

DUKE DURHAM

Fact Sheet: Duke for Durham

Duke lives here, works here, cares here.

The Full Value of Working at Duke

Duke is committed to the well-being of its workforce and offers one of the most comprehensive and competitive compensation and benefits packages in the region. This commitment is why Duke is consistently recognized as one of **America's Best Large Employers** by *Forbes*. Duke's total economic impact in Durham County for 2023 amounted to 56,576 high-quality jobs and \$3.8 billion in earnings.

Additional benefits include:

- Full-time employees have access to **comprehensive health insurance** that consistently receives the highest possible rating for its coverage and affordability and is delivered by **North Carolina's top-ranked health system**.
- Duke also provides a **lifetime monthly retirement benefit** to staff who are paid hourly, **without requiring any employee contribution**, a rare and valuable offering in today's labor market.
- Duke's 403(b) plan for employees holding a salaried position is ranked among the **top retirement plans in the country** among peer institutions.
- **Tuition assistance** for employees and their children:
 - **1,464** employees received an **average of \$3,550** last year in tuition benefit, creating new career and wage advancement opportunities.
 - **1,010** University employees received an average amount of **\$37,400** last year as part of the children's tuition grant that helps turn dreams of higher education into reality.
- **Paid parental leave** in addition to **generous paid time off**.
- **Free GoPass bus passes**, offering fare-free access to Triangle transit systems.

Taxes and Direct Payments

Duke's annual property tax bill, if fully taxed as a for-profit entity, would be \$14.3 million based on the 2025 reassessment. Presently, Duke makes the following tax-related contributions to Durham:

- **\$2.6 million annually in property taxes** on non-academic buildings.
- **\$4 million** each year to support emergency medical services and fire protection.

In addition to its owned properties, Duke leases commercial space throughout Durham, contributing **\$7.2 million** annually in property taxes. Because these leased properties remain on the tax rolls, they generate ongoing revenue that supports Durham's fiscal health.

Affordable Housing

Duke has been a consistent and proactive partner in expanding affordable housing in Durham.

- Over the past two decades, Duke helped create **more than 1,000 affordable homes and units**, recognizing that long-term solutions require diverse tools and deep collaboration.
- Duke invested **over \$22 million** with trusted local financial institutions such as Latino Community Credit Union, Mechanics and Farmers Bank, and Self-Help to provide capital for affordable housing developers and local small businesses.
- Duke also helped establish a **community-led land bank in the West End** and played a founding role in the **Durham Affordable Housing Loan Fund**, in partnership with the City of Durham. Most recently, Duke contributed **\$1 million to the Durham Housing Authority**, supporting its successful bid for a **\$40 million HUD Choice Neighborhoods grant**—a transformative investment in Durham's housing future.



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- Through the Duke Homebuyers Club, more than 70 employees have received financial counseling and resources to successfully become homeowners.
- Duke Law students provide between 7,000 and 9,500 hours per year of pro bono work, representing low-income clients in housing, education, employment, immigration, and criminal justice matters.

Infrastructure and Sustainability

Duke owns **2%** of the land in Durham.

Duke owns and manages many critical infrastructure pieces, reducing demand on public sector partners while also achieving its climate and sustainability aspirations. In total, Duke:

- Independently owns and manages more than **34 miles of water and sewer infrastructure** across its campus, saving the City of Durham an estimated **\$10 million annually** in maintenance and operational costs.
- Pays for all city water usage through two master meters and has implemented innovative sustainability measures, including the **reuse of 70 million gallons of stormwater** via Duke Pond for campus cooling.
- Maintains its own waste, trash, and recycling services for the University and Health System, and through its analysis of waste streams, **removed more than 10,000 tons of solid waste and recycled more than 1,200 tons last year**.
- Maintains its own **fire safety operation and police force**, which handles incidents, crimes, crashes and other needs on and adjacent to campus, keeping the city police available to serve others.
- Operates its own utility and microgrid on campus, providing emerging service support and shelter during natural disasters
- Offers free recreational spaces that are open to the community, including Duke Forest and Duke Gardens.

Public School Support

Duke is deeply invested in the success of Durham's public education system.

- This year, **Duke Health partnered with Durham Tech and Durham Public Schools to launch the Durham Early College High School for Health Sciences**, funded by a **\$29.5 million Bloomberg Philanthropies grant**. Duke Health plans to hire many of the program's graduates into in-demand health care careers, directly linking education to economic mobility.
- **More than 350 Duke students** volunteer annually to support math, literacy, and tutoring programs at more than 25 sites across Durham.
- Through **Advise NC at Duke University** (formerly Duke College Advising Corps), in the 2024-2025 school year, Duke mentored students in nine school districts, including Durham Public Schools, helping low-income, first-generation, and underrepresented students pursue post-secondary education and build brighter futures. Last year, more than 18,000 high school seniors at 22 schools in nine North Carolina counties received one-on-one advising, resulting in a 53% increased likelihood of enrolling in college (compared to their peers who did not receive advising), over 11,000 college enrollments, and \$35 million in scholarships and financial aid for nearly 3,000 students.
- **TeachHouse** is a living-learning community affiliated with Duke's Program in Education that brings together early-career teachers and Duke students interested in education to improve teacher retention, foster innovation, and cultivate community partnerships (especially in Durham). TeachHouse alum Jessica On was named the 2024 NC Association of Colleges for Teacher Education Student Teacher of the Year.

