

# Why Work at Duke University's School of Medicine?\*



## Very Competitive Employer Retirement Contribution Program

Duke's contribution of 8.9% for the first \$72,000 and 13.2% for >\$72,000 of your salary significantly exceeds the average employer contribution and it isn't a match—Duke contributes this amount whether you decide to contribute to your 403b or not. ([more details](#))



## Affordable Healthcare Plan Options (including medical, dental, vision, behavioral health, life insurance, etc.)

Most Duke healthcare plans do not have deductibles or annual out-of-pocket thresholds; only co-pays based on type of appointment. ([link to overview of plans](#), [link for more details](#))



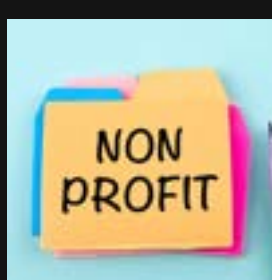
## Time Away from Work

**Vacation Time:** Your vacation accrual is dependent on your job level and length of service at Duke: refer to [this website](#) for your position's accrual.

There are limits to how much vacation time you can rollover each year, but this is also dependent on your job level.

**Sick Time:** Sick time is accrued separately from vacation time. You'll accrue 12 sick days per year that can rollover year after year without limit. ([more details](#))

**Holidays:** Duke School of Medicine provides eight paid holidays. There are six months that don't include a paid holiday, so you'll receive a paid discretionary holiday during these months. You can use these six days during the month they're assigned, or you can save them up, but you must use them before they expire at the end of each year. ([more details](#))



## Duke University is a 501(c)(3)

Duke's nonprofit employer status can help you qualify for [Public Service Student Loan Forgiveness](#). This program forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer, like Duke University.



## Education Benefits Program

These programs include: tuition assistance, Children's Tuition Grant Program, special Duke tuition rates, and free college admission workshops. Our **Children's Tuition Grant Program** is particularly robust, offering up to 75% of Duke's tuition after applying a per semester deductible for up to 8 semesters per child of full-time study at any US accredited college or university. The maximum 2021-2022 per semester tuition-only benefit is ~\$18,232. That amounts to a maximum >\$145,000 benefit per child to attend a 4-year undergraduate college for up to 2 children per employee. ([more details](#))



## Durham Community

Durham has consistently ranked in the Top 10 Places to Live by US News & World Report, and was ranked by Forbes as the #1 Best Mid-Sized Cities for Jobs. [More details linked here](#) for info on Durham demographics, neighborhoods, schools, and helpful resources.



## Duke PAS Program

This program provides access to licensed professionals that offer assessment, short-term counseling, and referrals to help resolve a range of personal, work, and family problems. PAS services are available at no charge to Duke staff and their family members. ([more details](#))



## Duke Live for Life Programs

You'll have access to free wellness programs including health assessments, discounted rates for fitness club memberships, nutrition programs, a run/walk club, and more. ([more details](#))

# Why Work at the Department of Population Health Sciences?\*



## Our Work is Making a Positive Impact on the World

Population health explores the social factors that influence health, and Population health scientists work to improve populations by using research and data to: reduce disparities, implement effective health innovations, measure true health needs, and link communities and healthcare systems. ([more details](#))



## We Live Our Values

Our mission—to produce important insights, guide them into practice, and prepare the next population health scientists to improve the health of communities everywhere—is guided by our core values: Integrity, Impact, Rigor, and Diversity. ([more details](#))



## Workplace Culture

Throughout the levels and groups within the department, care, concern, and action is taken to preserve and improve our positive work culture.



## Work Space, Tools & Resources

We offer remote or hybrid working options + a casual office environment in newly remodeled historic building in Downtown Durham, NC. The department provides the tools you'll need to be productive including laptop, monitor(s), keyboard, mouse, and desk chair, all of which can be used in either our office or your home office.



## Events & Professional Development

Fostering connections and professional growth throughout the department is top of mind for our leadership. As the pandemic allows, we host multiple catered social events per year, as well as professional development offerings and workshops.

\*The information above is applicable to exempt employees. Not all benefits apply to non-exempt staff.

