ENHANCING DIVERSITY

Duke Health is a community diverse in faces, voices, backgrounds, and beliefs. We use our diversity to enhance the way we teach and learn, investigate and innovate, and care for our patients and each other, as part of the shared mission and goals of Duke Health.

In the Department of Medicine, we are dedicated to increasing the diversity of the clinical, research, and educational workforce, and to supporting and enhancing the career development of all our members.

We are glad that you are part of the Department of Medicine. As your career begins, develops, or focuses here, we hope you will take advantage of as many of these diversity-oriented resources and programs as possible.

Joseph Rogers, MD  
*Interim chair*

Laura Svetkey, MD  
*Vice chair for faculty development and diversity*
The Duke Department of Medicine is dedicated to pursuing numerous initiatives with an increased focus on diversity to provide a highly supportive environment for our missions of patient care, education, research, and professional development.

Professional Development

The Department of Medicine sponsors a Faculty Development Academy for junior faculty. The four Academy branches offer mentorship, skill development, and faculty development resources across all missions (clinical, education, and research). The Academy is particularly interested in engaging members from under-represented groups.

The Minority Recruitment & Retention Committee (MRRC) provides career mentoring, leadership development, and social networking for faculty, fellows, residents and medical students from under-represented groups. Among other activities, MRRC sponsors visiting professors for the Phillips-Winn and Martin Luther King, Jr. Memorial Grand Rounds; represents Duke Medicine at the annual SNMA conference; sponsors “second look” visits for minority house staff considering Duke for residency; and a series of targeted career development activities. MRRC leadership serve as faculty advisors to Duke’s chapters of the Student National Medical Association and the Latino Medical Student Association. MRRC works closely with Department leadership to build and maintain a supportive and equitable work environment that facilitates career advancement and satisfaction for all.

Program for Women in Internal Medicine (PWIM) provides career development and peer mentoring programs for women students, residents, fellows, and faculty. Among other activities, PWIM sponsors a visiting professor for the annual Clipp-Speer Memorial Grand Rounds; provides a Housestaff Advisory Committee; hosts a series of career development activities; and assists Department leadership with gender equity analyses. PWIM works closely with Department leadership to build and maintain a supportive and equitable work environment that facilitates career advancement and satisfaction for all.

MRRC and PWIM sponsor faculty to attend AAMC career development seminars for early- and mid-career women and minorities.

The School of Medicine Office of Diversity and Inclusion, directed by the Chief Diversity Officer, fosters a climate where all members of our faculty, students and staff experience a true sense of belonging and feel that they matter, can thrive and contribute their best work.
Clinical

Explore current Duke Health careers and discover where your talents fit with the expanding team of professionals in the Private Diagnostic Clinic (PDC), the Duke physicians’ practice. PDC is currently hiring academic and community-based clinicians in a variety of specialties and clinical settings across the region.
https://pdc.dukehealth.org/careers

Duke physicians and investigators, as well as trainees and staff, participate in many community events and services throughout Durham and the Triangle. Find a list of opportunities on the Department’s website.

Research

The Department of Medicine Faculty Development Academy includes branches for junior faculty pursuing careers in Clinical/Health Services Research and in Basic/Translational Research.

The Medicine Endeavor to Nurture Trainees to Research Success (MENTORS) provides supplemental mentorship to fellows engaged in research. Both the Faculty Development Academy and MENTORS are interested in engaging members from under-represented groups.

Duke’s CTSA-sponsored Career Development Award (KL-2) provides a 3-year mentored career development award to junior faculty pursuing research across the spectrum of translational science (from laboratory based to health services), with a particular focus on applicants from underrepresented backgrounds. Fellows transitioning to faculty are also eligible to apply.

The CTSA sponsors a similar career development program for medical students (TL1), providing 2 years of training and mentoring in translational research, with a focus on students from underrepresented backgrounds.

All NIH research grants are eligible for supplemental funds to support mentored research of individuals from underrepresented groups. Diversity supplement applicants can be high school students, undergrads, medical students, residents, fellows, and faculty.
The Department’s diversity leadership team is lead by Laura Svetkey, MD and includes (from top left) Svetkey, Kimberley Evans, MD; Susan Gurley, MD, PhD; (bottom from left); Kevin Thomas, MD; Leonor Corsino, MD; and Camille Frazier-Mills, MD

Education

The Department of Medicine Faculty Development Academy includes a branch for junior faculty pursuing careers in education scholarship. The CTSA sponsors a health disparities research curriculum, currently open to KL2 scholars and other early-stage faculty.

The School of Medicine Multicultural Resource Center coordinates programs to help medical students, house staff, and faculty work and learn together in an increasingly diverse environment.

The Visiting Clinical Scholar Program welcomes underrepresented medical students from other schools for an elective rotation at Duke. This experience helps students see first-hand if Duke is a good fit for their house staff training.

Resources

Learn more about Duke Medicine’s faculty development resources at: https://medicine.duke.edu/faculty/faculty-development/faculty-development-resources