

EDI Data Navigator Guide

This guide is intended to:

- Support EDI strategy assessment, enhancement, and development
- Enhance access and use of existing data, dashboards, and reports
- Provide direction on available expertise for ad hoc analytics requests
- Communicate about forthcoming resources to support efforts

Data Availability, Use and Access

- Data are managed, analyzed, and reported by a range of offices using varying approaches, including some public-facing and restricted-access dashboards, standing reports, and ad-hoc studies.
- Many data, dashboards and reports are, by design, accessible to select individuals and their use may be subject to [Duke's Data Classification Standard policies](#).
- Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.
- Data definitions, such as race/ethnicity groupings, may vary across data sources and reports.
- Many available data and reports focus on select constituent groups, such as faculty, staff, health professions and biomedical sciences learners, and postdoctoral trainees.
- The timing of data collection and reporting varies across sources.
- It is not necessarily possible to link or match data across data, dashboards, or reports in this guide.
- This guide provides information on frequently used data and reports that support EDI strategy development and enhancement. It is not exhaustive of all data and reports available.
- A broader set of data resources available at Duke can be found on the Racial Equity at Duke [website](#).

Contact [Rebecca Redmond](#), Director of Assessment & Research in the SOM Office of Equity, Diversity and Inclusion, with questions about access to, content and use of these resources.

Faculty

Diversity: Representation, Hires, Promotions, Departures

[Faculty Diversity Report \(central view\)](#)

[Faculty Diversity Report \(departmental view\)](#)

Official counts and proportions of full-time, regular rank faculty in the Duke School of Medicine, 2006-present. View by year, department, rank, tenure status, gender, and race/ethnicity. More information upon [request](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

[Faculty Diversity, Availability, and Utilization Analysis: Duke Annual Affirmative Action Plans](#)

Official counts, proportions, availability, and utilization analyses for full-time, regular rank faculty in the Duke School of Medicine. View by year, department, gender, and race/ethnicity. More information and unit reports for veterans and individuals with disabilities upon [request](#). Intended for use as a management tool and supports Duke's federal regulatory obligations.

[Faculty Hiring, Promotion and Departure](#)

More information upon [request](#).

[Faculty Facts & Figures](#)

Official counts and proportions of full-time, regular rank faculty in the Duke School of Medicine. View by race/ethnicity, gender, and age.

[AAMC Faculty Roster](#)

National data on full-time faculty at LCME-accredited medical schools. View by department, rank, tenure status, degree, age, gender, and race/ethnicity. Trends in representation, new hires, promotions and departures, average age of full-time faculty and department chairs, and distribution by rank and roles across dimensions over time. More information upon [request](#).

Faculty Experiences: Culture Surveys

[Duke University Faculty Survey](#)

AAUDE survey conducted in October 2020 on faculty experiences in key dimensions of professional and intellectual life and views on workload, departmental atmosphere, mentoring, promotion and tenure practices, hiring and retention, and work-life integration. Conducted every 5 years with results available for 2005, 2010, 2015, 2020. View by department, clinical or non-clinical area, rank, tenure, gender, race/ethnicity, and international or US citizen/permanent resident. View the clinical and non-clinical survey instruments [here](#) and [here](#). More information upon [request](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

[Duke University Diversity, Equity and Inclusion Climate Survey – Results by Unit](#)

Duke University-wide survey conducted in April 2021 on campus and departmental belonging and equity in opportunities and engagement, microaggressions and discrimination, and engagement in equity, diversity and inclusion initiatives and programming. View by department, institute/center, administrative unit or academic program; faculty, staff or learners; gender, race/ethnicity. More information upon [request](#). View the survey instrument [here](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

[Duke Health Culture Pulse Surveys](#)

Duke Health-wide surveys on employee engagement and well-being, teamwork, culture of safety, belonging and commitment, and perceptions of management and leadership, with content varying across years. Conducted approximately every 18 months, with results available for 2017, 2019, 2020, and 2022. View by department, division, rank, tenure status, gender, race/ethnicity. More information upon [request](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

Staff

Diversity: Representation, Hires, Promotions, Departures

[Staff Diversity, Availability, and Utilization Analysis: Duke Annual Affirmative Action Plans](#)

Official counts, proportions, availability, and utilization analyses for exempt and non-exempt staff in the Duke School of Medicine. View by year, department, gender, and race/ethnicity. More information and unit reports for veterans and individuals with disabilities upon [request](#). Intended for use as a management tool and supports Duke's federal regulatory obligations.

[Staff Hiring: Disparate Impact Analyses](#)

Analysis of staff hiring pools, short lists, and hires by gender and race/ethnicity. More information upon [request](#).

Staff Experiences: Culture Surveys

[Duke University Diversity, Equity and Inclusion Climate Survey – Results by Unit](#)

and

[Duke University Diversity, Equity and Inclusion Climate Survey – Results by Staff Job Category](#)

Duke University-wide survey conducted in April 2021 on campus and departmental belonging and equity in opportunities and engagement, microaggressions and discrimination, and engagement in equity, diversity and inclusion initiatives and programming. View by department, institute/center, administrative unit or academic program; faculty, staff or learners; gender, race/ethnicity. More information upon [request](#). View the survey instrument [here](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

[Duke Health Culture Pulse Surveys](#)

Duke Health-wide surveys on employee engagement and well-being, teamwork, culture of safety, belonging and commitment, and perceptions of management and leadership, with content varying across years. Conducted approximately every 18 months, with results available for 2017, 2019, 2020, and 2022. View by department, division, staff job category, gender, race/ethnicity. More information upon [request](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

Postdoctoral Appointees

Diversity: Representation, Hires, Departures, Time in Training, Career Pathways

[Statistics for the Coalition for Next Generation Life Science](#)

Official counts and proportions of postdoctoral appointees in the Duke School of Medicine, 2011-present. View by year, department, gender, race/ethnicity, and international or US citizen/permanent resident. More information upon [request](#).

[Postdoctoral Diversity, Availability, and Utilization Analysis: Duke Annual Affirmative Action Plans](#)

Official counts, proportions, availability and utilization analyses for postdoctoral and research staff in the Duke School of Medicine. View by year, department, gender, and race/ethnicity. More information and unit reports for veterans and individuals with disabilities upon [request](#). Intended for use as a management tool and supports Duke's federal regulatory obligations.

[National Statistics on Postdoctorates: NIH Data Book](#)

National data on postdoctorates in biomedical, behavioral and social, and clinical sciences, 1985-present. View by gender and citizenship. Trends in representation over time. View detailed tables [here](#). More information upon [request](#).

Postdoctoral Experiences: Culture Surveys

[Duke University Diversity, Equity and Inclusion Climate Survey – Results by Unit](#) and [Duke University Diversity, Equity and Inclusion Climate Survey – Results by Staff Job Category](#)

Duke University-wide survey conducted in April 2021 on campus and departmental belonging and equity in opportunities and engagement, microaggressions and discrimination, and engagement in equity, diversity and inclusion initiatives and programming. View by department, institute/center, administrative unit or academic program; faculty, staff or learners; gender, race/ethnicity. More information upon [request](#). View the survey instrument [here](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

Duke Postdoctoral Climate Surveys

Duke University survey of postdoctoral experiences including job satisfaction, mentoring experiences, career goals and progress toward obtaining a non-training position. Includes questions on microaggressions, bias and harassment. Conducted annually since 2020. View by academic school or unit, race/ethnicity, and gender. More information available upon [request](#).

[Duke Health Culture Pulse Surveys](#)

Duke Health-wide surveys on employee engagement and well-being, teamwork, culture of safety, belonging and commitment, and perceptions of management and leadership, with content varying across years. Conducted approximately every 18 months, with results available for 2017, 2019, 2020, and 2022. View by department, division, staff job category, gender, race/ethnicity. More information upon [request](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

Biomedical Sciences Students

Diversity: Enrollment, Applicants, Admissions, Matriculation, Time to Degree, Graduates

[The Graduate School Statistics](#)

Official counts and proportions, including applicants, admissions offers, new matriculants and total enrollment, of graduate students in Duke School of Medicine basic and biomedical sciences programs, 2012-present. View by year, department, degree level, gender, race/ethnicity, and international or US citizen/permanent resident. More information upon [request](#).

[National Statistics on Graduate Students: NIH Data Book](#)

National data on graduate students in biomedical, behavioral and social, and clinical sciences, 1985-present. View by gender, race/ethnicity, and citizenship. Trends in representation over time. View detailed tables [here](#). More information upon [request](#).

[Integrated Postsecondary Education Data System \(IPEDS\)](#)

National data on all postsecondary applicants, admissions, matriculants, fall and 12-month enrollments, and graduates/completions. View by department/program, gender and race/ethnicity. Trends in representation over time. View summary tables [here](#). More information upon [request](#).

Student Experiences: Culture Surveys

[Graduate and Professional Student Exit Survey](#)

Survey conducted on graduating graduate and professional student experiences in key dimensions of the educational environment and program quality, inclusion and respect, student supports and services, safety, work-life integration, and career plans. Conducted every other year with results available from 2009-2019. View by department or program, gender, race/ethnicity, and international or US citizen/permanent resident. More information upon [request](#). View the survey instrument [here](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

[Duke University Diversity, Equity and Inclusion Climate Survey – Results by Unit](#)

Duke University-wide survey conducted in April 2021 on campus and departmental belonging and equity in opportunities and engagement, microaggressions and discrimination, and engagement in equity, diversity and inclusion initiatives and programming. View by department, institute/center, administrative unit or academic program; faculty, staff or learners; gender, race/ethnicity. More information upon [request](#). View the survey instrument [here](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

Residents and Fellows

Residents and Fellows are employees of the Duke University Health System.

Diversity: Representation, Hires, Departures, Time in Training, Career Pathways

[Graduate Medical Education Statistics](#)

Official counts and proportions of residents and fellows in the Duke University Health System, 2013-present. View by year, department, program, gender, and race/ethnicity. More information upon [request](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

[Resident and Fellow Diversity, Availability, and Utilization Analysis: Duke Annual Affirmative Action Plans](#)

Official counts, proportions, availability and utilization analyses for residents and fellows in the Duke University Health System. View by year, department, gender, and race/ethnicity. More information and unit reports for veterans and individuals with disabilities upon [request](#). Intended for use as a management tool and supports Duke's federal regulatory obligations.

[ACGME Data Resource Books](#)

National data on active and newly entering residents, 2010-present. View resident characteristics by specialty, medical school type, gender and ethnicity and international or US citizen/permanent resident. More information upon [request](#).

Resident and Fellow Experiences: Culture Surveys

[Duke Health Culture Pulse Surveys](#)

Duke Health-wide surveys on employee engagement and well-being, teamwork, culture of safety, belonging and commitment, and perceptions of management and leadership, with content varying across years. Conducted approximately every 18 months, with results available for 2017, 2019, 2020, and 2022. View by department, division, resident/fellow appointment, gender, race/ethnicity. More information upon [request](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

Health Professions Students

Diversity: Enrollment, Applicants, Admissions, Matriculation, Time to Degree, Graduates

[School of Medicine Health Professions Programs – Student Diversity](#)

Official counts and proportions, including applicants, admissions offers, new matriculants and total enrollment, of students in Duke School of Medicine health professions programs, 2012-present. View by year, program, year in program, gender, and race/ethnicity. Recent matriculants available [here](#). More information upon [request](#).

[MD and MD-PhD Student Diversity: AAMC FACTS Report](#)

National data on medical school applicants, matriculants, enrollments, and graduates as well as data on MD-PhD students and residency applicants. View most recent year, gender, race/ethnicity, deferred action for childhood arrivals (DACA) status, socioeconomic status, and other student characteristics. More information upon [request](#).

[Doctor of Physical Therapy Student Diversity: CAPTE Aggregate Data](#)

National data on physical therapy student admissions, enrollment, and graduates. View most recent and select historical data, gender, race/ethnicity, and other student characteristics. More information upon [request](#).

[Physician Assistant Student Diversity: PAEA Student Reports](#)

National data on physician assistant student matriculation and end of program surveys. View most recent and historical data through 2016, sex, gender, sexual orientation, race/ethnicity, socioeconomic and family of origin characteristics, geographic origin. [Research study](#) using IPEDS data sheds further light on PA student diversity in the US. More information upon [request](#).

Student Experiences: Culture Surveys

AAMC MD Student [Matriculating](#), [Year Two](#), [Graduation](#) and Course Evaluation Questionnaires

AAMC annual matriculation, year two and graduation questionnaires on a variety of student experiences. Designated medical school staff have access to institution level reports. Year two and graduation questionnaire include survey items on awareness of mistreatment policies and procedures, educational environment and inclusion, respect, student services, career plans, well-being, negative behaviors experienced during medical school. More information upon [request](#).

[Physician Assistant Student Experiences: PAEA Student Reports](#)

National data on physician assistant student matriculation and end of program surveys. Matriculating and end of program questionnaires include survey items on demographics, health and well-being, future practice and financial information; end of program questionnaire includes survey items on educational environment and inclusion, respect, student services, career plans, well-being and negative experiences during PA school based on gender, race/ethnicity, sexual orientation and religion. More information upon [request](#).

[Duke University Diversity, Equity and Inclusion Climate Survey – Results by Unit](#)

Duke University-wide survey conducted in April 2021 on campus and departmental belonging and equity in opportunities and engagement, microaggressions and discrimination, and engagement in equity, diversity and inclusion initiatives and programming. View by department, institute/center, administrative unit or academic program; faculty, staff or learners; gender, race/ethnicity. More information upon [request](#). View the survey instrument [here](#). *Access may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*

Engagement

Education in Equity, Diversity & Inclusion

[SOM EDI Education Dashboard](#)

School of Medicine staff, faculty and postdoctoral appointee engagement in equity, diversity and inclusion course offerings managed through Duke's Learning Management System (LMS), five-year snapshot through the present. Data snapshots represent EDI courses managed through the LMS and do not capture all educational opportunities available across the enterprise. Snapshots by year, department, roles and positions. More information upon [request](#). *Data may be limited to school and unit leaders, including chairs, chief administrative and business officers, HR representatives, and EDI leaders.*