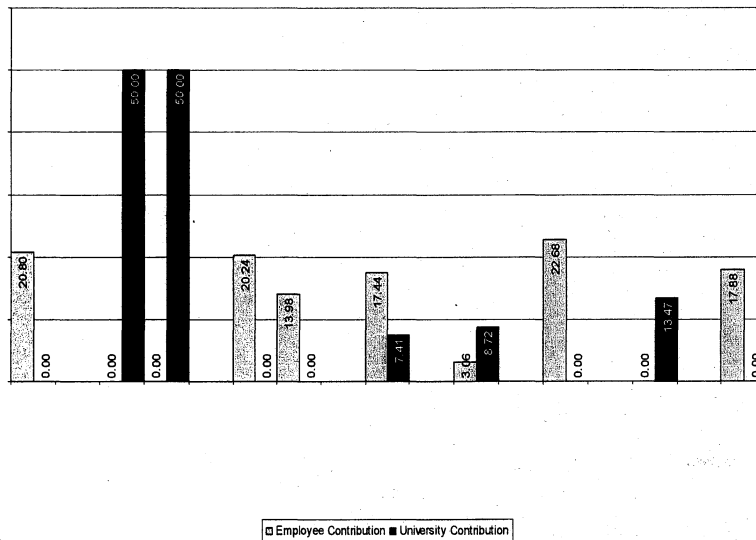
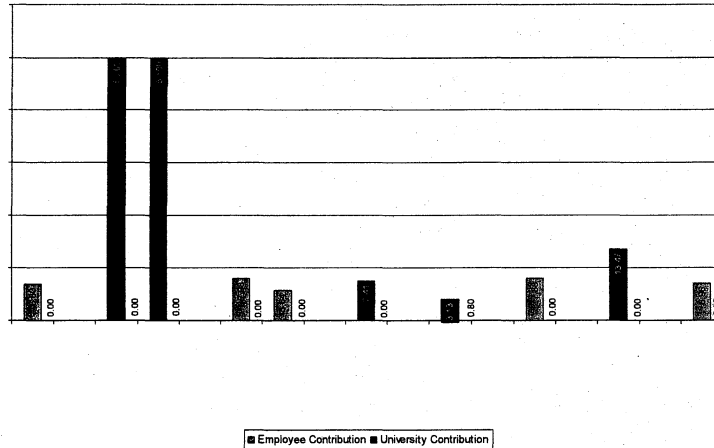
NCFlex Dental & Vision Insurance Monthly Employee Premiums

2006 Vision Plan Monthly Pre-Tax Rates		
	Plan 1 (with vision exam requiring \$20 co-pay)	Plan 2 (without vision exam)
Employee	\$7.98	\$5.64
Employee & Family	\$20.24	\$13.98

2006 Dental Plan Monthly Pre-Tax Rates		
Employee	\$31.34	\$17.12
Employee + Spouse	\$62.72	\$34.38
Employee + One Child	\$60.20	\$33.00
Employee + Two or More Children	\$76.04	\$42.02
Employee + Family	\$110.66	\$58.76







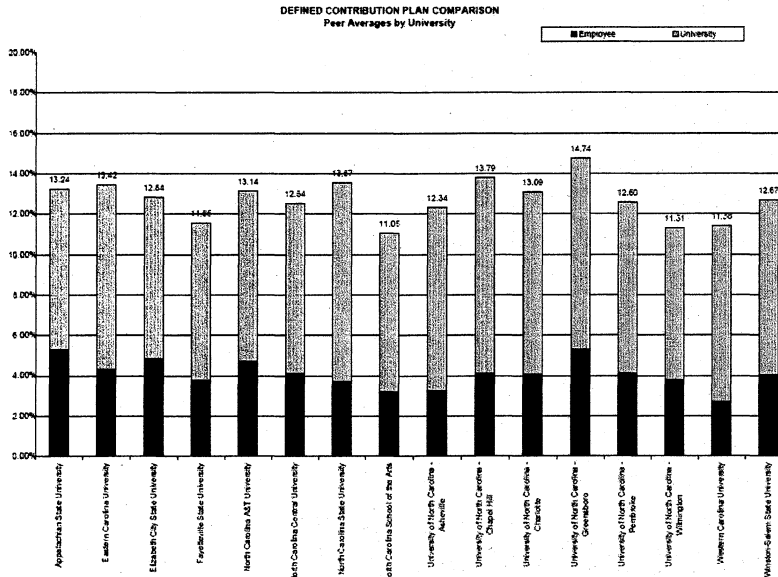
Optional Retirement Program (ORP)

- Defined Contribution Plan
- 11,529 Participants (as of 9-30-05)
- 6% employee contribution
- 6.84% employer contribution to ORP account (11.16% total employer contribution)
- 5-year vesting
- N.C. Disability Income Plan
- Retiree Health Care
- Of those eligible, 57.2% elected the ORP in lieu of TSERS in 2004-05.



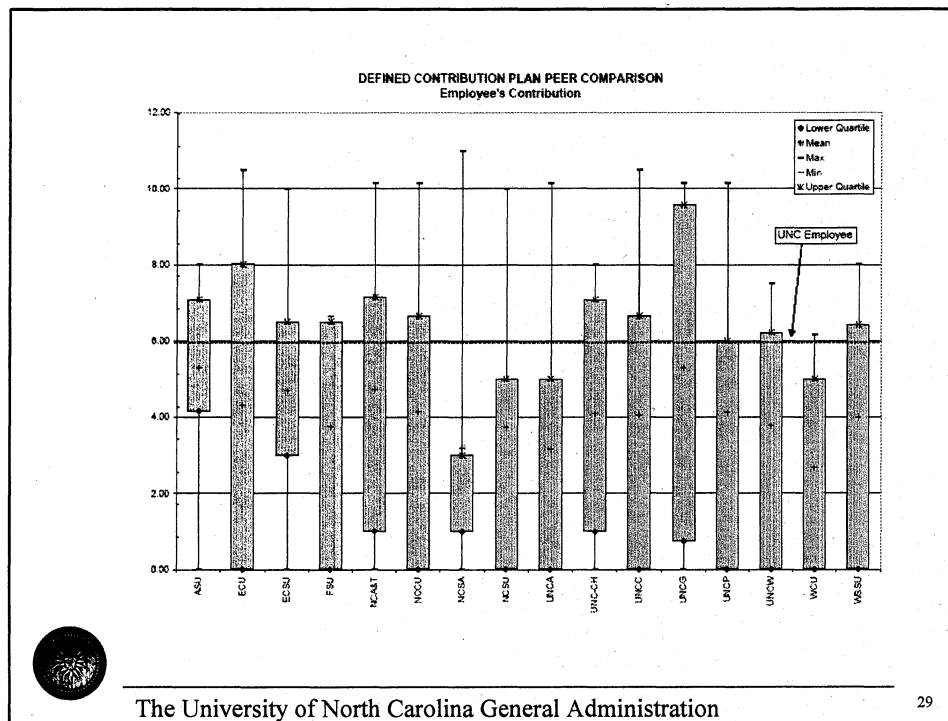
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ORP Employer Contribution

Total Employer Contribution Rate:

Effective July 1, 2006:

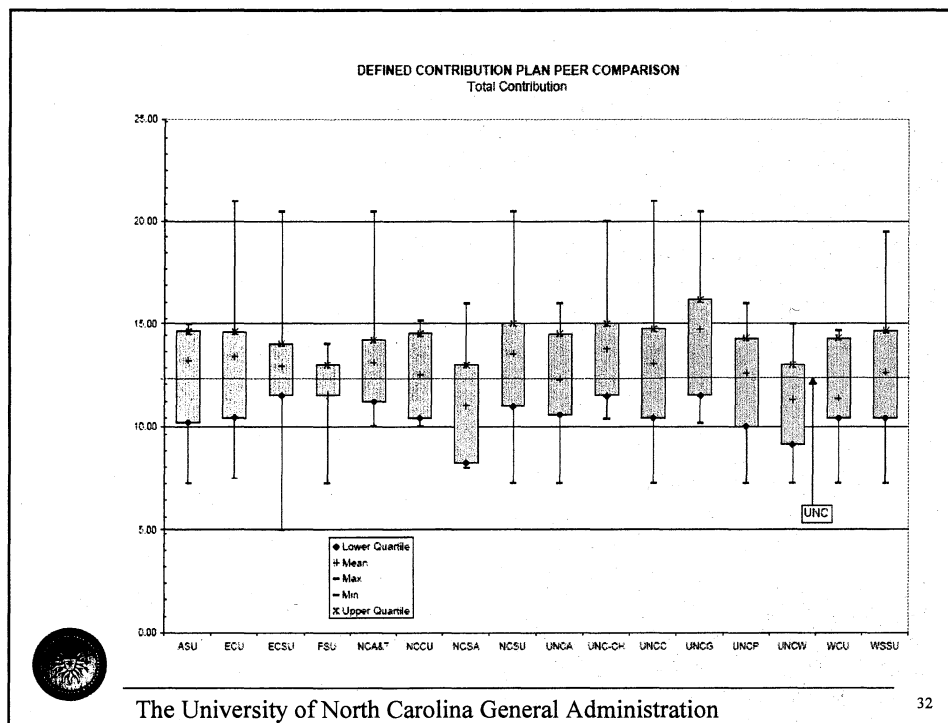
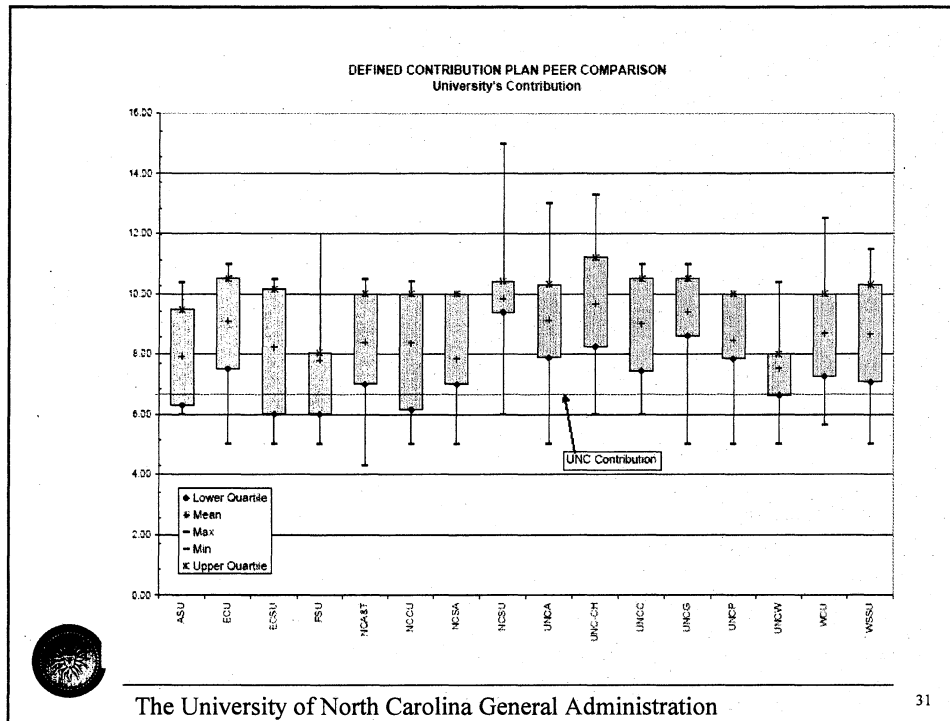
6.84% ORP account

3.80% Retirees' Health Plan Reserve

0.52% Disability Income Plan

11.16% Total Contribution





ORP Vesting

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ORP

Benefit Improvements for Consideration

- Increase employer contribution payable to ORP account from 6.84% to 8.84% to take UNC to slightly above the average of all peers.
- Decrease the employee contribution from 6% to 4%, the average of the all peer average.
- A redistribution of employer/employee contributions with the same total contribution of 12.84% would take UNC to slightly above the average of the all peer average of 12.71%.
- Immediate vesting
- Provide the TSERS Death Benefit to ORP participants (TSERS Death Benefit equals the highest 12 months of salary in a row during the 24 months before death, but no less than \$25,000 and no more than \$50,000)



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ORP Cost

Employer Contribution

- To increase 6.84% employer contribution payable to ORP account:

- For each .01% increase in the employer contribution, the estimated cost is approximately \$70,000 (State appropriations)

ORP Employer Contribution	Estimated Cost
7.0%	\$1,120,000
7.5%	\$4,620,000
8.0%	\$8,120,000
8.5%	\$11,620,000
8.84%	\$14,000,000



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ORP Cost

Vesting

- **ORP forfeitures returned to the State Retirement System for non-vested participants over a 5-year period:**

2005	-	\$1,897,395
2004	-	\$1,317,695
2003	-	\$1,257,421
2002	-	\$1,180,153
2001	-	\$1,478,277



ORP Cost

TSERS Death Benefit

To begin offering the TSERS Death Benefit to ORP participants, based on the current TSERS cost of .16% of payroll, for ORP participants it would cost an estimated \$1.05 million in State appropriations.



N.C. Teachers' and State Employees' Retirement System (TSERS)

- **Defined Benefit Plan**
- **6% employee contribution**
- **2.66% employer contribution payable to Retirement System Pension Fund (7.14% total employer contribution)**
- **6,868 UNC EPA employees participate in TSERS**
- **301,107 active TSERS members statewide made contributions in December 2005**
- **5-year vesting**
- **Death Benefit that equals the highest 12 months of salary in a row during the 24 months before death, but no less than \$25,000 and no more than \$50,000**
- **NC Disability Income Plan**
- **Retiree Health Care**



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TSERS Employer Contribution

Total Employer Contribution Rate:

Effective July 1, 2006:

2.66% Retirement System Pension Fund
3.80% Retirees' Health Plan Reserve
0.52% Disability Income Plan
0.16% Death Benefit Trust Fund
7.14% Total Contribution



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TSERS Benefit Formula

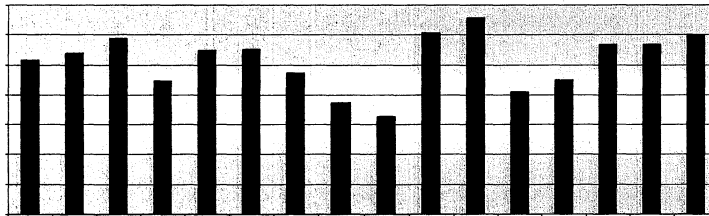
Annual Retirement Benefit equals:

- **1.82% of “average final compensation” times years and months of “creditable service”**
- **Average Final Compensation means the average of salary during the four highest-paid years in a row**
- **Creditable Service means any period during which a member contributes to the System and does not withdraw contributions**



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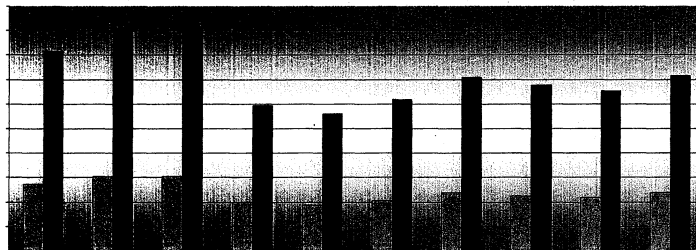
**Summary – Defined Benefit Plan Comparison
Peer Average Employee Contribution & Vesting Schedule**

University	Average Employee Contribution	Vesting Schedule					
		Immediate	3 Years	4 Years	5 Years	6 Years	10 Years
Appalachian State University	5.10%	2	0	1	10	0	1
Eastern Carolina University	5.32%	2	1	0	10	1	0
Elizabeth City State University	5.86%	1	1	0	8	0	1
Fayetteville State University	4.33%	1	1	0	9	0	2
North Carolina A&T University	5.44%	1	1	1	4	1	3
North Carolina Central University	5.47%	0	0	0	9	2	4
North Carolina School of the Arts	6.00%	0	0	0	1	0	1
North Carolina State University	4.63%	1	0	1	7	1	3
University of North Carolina - Asheville	3.44%	0	0	0	3	1	4
University of North Carolina - Chapel Hill	3.00%	1	0	0	8	1	0
University of North Carolina - Charlotte	5.69%	2	0	0	8	1	2
University of North Carolina - Greensboro	6.74%	4	0	1	6	1	3
University of North Carolina - Pembroke	3.97%	0	0	0	11	0	4
University of North Carolina - Wilmington	4.02%	1	0	1	10	0	2
Western Carolina University	5.92%	2	0	0	10	0	1
Winston-Salem State University	5.65%	0	0	0	11	1	4
Average of Employee Contributions	5.04%	18	4	5	125	10	35



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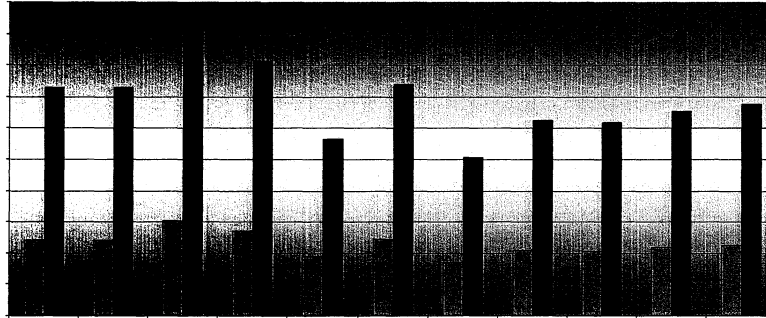


■ Annual Retirement Benefit (AFC = \$25,000) ■ Annual Retirement Benefit (AFC = \$75,000)



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■ Annual Retirement Benefit (AFC = \$25,000) ■ Annual Retirement Benefit (AFC = \$75,000)



TSEERS

Benefit Improvements for Consideration

- Decrease the employee contribution
- Increase the TSEERS retirement multiplier (1.82%)
- Reduce the Average Final Compensation period from 4 to 3 years

Note: All of the above may be cost prohibitive since any improvements would affect all State Retirement System members.



TSERS Cost

Employee Contribution

Based on 2004 valuation figures, for each 1% reduction in the 6% employee contribution, the estimated cost is .95% of payroll (\$105.45 million).



TSERS Cost

Benefit Formula

- **Based on 2004 valuation figures, for each .01% increase in the benefit formula, it would cost .42% of payroll.**
- **The cost to the Retirement System for a .01% increase would be approximately \$46.6 million (based on a \$11.1 billion payroll).**



TSERS Cost

Average Final Compensation

To decrease the average final compensation period from 4 to 3 years, based on 2001 valuation figures, this would cost 1.1% of payroll (\$122 million).



TSERS/ORP Salary Source

State vs. Non-State Funding

# of UNC EPA TSERS Members	6,868
% of TSERS State/Non-State Salary	68%/31.9%
TSERS State \$	\$293,598,323
TSERS Non-State \$	\$137,280,538
# of UNC EPA ORP Participants	11,529
% of ORP State /Non-State Salary	72%/28%
ORP State \$	\$651,764,995
ORP Non-State \$	\$253,774,456



Tuition Waiver Benefit

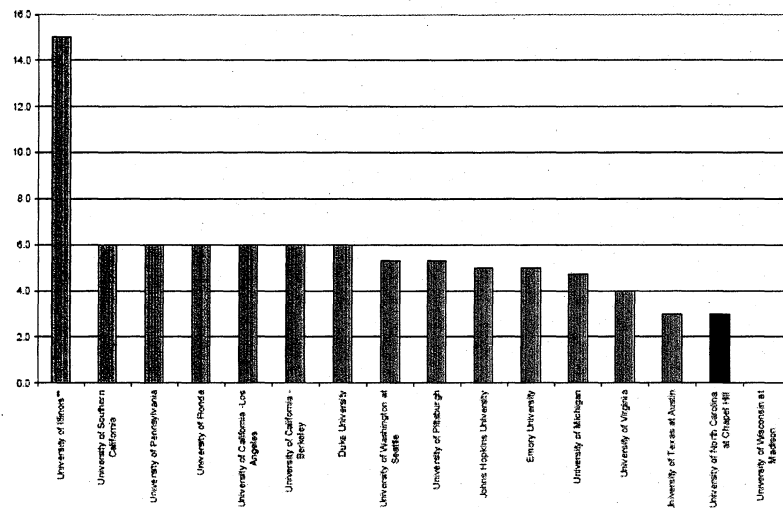
- UNC allows permanent employees who work 75% time or more to participate in the Tuition Waiver Program.
- Newly enacted legislation now allows an employee to take up to 3 courses per academic year on a space available basis (previously 2 courses).
- In the Fall 2005, 1,952 employees took tuition waiver courses and 1,920 took tuition wavier courses in the Spring 2006 (SPA and EPA employees).



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Tuition Comparison- UNC-Chapel Hill Peers
Number of Free Courses Offered Employee Per Year*



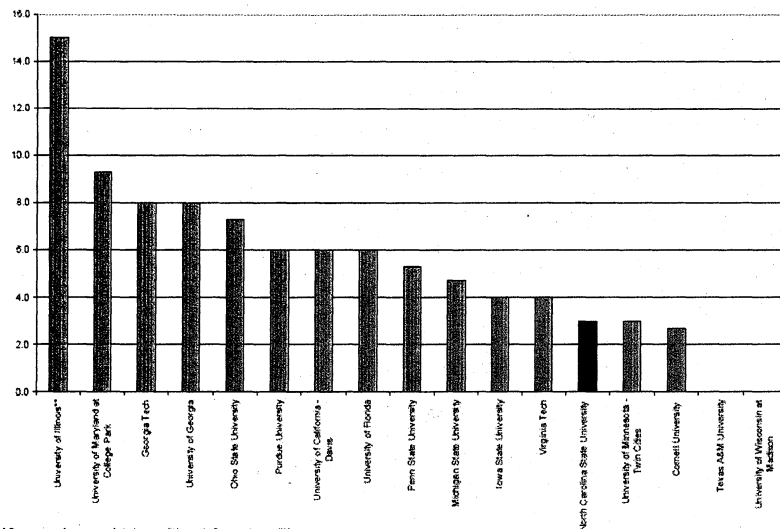
* Conversion of quarter and student credit hours to 3 semester credit hours per course
 ** Policy has no limit, therefore assumption of 15 semester credit hours per semester for 3 semesters



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Tuition Comparison - NCSU Peers
Number of Courses Offered Employee Per Year*



* Conversion of quarter and student credit hours to 3 semester credit hours per course
** Policy has no limit, therefore assumption of 15 semester credit hours per semester for 3 semesters



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NC State University Peers Tuition Benefits – Spouse & Children

PEER	PROGRAM TYPE	SPOUSE	CHILDREN
Cornell	Children's Tuition Scholarship	No	Yes
Georgia Tech	n/a	No	No
Iowa State	n/a	No	No
Michigan State	Course Fee Courtesy Program	Yes	Yes
Ohio State	Dependent Tuition Assistance Program	Yes	Yes
Penn State	Grant-in-Aid	Yes	Yes
Purdue	Tuition Remission Program	Yes	Yes
Texas A&M	n/a	No	No
U. of California-Davis	n/a	No	No
U. of Florida	n/a	No	No
U. of Georgia	n/a	No	No
U. of Illinois	Academic/Faculty Professional Employee Tuition Assistance Program	Yes	Yes
U. of Maryland	Tuition Remission Program	Yes	Yes
U. of Minnesota	n/a	No	No
U. of Wisconsin	n/a	No	No
Virginia Tech	n/a	No	No



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UNC Chapel Hill Peers
Tuition Benefits – Spouse & Children

PEER	PROGRAM TYPE	SPOUSE	CHILDREN
Duke	Educational Assistance Program	Yes	Yes
	Children's Tuition Grant	No	Yes
Emory	Courtesy Scholarship & Tuition Reimbursement	Yes	Yes
Johns Hopkins	Tuition Remission Program	Yes	Yes
	Tuition Grant Plan	No	Yes
U. of California-Berkeley	n/a	No	No
U. of California-Los Angeles	n/a	No	No
U. of Florida	n/a	No	No
U. of Illinois- Urbana	Child of Employee Tuition Waiver	No	Yes
U. of Michigan	n/a	No	No
U. of Pennsylvania	Dependent Children attending U. of Penn	No	Yes
	Dependent Children attending Other Colleges	No	Yes
	Scholarships for Spouse attending U. of Penn	Yes	No
U. of Pittsburgh	Scholarship for Faculty	Yes	Yes
	Tuition Exchange Scholarship Program	No	Yes
U. of Southern California	Tuition Assistance Program	Yes	Yes
	Tuition Exchange Scholarship Program	No	Yes
U. of Texas-Austin	n/a	No	No
U. of Virginia	n/a	No	No
U. of Washington-Seattle	n/a	No	No
U. of Wisconsin-Madison	n/a	No	No



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CY 2005 Spouse/Children
Tuition Assistance Comparison

University	Program	CY 2005 Academic Semester	No. of Enrollees		University Cost		2004-05 Tuition & Fees
			Spouse	Children	Spouse	Children	
University of Maryland – College Park	Tuition Remission Program (<i>Full tuition prorated to percentage of employment of eligible employee</i>)	Spring	12	617	\$28,281	\$1,802,138	\$7,410
		Summer I	2	220	\$2,271	\$199,528	
		Summer II	3	111	\$2,457	\$92,197	
		Fall	10	652	\$28,714	\$1,993,337	
		Total	27	1,600	\$61,723	\$4,087,199	
Ohio State University	Dependent Tuition Assistance (<i>50% of undergrad fee for instructional & general fees only</i>)	Spouse/Children		Spouse/Children		\$7,542	
		Winter	1089	\$1,188,134			
		Spring	1,055	\$1,144,718			
		Summer	459	\$257,937			
		Fall	1,713	\$1,366,693			
Total	4,316	\$3,957,481					
University of Illinois – Urbana	Tuition Assistance Program (<i>50% of tuition for undergrad degree</i>)	Spouse/Children		Spouse/Children		\$7,944	
		Spring	711	\$1,115,356			
		Summer	153	\$101,904			
		Fall	733	\$1,303,316			
		Total	1,597	\$2,520,576			



*UNC-CH 2004-05 cost of Tuition & Fees = \$4,451

*NCSU 2004-05 cost of Tuition & Fees = \$4,282

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SREB Comparison – Average Cost of Benefits Per Capita \$

		All Ranks	Average Costs of Benefits per Capita in Dollars									
		Average Salary	Retire-ment	Health	Disability	Social Security	Unemploy-ment	Life Insurance	Workers' Compensation	Tuition Plans	Other	Total Benefits ¹
Campus												
ASU	Campus	\$59,451	6,463	3,431	270	4,641	42	0	150	0	0	13,886
	SREB Peers Average	\$56,363	6,603	6,179	648	4,473	87	61	438	0	0	16,666
ECU	Campus	\$56,790	9,338	3,431	295	4,460	42	0	149	0	0	13,056
	SREB Peers Average	\$65,827	9,799	5,159	296	4,879	143	177	386	3,502	0	17,231
ECSU	Campus	\$53,490	3,400	3,431	243	4,125	38	0	135	0	0	11,462
	SREB Peers Average	\$51,110	5,504	4,508	251	3,803	237	141	411	2,766	0	13,204
FSU	Campus	\$56,406	4,326	3,431	261	4,433	41	0	145	0	0	12,637
	SREB Peers Average	\$51,296	4,675	4,704	142	3,940	84	275	310	721	302	14,012
NCA&T	Campus	\$67,027	6,170	3,431	309	5,080	49	0	175	0	0	14,000
	SREB Peers Average	\$59,003	6,338	4,338	512	4,811	218	89	307	915	0	14,330
NCCU	Campus	\$57,847	4,613	3,431	272	4,632	42	0	151	0	0	12,937
	SREB Peers Average	\$59,427	5,099	4,442	0	4,180	300	84	371	383	450	13,717
NCSU	Campus	\$69,261	8,863	3,431	337	5,383	62	0	186	0	0	16,135
	SREB Peers Average	\$76,443	7,307	0	0	5,502	291	220	3,005	0	0	16,735
UNCA	Campus	\$56,427	6,165	3,431	254	4,301	40	0	141	0	0	13,333
	SREB Peers Average	\$59,907	6,037	6,007	137	4,299	158	122	121	3,022	0	16,807
UNC-CH	Campus	\$81,169	7,900	3,431	366	6,716	60	0	213	0	0	17,642
	SREB Peers Average	\$62,630	7,076	5,394	361	5,521	63	166	153	0	0	16,446
UNCC	Campus	\$62,551	6,019	3,431	287	4,742	45	0	159	0	0	14,653
	SREB Peers Average	\$67,102	6,664	6,102	468	5,020	110	261	214	4,630	0	16,326
UNCG	Campus	\$59,031	5,502	3,431	268	4,442	42	0	149	0	0	13,833
	SREB Peers Average	\$67,713	7,003	6,278	353	4,797	187	229	347	966	1,564	17,421
UNCP	Campus	\$54,346	4,635	3,431	246	4,155	38	0	136	0	0	12,841
	SREB Peers Average	\$51,116	6,735	4,483	247	3,674	308	180	226	699	139	14,863
UNCW	Campus	\$56,344	6,312	3,431	287	4,608	42	0	146	0	0	13,708
	SREB Peers Average	\$61,206	6,206	6,256	609	4,600	88	33	336	1,306	0	17,846
WCU	Campus	\$56,852	6,166	3,431	259	4,384	40	0	144	0	0	13,413
	SREB Peers Average	\$55,532	6,861	5,451	556	4,246	106	50	349	1,427	0	17,014
WSSU	Campus	\$53,404	4,506	3,431	263	4,436	41	0	146	0	0	12,855
	SREB Peers Average	\$51,700	6,418	4,801	162	3,985	572	159	249	926	246	15,170

¹The "Total Benefits" average does not equal the sum of the individual benefit averages because some faculty do not receive all benefits.



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SREB Comparison – Benefits As A Percent of Salary

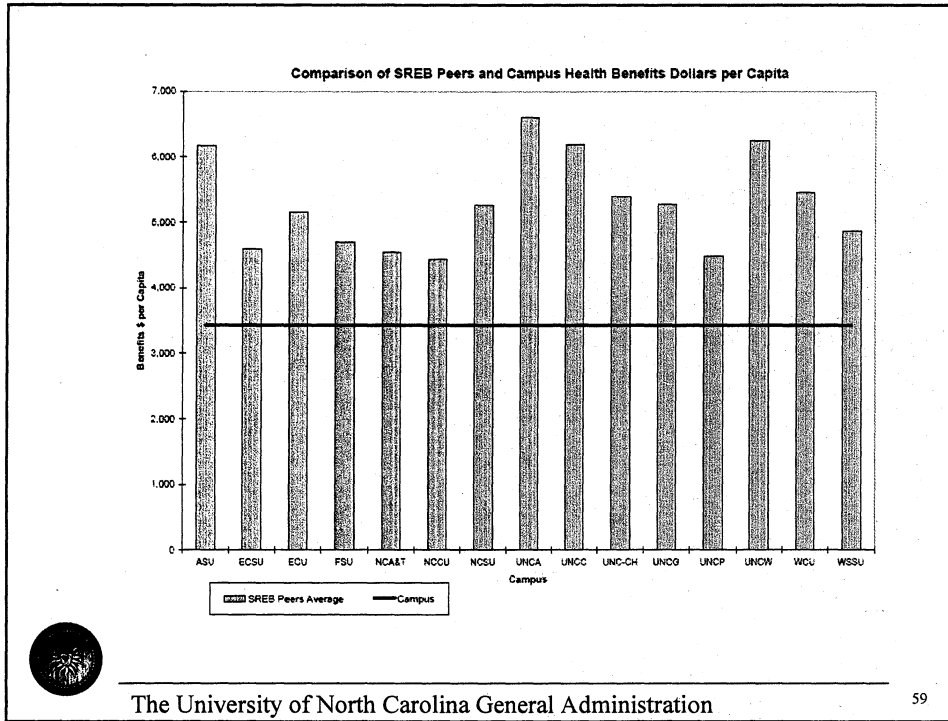
		All Ranks	Benefits as a Percent of Salary									Total
		Average Salary	Retire-ment	Health	Disability	Social Security	Unemploy-ment	Life Insurance	Workers' Compensation	Tuition Plans	Other	Total Benefits ¹
Campus												
ASU	Campus	\$59,451	9.2%	5.8%	0.5%	7.8%	0.1%	0.0%	0.3%	0.0%	0.0%	23.4%
	SREB Peers Average	\$56,365	9.7%	10.6%	1.1%	7.7%	0.1%	0.1%	0.7%	0.0%	0.0%	28.6%
ECU	Campus	\$56,790	9.1%	6.8%	0.5%	7.6%	0.1%	0.0%	0.3%	0.0%	0.0%	23.2%
	SREB Peers Average	\$65,827	10.3%	7.8%	0.4%	7.4%	0.2%	0.3%	0.6%	5.3%	0.0%	26.2%
ECU	Campus	\$53,490	6.5%	6.4%	0.5%	7.7%	0.1%	0.0%	0.3%	0.0%	0.0%	21.4%
	SREB Peers Average	\$51,116	10.9%	9.0%	0.5%	7.6%	0.3%	0.3%	0.8%	0.4%	0.0%	25.8%
FSU	Campus	\$56,406	7.7%	6.1%	0.5%	7.9%	0.1%	0.0%	0.3%	0.0%	0.0%	22.4%
	SREB Peers Average	\$51,298	9.1%	9.2%	0.3%	7.7%	0.2%	0.6%	0.6%	1.4%	0.6%	27.3%
NGA&T	Campus	\$67,027	7.6%	5.1%	0.5%	7.6%	0.1%	0.0%	0.3%	0.0%	0.0%	20.7%
	SREB Peers Average	\$59,003	8.5%	8.1%	0.6%	7.2%	0.4%	0.2%	0.5%	1.6%	0.6%	25.6%
NCCU	Campus	\$57,847	8.0%	5.9%	0.5%	7.6%	0.1%	0.0%	0.3%	0.0%	0.0%	22.4%
	SREB Peers Average	\$59,427	6.6%	7.5%	0.0%	7.0%	0.5%	0.1%	0.6%	0.6%	0.8%	23.1%
NCSU	Campus	\$69,261	9.8%	5.0%	0.5%	7.6%	0.1%	0.0%	0.3%	0.0%	0.0%	23.3%
	SREB Peers Average	\$76,443	8.4%	6.7%	0.0%	7.0%	0.1%	0.4%	0.3%	6.0%	0.0%	23.9%
UNCA	Campus	\$56,427	9.3%	6.1%	0.5%	7.6%	0.1%	0.0%	0.3%	0.0%	0.0%	23.6%
	SREB Peers Average	\$59,907	10.1%	11.0%	0.2%	7.2%	0.3%	0.2%	0.2%	5.0%	0.0%	28.1%
UNC-CH	Campus	\$81,169	9.7%	4.2%	0.5%	7.0%	0.1%	0.0%	0.3%	0.0%	0.0%	21.7%
	SREB Peers Average	\$62,630	9.1%	6.5%	0.5%	6.7%	0.1%	0.2%	0.2%	0.0%	0.0%	22.5%
UNCC	Campus	\$62,551	9.6%	6.5%	0.5%	7.6%	0.1%	0.0%	0.3%	0.0%	0.0%	23.5%
	SREB Peers Average	\$67,102	9.0%	9.2%	0.7%	7.6%	0.2%	0.4%	0.3%	6.0%	0.0%	27.6%
UNCG	Campus	\$59,031	9.3%	5.8%	0.5%	7.6%	0.1%	0.0%	0.3%	0.0%	0.0%	23.4%
	SREB Peers Average	\$67,713	10.3%	7.8%	0.5%	7.0%	0.3%	0.3%	0.4%	1.4%	2.3%	25.7%
UNCP	Campus	\$54,346	8.6%	6.9%	0.5%	7.6%	0.1%	0.0%	0.3%	0.0%	0.0%	23.6%
	SREB Peers Average	\$51,116	13.2%	8.8%	0.5%	7.0%	0.6%	0.4%	0.4%	1.3%	0.3%	29.1%
UNCW	Campus	\$56,344	9.1%	5.9%	0.5%	7.7%	0.1%	0.0%	0.3%	0.0%	0.0%	23.5%
	SREB Peers Average	\$61,206	10.2%	10.2%	1.0%	7.4%	0.1%	0.1%	0.6%	2.3%	0.0%	29.1%
WCU	Campus	\$56,852	9.1%	6.0%	0.5%	7.7%	0.1%	0.0%	0.3%	0.0%	0.0%	23.6%
	SREB Peers Average	\$55,532	12.4%	9.8%	1.0%	7.7%	0.2%	0.1%	0.6%	2.6%	0.0%	30.6%
WSSU	Campus	\$53,404	8.5%	6.4%	0.5%	8.3%	0.1%	0.0%	0.3%	0.0%	0.0%	24.1%
	SREB Peers Average	\$51,700	12.4%	9.4%	0.4%	7.7%	1.1%	0.3%	0.5%	1.8%	0.5%	29.3%

¹The "Total Benefits" average does not equal the sum of the individual benefit averages because some faculty do not receive all benefits.



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