



Marshall University Joan C. Edwards School of Medicine

Faculty Handbook





Preface

The Marshall University Joan C. Edwards School of Medicine Faculty Handbook, published by the Office of Faculty Advancement, contains information relevant to faculty and academic administrators. It provides policies and programs relevant to academic faculty. New faculty are encouraged to familiarize themselves with the handbook, but it is well worth review by faculty with long-standing experience as well. The Faculty Handbook is not a comprehensive compilation of all policies and documents that apply to faculty, nor is it a repository of all information that could potentially be useful. Rather, the Faculty Handbook is intended to be a valuable collection of materials most commonly of interest to faculty and academic administrators.

In an institution as multifaceted and dynamic as JCESOM, change in the organization and in policies and procedures is an ongoing process, and the University reserves the right to make such changes. Although the policies contained in this handbook are up-to-date at the time of its publication, one should check with the Faculty Advancement Office to verify the currently applicable policies.





Statement of Professionalism

As members of the JCESOM faculty, administration, and staff, we recognize the critical nature of the role of professionalism in the teaching and learning of those medical students and residents for whom we are responsible.

We understand that professionalism is based upon a foundation of excellence, humanism, accountability, altruism, and cultural competence that relies upon nine standards of conduct that govern responsibility to patients first and foremost, society, other health professionals, and self (AMA, 2001; Ludwig, 2014; Stern & Papadakis, 2006).

We accept our responsibility to create, support, and facilitate a learning environment characterized by honesty and a pervasive sense of respect, collegiality, kindness, and cooperation among faculty, administration, and staff, so that learners and teachers are willing to engage in the often challenging environment of medical education for the purpose of fostering resilience, excellence, compassion, integrity, and collaboration (AAMC, 2014).

Institutional Objectives



Patient Care

Provide patient care that is compassionate, appropriate and effective for the treatment of health problems and the promotion of health.

Medical Knowledge

Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge to patient care.



Practice-Based Learning and Improvement

Demonstrate the ability to investigate and evaluate the care of patients to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning.

Interpersonal and Communication Skills

Demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals.



Professionalism

Demonstrate a commitment to carrying out professional responsibilities and adherence to ethical principles.

Systems-Based Practice

Demonstrate an awareness and responsiveness to the larger context and system of health care as well as the ability to call effectively on other resources in the system to provide optimal health care.



FACULTY SKILL DEVELOPMENT PROGRAMS AND RESOURCES

Medical School-Based Programs

Through varied activities, JCESOM's Office of Faculty Advancement collaborates with faculty to provide programs to expand the faculty's knowledge base in education and enhance teaching skills. Workshops and seminars are tailored to faculty need while promoting the alignment of resources and rewards with excellence and innovation in carrying out the school's teaching mission.

Faculty Seminar Series: "Success Begins with You." This seminar series is designed to provide a brief overview of topics specific to the School of Medicine faculty. These seminar series are offered each semester (Fall and Spring). Each session is 60 minutes long and includes information geared toward facilitating academic, clinical and research pursuits of the faculty. Session topics for the 2016 –2017 Academic Year include Academic Orientation, Introduction to Faculty Promotion and Tenure, and Work-Life Integration.

Mentoring

JCESOM recognizes that mentoring is essential to the development and establishment of a strong and vibrant institution, and to the success and retention of diverse faculty. The success is reflected in the formal and informal mentoring faculty receive as they begin their careers and navigate through new positions. With this in mind, the Office of Faculty Affairs and Professional Development is offering a Mentoring Handbook; we hope that it is useful to all faculty. We encourage you to use this resource to assess your mentoring needs as they relate to your professional development. **To become a mentor or to request a mentor, please send your request with your CV to facultymentoring@marshall.edu**

[Mentoring Handbook](#)

[Team based Mentoring Guide](#)

[Junior Faculty Mentoring Model](#)

Promoting Academic Community of Excellence (PACE)

PACE is a **Faculty Learning Community (FLC)** based on the professional development needs assessment survey conducted by the Office of Faculty Advancement. The needs assessment utilizes a wide range of factors, including research, mentoring, teaching pedagogy, and professionalism, to group faculty into cohorts with similar learning needs in their area of interest. Participants in PACE

are offered an annual retreat followed by seminars and collaborative activities during the year to provide learning development of faculty at any rank. [Promoting Academic Community of Excellence program Information](#)

Advancing Scholarly Productivity in Research and Education (ASPIRE)

The ASPIRE program (Advancing Scholarly Productivity in Research and Education) is designed to help faculty understand the principles of effective scientific writing, literature searches, and peer review. Through the program, faculty will develop and prepare for submission to peer-reviewed academic journals. [ASPIRE Workshops, Presentations, and Resources](#)

Academic Citizens Excellence (ACE) Program

The ACE program offers online, volunteer-based activities throughout the year for personal and professional enrichment. The Office of Faculty Affairs will reward and recognize JCESOM faculty who exhibit outstanding academic citizenship with "Academic Citizenship Excellence" points. These points can be earned by attending 30-45 minute sessions available online or on-site. [ACE session information](#)

Personal and Institutional Enhancement Seminar (PIES)

The primary goal of PIES is to foster and sustain a collegial community of lifelong learners capable of meeting the present and future challenges of academic medicine. The onsite sessions are also offered and customized per department's needs. [PIES Archive](#)

Women in Medicine and Science Programs

Women in Medicine and Science (WIMS) at JCESOM is in alliance with the Group on Women in Medicine and Science (GWIMS) in medical schools across the country, through its Association of American Medical Colleges (AAMC) affiliation <https://www.aamc.org/members/gwims/>. The program is focused on advancing the careers of women faculty, residents, and students in the fields of medicine and science by providing tools and opportunities to succeed in academic medicine. [WIMS program information](#)

Research in Progress Conference Series (RIPC)

Internal or invited faculty lead monthly research presentations and discussions. Topics discussed can be viewed here: [Research in Progress Series Archives](#).

Biostatistics and Research Study Design (BRD) Clinic

The Biostatistics and Research Design (BRD) Clinic's key

function is to provide support in the areas of biostatistics and research design to the Appalachian Clinical and Translational Science Institute (ACTSI) researchers. Services include consultations on study design for clinical trials, community-based participatory research, population-based (epidemiologic) studies, and quantitative data analysis. These services are provided to support pilot studies, grant submissions, and publications.

Institutional Review Board (IRB) Clinic

The Institutional Review Board (IRB) Clinic offers hands-on sessions with one of our core researchers in the Appalachian Clinical and Translational Science Institute (ACTSI) and who is also a member of the IRB at Marshall University [Office of Research Integrity](#). During a clinic session, assistance needed regarding IRB processes and documentation for IRB submissions will be reviewed. These sessions can provide basic instruction to help you prepare your submission documents as well as explore potential issues for your project regarding IRB review and approval.

Institutional Animal Care and Use Committee (IACUC) Clinic

Federal regulations require an institution that uses animals for research or teaching to have an active and functioning Institutional Animal Care and Use Committee (IACUC). All institutions that apply for federally funded research grants using animals must have an IACUC. The IACUC has oversight on the review and approval of all animal use, as well as oversight of the animal facilities. Marshall University is fully accredited by the Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC). The IACUC clinic is to assist investigators in preparation of their IACUC protocols including experimental design, treatments, and literature searches for alternatives to animal use.

Marshall Journal of Medicine (MJM)

The Marshall Journal of Medicine (MJM) is a peer-reviewed journal published by Marshall University's Joan C. Edwards School of Medicine. The journal's full text is available online at <http://mds.marshall.edu/mjm/vol3/iss1/>. The journal allows free access (open access) to its contents and permits authors to self-archive final accepted versions of the articles on any Open Archives Initiative compliant institutional/subject-based repository.

Faculty Awards

The Office of Faculty Advancement administers annual faculty rewards and a recognition event. Awards for Excellence in Education, Research, Clinical Care, Mentoring, and Leadership are offered. Along with the Faculty Impact Award, the Leonard Tow Award of Humanism is offered. They are listed below with links to information and application forms: <http://jcesom.marshall.edu/faculty-staff/faculty-affairs-professional-development/facultystaff-reward-recognition/>

Medical school faculty are also eligible to apply for Marshall University Distinguished Artists and Scholars Award (MU-DASA). Information can be found at: http://www.marshall.edu/ctl/?page_id=55

Health Science Library

The Health Science Library offers resources available to the School of Medicine faculty. Resources such as up-to-date, and endnote are available at no cost. <http://jcesom.marshall.edu/library/>



FACULTY POLICY

Annual Evaluation of [Policies MUBOG AA-22](#):

Each year in January, faculty members must submit an annual report of scholarly, teaching, and service activities for the preceding **calendar** year. JCESOM's Policy for Evaluation of Faculty Activity can be found here: <http://jcesom.marshall.edu/media/21958/Evaluation-of-Faculty-Activities.pdf>. You may use the template for annual evaluation posted at the following link: <http://jcesom.marshall.edu/media/53465/faculty-annual-evaluation.pdf> or use the form designed by your department. Annual evaluation helps you and your chair assess progress.

JCESOM Promotion & Tenure Policies

- [MU JCESOM Faculty Promotion & Tenure Regulations](#) (for faculty hired AFTER 2/21/2013)
- [MU JCESOM Faculty Promotion & Tenure Regulations](#) (for faculty hired BEFORE 2/21/2013)

[Institutional Standards of Behavior in a Learning Environment Policy](#)

[JCESOM Conflict of interest Policy](#)

[JCESOM Faculty Bylaws](#)

[Grievance Policies and Procedure](#)

[Marshall University Board of Governor's Policies](#)

Academic Affairs Policies

Sabbatical Leave [Policy No. AA-1](#)

Faculty Development [Policy No. AA-2](#)

"Adjunct Faculty" (or part-time faculty) [Policy No. AA-5](#)

Faculty and Administrative Productivity [Policy No. AA-10](#)

Graduate Faculty Membership [Policy No. AA-20](#)

Faculty Workload [Policy No. AA-21](#)

Joint Teaching Appointment within the Institution [Policy No. AA-19](#)

Annual Evaluation of Faculty [Policy No. AA-22](#)

Personnel Records [Policy No. AA-25](#)

Faculty Promotion [Policy No. AA-26](#)

Faculty Tenure [Policy No. AA-28](#)

Principal Investigator Salary Payments [Policy No. AA-29](#)

Political Activities [Policy No. AA-36](#)

Teaching and Administration [Policy No. AA-37](#)

Selection, Role, and Evaluation of Department Chairs [Policy No. AA-38](#)

Selection and Evaluation of Faculty Deans [Policy No. AA-39](#)

Faculty Compensation from Grants and Contracts [Policy No. AA-40](#)

Individual Conflict of Interest in Research [Policy No. AA-41](#)

Salary Increases for Library and Clinical Faculty [Policy No. AA-45](#)

Financial Affairs Policies

Travel [Policy No. FA-2](#)

Salary Supplements for Marshall University Employees from Non-State Sources [Policy No. FA-7](#)

Policies on Use of Institutional Facilities [Policy No. FA-4](#)

General Administrative Policies

Discrimination, Harassment, Sexual Harassment, Sexual & Domestic Misconduct, Stalking, and Retaliation [Policy No. GA-1](#)

Social Justice [Policy No. GA-3](#)

Tobacco Policy [Policy No. GA-8](#)

Human Resources Policy

Policy Regarding Staff Development [Policy No. HR-1](#)

Information Technology Policies

Information Technology Acceptable Use [Policy No. IT-1](#)

Electronic Communications Policy [Policy No. IT-3](#)

Electronic Records Management [Policy No. IT-6](#)

Emergency Closings and Delay Policy

Details about emergency closings and delays may be found by visiting the University Communications website at <http://muwww-new.marshall.edu/ucomm/weatheremergency-closings/>.

UNIVERSITY-WIDE RESOURCES

The Greenbook

The official faculty guide to University and State policies is the Greenbook. An electronic version can be found at the Academic Affairs website at <http://www.marshall.edu/academic-affairs/files/The-Greenbook-2016-2017-3.pdf>

Center of Teaching Excellence

The mission of the Center for Teaching and Learning (CTL) is to empower faculty in their teaching and research by cultivating a campus culture that values pedagogical, disciplinary, and program-based inquiry in support of student learning. More specifically, CTL provides opportunities for faculty to engage with, and develop, the instruments of teaching and learning (e.g., curricula and

pedagogy) and the processes of teaching and learning (e.g., data-driven teaching strategies, reflective and metacognitive practices). <http://www.marshall.edu/ctl/>

Information Technology

The Division of Information Technology (www.marshall.edu/it) offers a number of resources available to the university community. Microsoft Office 365, Symantec Endpoint Protection, Skype for Business, OneDrive for Business and statistical software such as SAS and SPSS are just a few of the software offerings available to you. The IT Service Desk is available 7 days a week (8:00am to 9:00pm Monday – Thursday, 8:00am – 6:00pm Friday, 10:00am – 6:00pm Saturday, and 1:00pm – 9:00pm Sunday). We also offer extended hours during busier times of the year. The Drinko Library Study Center offers 24 hour access for computing needs. The Study Center is open from 1:00pm Sunday – 6:00pm Friday and 10:00am – 6:00pm Saturday.

Marshall University Research Corporation (MURC)

MURC <http://www.marshall.edu/murc/> offers several grantsmanship professional development resources and opportunities for all faculty.

Finding Funding

The Grant Forward system can be used for funding, collaboration, and planning, and is accessed through the following link: <https://www.grantforward.com/index>

Faculty Grant Opportunities

Listed below are internal Faculty Grant Opportunities open to all university faculty. Information and applications for all grants can be found at http://www.marshall.edu/facultysenate/files/Faculty_Grant_Opportunities2.pdf

Lynda.com

Lynda.com is an online software training resource. It provides over a thousand video tutorials on the latest software tools and techniques. Lynda has also increased their offerings to include business skills for professional development.

Campus Security

Any faculty member on campus who has security concerns, including disruptive students in the classroom, should call the HELP line (304-696-4357) for immediate assistance from Public Safety personnel. The Marshall University Police Department provides security escorts for on-campus faculty and staff who work in the evenings and wish to be accompanied to their parking lots. Please call 304-696-4357 (HELP) to arrange for this service. Visit the MUPD website at <http://www.marshall.edu/mupd/> for more information.

Recreation Center

University employees, including full-time and adjunct faculty along with spouses/significant others/dependents, are eligible to purchase memberships for the Recreation Center. For more information, visit www.marshallcampusrec.com or call Michele Muth at 304-696-2943.

Tuition Waivers

Marshall University faculty are eligible to apply for graduate tuition waivers. Information may be obtained from the Dean of the Graduate College, Dr. David Pittenger, at 304-696-7263.

Employee Dependent Undergraduate Tuition Assistance Program

The Employee Dependent Undergraduate Tuition Assistance Program provides a tuition waiver covering up to the total cost of the Resident Capital Fee and the Resident Education and General (E & G) Fee charged by Marshall University to eligible dependents of Marshall University employees. Dependents of Marshall University employees may apply for this scholarship by completing the Employee Dependent Undergraduate Scholarship Program application. To obtain an application, go to <http://www.marshall.edu/wpmu/sfa>, click on the Forms & Application tab, and then the Scholarship/Grant Applications tab.

GETTING TO KNOW YOUR COMMUNITY

We hope that you find Marshall University a great community and Huntington to be a wonderful a place to live and work. The following websites are not affiliated with Marshall University, but will provide you with helpful information concerning Huntington and the local Tri-State region. (This information is taken from http://www.marshall.edu/ctl/?page_id=154)

General

- Marshall's [Community Information](#) website
- Official [City of Huntington](#) website with a fairly comprehensive list of links to interesting and helpful information
- Official website of the [Cabell Huntington Convention and Visitor's Bureau](#)
- [The Herald Dispatch](#) – Huntington's local newspaper

Living/Working

- [Find Homes for Sale or Rent](#) – Links to the Herald-Dispatch Real Estate Section
- [Off Campus Rental Housing](#) – Links to the Herald-Dispatch classified section, click on your desired rental type under the heading "Classified Property."
- [Child Care Facilities](#)
- [Tri-State Transit Authority](#) (Public Transportation)
- [MapQuest map of Huntington, WV](#)

Entertainment / Recreation / Shopping

- [Greater Huntington Parks and Recreation District](#)
- [Heritage Station](#)
- [Huntington Mall](#)
- [Pullman Square](#)
- [WV State Parks and Forests](#)
- [Old Central City](#) – Antiques, Farmer's Market and more



Helpful Tips

- Read the Greenbook to become familiar with your rights and responsibilities as faculty.
- Familiarize yourself with student policies, which can be found on the JCESOM website.
- For physicians and other clinical providers, there is a more specialized component of orientation that concerns regulatory compliance and risk management as it relates to your practice of medicine within our organization. This session is usually scheduled by your department administrator.
- You can find assistance in the clinical arena from your chair, your department administrator, and Dean's administrative area. Feel free to consult them as frequently as you may need.
- Document any form of perceived harassment if you experience it. Report any serious concerns to an administrator whom you trust or to Marshall's Office of Equity Programs.

On setting goals

- Set explicit priorities early in your career that reflect what your department expects of you. Rehiring and tenure assessment come sooner than most people expect.
- Don't lose focus on your goals.
- Prioritize.

On research

- Concentrate on writing and scholarly activity for publication or presentation.
- Keep your work focused; avoid too many uncorrelated research pursuits; become thematic.
- Use whatever resources are available in your department or college to advance your research and scholarly output.
- Be courteous, generous, and cooperative with others.
- Consider research in the areas of teaching and learning and patient care. Your classrooms and improving patient care can become the center of your research activities.
- Involve students and residents in your scholarly activities, either as research partners or in the classroom, where your research can enhance course content.

On mentoring

- Find yourself one or more mentors if they are not already assigned.
- Ask advice from several people at different stages of their careers
- Find a faculty mentor outside your discipline who can help provide insight about your progress.
- Identify professionals whom you can trust to discuss and bounce off ideas on your research, teaching, and leadership.
- Reach out to senior faculty in your department/school to learn ways to be successful. Connect with experienced faculty members whom you admire.

On connecting and creating relationships

- Spend time in activities and events that will provide connections opportunities.
- Serve on University and JCESOM committees; it is probably the best way to meet colleagues from a wide variety of disciplines from across the campus.
- Think of your association with the University as a long-term relationship and expect ups and downs.
- Show respect to staff members by saying please and thank you and taking the demands of their jobs into consideration when interacting with them.

On work-life integration and balancing competing demands

- Be organized. Document your contributions as you go; highlight efforts to improve your teaching (e.g. indicate course changes you've made and why, what you expected to happen, what did happen, etc.).
- Learn to say NO. Avoid serving on an excessive number of committees. Enlist your chair as an advocate for you in this regard. Try to avoid being talked into becoming a committee chair until you feel more settled and comfortable with your workload.
- Be sure to have a life, being a successful scholar, teacher, and leader is a lot of work and takes a lot of time.

DIRECTORY

Administration Contacts

Dean	Joseph I. Shapiro, MD	(304) 691-1700 shapiroj@marshall.edu
Vice Dean for Government Relations, Health Care Policy & External Affairs	James Becker, MD	(304) 691-1602 becker1@marshall.edu
Vice Dean for Clinical Affairs	Larry Dial, MD	(304) 691-1602 dial5@marshall.edu
Vice Dean for Medical Student Education	Bobby Miller, MD	(304) 691-1703 miller12@marshall.edu
Vice Dean for Business Development & External Affairs	Ali Oliashirazi, MD	(304) 526-2615 oliashirazi@marshall.edu
Vice Dean for Basic Sciences	Gary O. Rankin, PhD	(304) 696-7313 rankin@marshall.edu
Vice Dean for Research & Graduate Education	Uma Sundaram, MD	(304) 691-1841 sundaramu@marshall.edu
Vice Dean for Graduate Medical Education	Paulette Wehner, MD	(304) 691-1817 wehner@marshall.edu
Associate Dean for Veterans Affairs	Jeffrey Breaux, MD	(304) 429-0241 breaux@marshall.edu
Associate Dean for Medical Education	Charles Gullo, PhD	(304) 691-8828 gullo@marshall.edu
Associate Dean for Admissions Director of the Center for Rural Health	Jennifer Plymale, MA	(304) 691-1182 plymale@marshall.edu
Associate Dean for Faculty Affairs & Professional Development	Darshana Shah, PhD	(304) 691-8639 shah@marshall.edu
Associate Dean for Diversity	Leonard White, MD	(304) 691-1050 whitel@marshall.edu
Assistant Dean for Continuing Medical Education	David N. Bailey, MBA	(304) 691-1770 baileyd@marshall.edu
Assistant Dean for Diversity	Shelvy Campbell, PhD	(304) 691-1607 campbels@marshall.edu
Assistant Dean & Director for Clinical Research	Todd Gress, MD	(304) 691-8648 gress@marshall.edu
Assistant Dean for Student Affairs	Amy Smith, BSN, M.Ed.	(304) 691-8684 smith305@marshall.edu

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Assistant Dean for Admissions & Student Affairs	Cindy Warren, MA	(304) 691-1738 / (800) 544-8514 warren@marshall.edu
Chief Medical Officer, Marshall Health	Larry Dial, MD	(304) 691-1000 dial5@marshall.edu
Chief Operating Officer, Marshall Health	Josh Dorsey, MBA	(304) 691-1705 dorseyjo@marshall.edu
Chief of Government Relations & Health Care Policy / Director of Pharmacy Services	Brian Gallagher, R.Ph., JD	(304) 691-1600 gallagherb@marshall.edu
Chief Information Officer, Marshall Health	Michael J. McCarthy, MA	(304) 691-1750 mccarthy@marshall.edu
Chief Financial Officer, Marshall Health	Matt Straub, MBA	(304) 691-1284 straub3@marshall.edu
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Director of Medical Education	Paul Ferguson, MD	(304) 691-1762 paul.ferguson@marshall.edu
Director of Development & Alumni Affairs	Linda Holmes, MA	(304) 691-1711 holmes@marshall.edu
Director of Animal Resources	Billy W. Howard, DVM	(304) 696-7374 howardb@marshall.edu
Director of Public Affairs	Leah Payne, MAJ	(304) 691-1713 edwardl@marshall.edu
Assistant Director, Student Financial Services	Cindy Canterberry, MS	(304) 691-8739 madden2@marshall.edu
Assistant Director, Alumni Affairs & Community Relations	Sheanna Spence, MSJ	(304) 691-1639 smith566@marshall.edu
Chair, Women In Medicine and Science Council	Beverly Delidow, PhD	(304) 696-7266 delidow@marshall.edu
Chair, Personnel Advisory Committee	Lynne Goebel, MD	(304) 691-1069 goebel@marshall.edu
Chair, Curriculum Committee	Sean Loudin, MD	(304) 691-1371 loudin8@marshall.edu

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Chair, Faculty Council	Adenrele Olajide, MD	(304) 691-1092 olajide@marshall.edu
Registrar	Michelle Ruppert	(304) 691-1731 morton9@marshall.edu
Basic Science Department Chairs		
Biomedical Sciences	Gary O. Rankin, PhD	(304) 696-7313 rankin@marshall.edu
Pathology	Linda Brown, MD	(304) 691-8850 lbrown@marshall.edu
Clinical Department Chairs		
Cardiovascular Services	Mark Studeny, MD	(304) 697-1166 studeny@marshall.edu
Dentistry, Oral & Maxillofacial Surgery	Raj Khanna, DMD, MD	(304) 691-1247 rkhanna@marshall.edu
Dermatology	Charles Yarbrough, MD	(304) 529-0900 yarbroughc@marshall.edu
Family & Community Health	Stephen Petrany, MD	(304) 691-1165 petrany@marshall.edu
Internal Medicine	Mehiar El-Hamdani, MD	(304) 691-1050 elhamdani@marshall.edu
Neurology	Paul Ferguson, MD	(304) 691-1157 ferguson7@marshall.edu
Neurosurgery	Anthony Alberico, MD	(304) 691-1787 alberico@marshall.edu
Obstetrics & Gynecology	David Jude, MD	(304) 691-1460 jude@marshall.edu
Ophthalmology	Mark Hatfield, MD	(304) 691-8800 hatfieldr@marshall.edu
Orthopaedics	Ali Oliashirazi, MD	(304) 691-1274 oliashirazi@marshall.edu
Pediatrics	Joe Evans, MD	(304) 691-1300 evans83@marshall.edu
Psychiatry & Behavioral Medicine	Suzanne Holroyd, MD	(304) 691-1500 holroyds@marshall.edu
Surgery	David A. Denning, MD	(304) 691-1200 denning@marshall.edu



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The Faculty Handbook is provided as a service by the Office of Faculty Advancement of the Marshall University Joan C. Edwards School of Medicine.

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jcesom.marshall.edu/faculty-staff/faculty-advancement/