

Start work at Duke

Eligible employees who work at least 20 hours per week have 30 days to enroll in medical, dental and vision insurance coverage, or they can wait for Open Enrollment in October.

Back to School

After two years of continuous full-time service, employees who work full-time can submit an application for up to \$5,250 per year in tuition assistance at qualified universities.



3 years at Duke

Bi-weekly paid employees who are eligible to participate in the Employees' Retirement Plan are vested in the pension plan.

5 years at Duke

Monthly-paid employees who are eligible to receive the university contribution to the Faculty and Staff Retirement Plan are fully vested, which means the employee owns Duke's contribution.

I do



Add a spouse to your medical, dental and vision insurance within 30 days of marriage.

Birth or adoption

Duke provides up to three consecutive weeks of 100 percent paid parental leave to the eligible parent serving as primary caregiver following the birth or adoption of a child.



Child under 13 or 26

If you become disabled and have at least three years of continuous service, you may be eligible for Duke's Disability Program. It replaces 60 percent of your salary after a required waiting period of four months.

Disability protection

Plan carefully - a reimbursement account for dependent care can only be used for children under age 13. Children are eligible to remain on a parent's health insurance up to their 26th birthday.

Child going to college

Eligible university employees with at least five years of full-time service may qualify for the Children's Tuition Grant for undergraduate tuition for full-time study at any accredited college or university. See program description for eligibility details and requirements.



Happy 50th birthday!

The limit on retirement account contributions increases for most employees when they turn 50. Call (919) 684-5600 to see if you qualify.