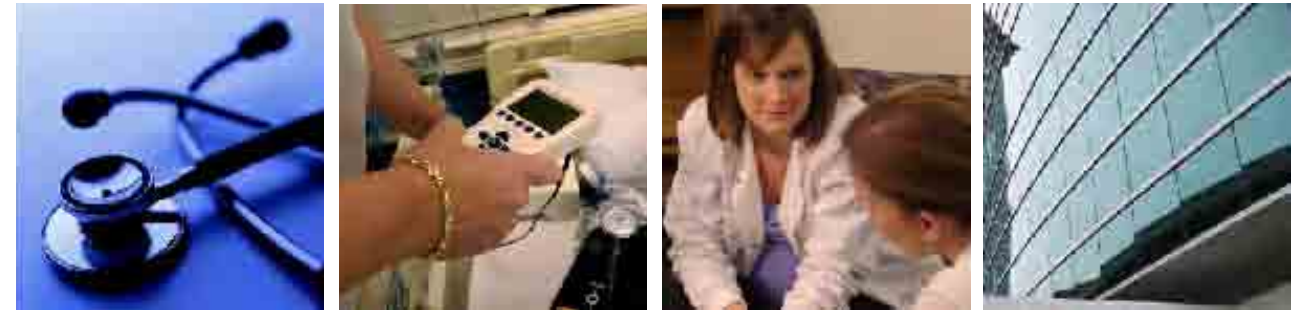




*Bon Secours Memorial College of Nursing*



*ANNUAL REPORT 2009-2010*



Bon Secours Memorial College of Nursing  
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## The Year in Review

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### College Mission

The Bon Secours Memorial College of Nursing will: develop world-class professional health professionals who are servant leaders; promote the advancement of disciplined scholarship; and serve as a center of education excellence, thereby providing "good help to those in need."

The College offers two programs: a diploma and a Bachelor of Science in Nursing degree. The approach to education involves a progressive series of carefully selected learning experiences planned and guided by the faculty. The curriculum is revised to anticipate the ever-changing and demanding health care environment.

The College is a division of Bon Secours Memorial Regional Medical Center of the Bon Secours Virginia Health System. The College reports directly to the CEO of Bon Secours Memorial Regional Medical Center. The CEO reports to the Memorial Regional Medical Center Board of Directors.

#### Board Members:

Toni Ardabell  
Jean Bolling  
Dr. John Bowman  
Peter Cleal  
Dr. Robert Cohen  
Dr. Alexander Corbett III, PhD  
Mark Gordon  
Dr. Richard Jackson  
Kenneth Jones  
Dr. Thom Morris, PhD  
John Muldowney  
Joanne Nattrass  
W.T.Patrick  
Michael Robinson  
Sr. Vicky Segura, MD, CBS  
Michael Williams

## Good Help to Those In Need

### College Values

At the Bon Secours Memorial College of Nursing, students, faculty, staff and alumni are part of a nearly 200 year mission of providing compassionate care to those in need. Beginning in the 1800s, the Sisters of Bon Secours (Good Help) provided care to the sick and dying in their homes in Paris, France. From those simple beginnings, the mission has grown into an international health care organization. The College extends this mission by educating nurses in a spirit of academic excellence to serve our community with genuine compassion and to the highest clinical standards. We are deeply committed to meeting the needs of our patients and adapting to the growing, changing needs of the world in which we serve.

The College traces its roots to the Richmond Memorial (Hospital) School of Nursing, founded in 1961. From its earliest days, the school awarded the diploma in nursing. Programs included extensive clinical experience and graduates typically accepted their first nursing position in the hospital that shared its name.

In 1998 Richmond Memorial Hospital, with whom the nursing school was affiliated, joined the Bon Secours Health System. The school was renamed the Bon Secours Memorial School of Nursing. In 2010 the school took a bold step. In response to growing evidence showing a positive relationship between a nurse's educational level and positive patient outcomes, the school launched a Bachelor of Science in Nursing degree. In accordance with that change and with accreditation by the Accrediting Council of Independent Colleges and Schools, the school started doing business as the Bon Secours Memorial College of Nursing.



Chapel of the Sisters of Bon Secours, Paris, France  
PHOTO: JOHN RHEINHARDT



Susan Bodin, Dean

### Dean's Message

In late 2009, Bon Secours Memorial College of Nursing received accreditation from the Accrediting Council for Independent Colleges and Schools, enabling the College to offer a four-year Bachelor of Science in Nursing (BSN) degree. This degree offers a solid foundation upon which nurses can build their future academic achievements. The College enrolled its inaugural BSN class of 56 students in August 2010, and in 2011 we celebrate 50 years of educating nurses in the Richmond community.

The College is also the honored recipient of a \$500,000 grant from the Health Resources and Services Administration, part of the U.S. Department of Health and Human Services. The grant will be directed to an upgrade of our Nursing Education Simulation Labs, specifically, through the purchase of additional low and medium fidelity mannequins, upgraded SimMan and SimBaby, a maternal simulator, simulated medication carts, and a host of items making the simulation labs more realistic and functional. We look forward to having this exciting new technology in place for the start of the Spring semester, 2011.

Bon Secours Memorial College of Nursing is uniquely capable of serving our mission of education excellence and honoring the legacy of good care to those in need. Our program has two significant differences from other BSN programs. First, we integrate our faith-based values throughout the curriculum. Focusing on Watson's Caring Theory, we foster the practice of nursing through a framework of caring and service. Second, the faculty is committed to preserving aspects of the diploma program that make our students excellent graduates, in particular, the significantly greater number of clinical hours and experiences.

Our distinguished faculty is another hallmark of education excellence and a source of tremendous pride for the College. Their stellar accomplishments and contributions within the classroom, in clinical settings and in the community demonstrate the profound nature of nursing care and healing, compassion and professional integrity. The faculty seeks to instill in students the importance of lifelong learning, the value of scholarship and research, and the joys and challenges of their chosen profession. Like their faculty role models, our students are leaders in community service and have made a positive difference over the past year. As a College we are also dedicated to continuing support of a variety of non-profit organizations involved in medical research.

By creating an academic atmosphere where faculty can be creative, passionate, motivated and engaged with students, the community and the profession, we shall fulfill our mission as educators, lighting the spark for a new generation of caring, capable and inspired nurses.

To assist the College in its mission, we are pleased to welcome Melanie Green, PhD., RN, CNE, as vice president/provost of Bon Secours Memorial College of Nursing. Dr. Green previously served as dean of nursing at Our Lady of the Lake College in Baton Rouge, LA. She received a diploma in nursing in 1982 from Our Lady of the Lake School of Nursing, earned a Bachelor of Science in nursing from Southeastern Louisiana University in Hammond, LA., a Master of Science in nursing from Louisiana State University Medical Center in New Orleans, and a doctorate in philosophy from Louisiana State University in Baton Rouge, LA.

Melanie has been a licensed registered nurse in the State of Louisiana since 1983. During her 20 years at Our Lady of the Lake College where she began her career as a skills lab coordinator, she worked her way up to dean of the School of Nursing - the largest unit of that college. As dean she provided leadership to 45 full-time faculty and 600 students enrolled in programs offering traditional ASN, accelerated ASN, LPN-RN transition, RN-BSN transition, MSN and MS in nurse anesthesia.

Dr Green will serve as chief academic officer with overall executive and strategic responsibilities for all aspects of the College of Nursing. She will work closely with me to identify future directions of innovative and professional nursing programs. Her newly created position signifies an exciting milestone at the College, and positions us to embrace our role as a center of educational excellence within Bon Secours Virginia.

Susan Bodin, EdD., RN, BC  
Dean



*The Bon Secours Memorial Regional Medical Center  
Mechanicsville, Virginia*

## *A Legacy of Caring*

## *A Mission of Excellence*

### *Vice President/Provost's Message*



*Melanie Green,  
Vice President/Provost*

Months ago, when I first started talking to the Bon Secours leadership community, it became clear to me that Bon Secours has a truly good way of doing business in health care and health-care education. There is a true collaboration and commitment to mission across the entire Bon Secours system which gives the College a tremendous opportunity to grow and expand. Bon Secours Richmond has long demonstrated that it is a national leader in nursing excellence.

Two Bon Secours Richmond hospitals - St. Mary's Hospital and Memorial Regional Medical Center - have achieved Magnet Recognition® for its nursing team, a prestigious and coveted designation awarded by the American Nurses Credentialing Center (ANCC). The other Bon Secours Richmond hospitals are actively working to achieve this designation.

In keeping with this legacy of excellence, our College is committed to advancing nursing education for nurses throughout this community. Built on a long tradition of compassionate care, the College is positioned as a model of excellence in education and an important contributor in local, state, regional and national arenas of nursing, health care and health policy.

As we introduce the Bachelor of Science in Nursing program and future advanced degree programs, I look forward to my role in helping steer the College as it meets academic and strategic goals that are in alignment with the leadership, mission and values of the Bon Secours Health System.

Melanie Greene, PhD., RN, CNE  
Vice President/Provost

# Advancing the Learning Process

## World Class Student Outcomes

The College's innovative and proven instructional methodologies give students a total nursing experience. Classroom settings include lectures, interactive exercises, case study discussions and audio-visual presentations. Students learn medical documentation, reflective journaling and other strategies that develop critical thinking. Intensive clinical experience is gained in award-winning Bon Secours hospitals and the Bon Secours Care-a-Van, as well as other strategic settings.

Classroom and clinical methodologies have realized excellent education outcomes. Students demonstrate a 93.4% average passing rate on the NCLEX-RN, the nursing board examination. In 2009/2010, 97% of students were employed as RNs following graduation, 85% of which accepted nursing positions with Bon Secours Virginia Health System. Student satisfaction rates also continue to climb, as both faculty and students respond more effectively to students' needs.

## Simulation Technology

Integrated into the curricula, simulation technology at the College's Nursing Education Simulation Labs improves student confidence and competency. In the labs students can practice nursing skills, assessment techniques, communication skills and interdisciplinary collaboration in a risk-free, realistic setting. The patient simulators and other available high-fidelity simulation technology provide a totally new learning environment that can recreate a wide variety of health care delivery scenarios that are true to actual clinical situations.

## Collaborative Learning Resources

College faculty, administration, librarian, lab coordinator and student representatives collaborate to advance the learning process by the promotion, maintenance and utilization of e-learning clinical and skills laboratories, simulation technology and library services. Currently under review are several learning resources that can employ e-learning technologies to assist students with charting and documentation skills, medication administration skills and calculation.



## Early Career Decisions

Early Career Decisions are awarded to students who accept job offers with the Bon Secours Virginia Health System prior to completing their diploma program. These students effectively prepared for the job search and distinguished themselves in a competitive selection process for RN positions within Bon Secours.

In the 2009-2010, academic year, a wide majority of the College's nursing graduates were enthusiastically recruited by the premier care centers of the Bon Secours Virginia Health System.

## Student Services

The College's broad array of student services are designed to help students succeed, from peer and faculty mentoring, free tutoring services, and guidance, to a variety of financial aid offerings.

Placement services assist students with resume writing, interview preparation and the pursuit of job opportunities with Bon Secours while in attendance at the College. Placement services also assist students in securing a nursing position after graduation.

## World-Class Facilities

Clinical experience is gained through the College's affiliation with the not-for-profit Bon Secours Richmond Health System. There are four hospitals in the Richmond area: St Mary's, Memorial Regional Medical Center, Richmond Community and St. Francis Medical Center, all committed to the Bon Secours mission to deliver compassionate, quality health care to every patient, every time.

Completed in 2005 and fully accredited by the Joint Commission (JCAHO), **St. Francis Medical Center** is a state-of-the-art facility offering the latest in digital technology. The peaceful setting provides a restful and contemplative environment for patients, families, staff and the community. The Bon Secours Cancer Institute at St. Francis offers services in radiation, medical and surgical oncology, diagnostic services, infusion therapy, palliative care and patient/family education services in an atmosphere of hope and compassion. The Chapel, prayer gardens, fountains and walking paths are designed to enhance the spiritual aspects of healing, and to fulfill the Bon Secours mission of bringing people and communities to health and wholeness.

**St. Mary's Hospital** has served patients in Richmond since 1966 and is recognized nationally as a leading healthcare institution. In the past year, the 391 bed hospital has been honored by the Joint Commission for cardiac services as being one of only 10 programs in the United States for disease-specific cardiac services, and the only such hospital in the Mid-Atlantic region. St. Mary's received the 2009 Magnet® Recognition status from the American Nurses Credentialing Center (ANCC), an honor achieved by only five percent of the nation's healthcare organizations.

**Memorial Regional Medical Center** provides compassionate health care of the highest quality. The Center has been nationally recognized for clinical excellence and stroke care, and ranked among the top 10% of hospitals in the country for cardiac surgery and overall cardiac care. Memorial Regional received the coveted Magnet® Recognition in 2010.

**Richmond Community Hospital** has been serving the community since 1907 and is honored as a top performer for ER patient satisfaction, earning recognition for improvements in patient care and safety from the Institute for Health Care Improvement. The hospital has also been recognized in the 100,000 Lives Campaign (Institute for Health Care Improvement).



### *Nursing Explorers Camp*

Each year, the College participates with the Bon Secours Richmond hospitals in offering a Nursing Explorers Camp for area middle school students (rising 6th, 7th and 8th graders) who are considering a career in nursing. Campers engage in hands-on learning experiences at the College and in a number of hospitals in the Bon Secours Richmond Health System.

The earlier students understand that nursing is a science-oriented profession, the sooner they can challenge themselves to select more rigorous science coursework. This is an essential foundation for success in a nursing curriculum later on should they pursue a nursing career.

Through experimentation, projects and special guests, the campers are introduced to the exciting pace of the medical field in authentic, state-of-the-art health care environments.

The College's "Nursing in the Community" students host the campers and facilitate the many interactive exercises that help the young people experience what it would be like to be a nurse. Nurse and nursing student mentors also demonstrate the art and science of the nursing profession, and reflect some of the determination and dedication necessary to do the job.

Campers learn to identify roles as they relate to patient care and the healthcare team. Activities such as taking vital signs, changing sterile dressings, applying a cast to a stuffed animal, and experimenting with a laparoscope give campers a profound insight into the role of the nurse and other healthcare providers.

Bon Secours Nursing Explorers Camp not only promotes the profession of nursing, but also exemplifies the College's education excellence and commitment to service in the Richmond community.



## *Answering the Call to Serve*

### *Haiti Mission*

Since 2000, Bon Secours has conducted annual mission trips to Haiti, where the goal is to immerse the group in another culture and to provide nursing care to a suffering population. The Haiti mission trip gives students an opportunity to use their nursing and assessment skills to help others outside the comfort zone of hospitals and technology.

In late February through early March, 2010, a group of nine Bon Secours students, faculty and alumnae served a week-long medical mission in Haiti. The devastating earthquake that struck this Caribbean nation in January made this year's mission more important than ever – despite travel challenges and last-minute changes in arrangements.

Traveling to remote areas and treating patients in make-shift medical clinics, often in open air school buildings, students learned that, as nurses, they could assess and address the needs of patients without the help of lab work, x-rays, and other technical machinery. Faculty members on the Haiti Mission team reminded students that, in addition to treating medical conditions, their goal also included physically touching every person who came to see them and listening intently, in keeping with the Bon Secours mission of providing quality care with compassion to individuals in need.

### *2010 Mission Team*

College Faculty

**Amy Feurer, RN, MSN, FNP**

**Ann Pryor, RN, MS, ANP**

**Trina Gardner, RN, MSN**

College Nursing Students

**Trevi Wilson**

**Kristen Kennedy**

**Stacy White**

**Rebecca Heck**

**Gina Groome**

College Alumna

**Kathy Faw, RN**



### Service to the Community

The College supports a wide variety of non-profit organizations involved in medical research. In 2009-2010, students, staff, faculty and their families were encouraged to participate in fund raising and special events, including two important benefit walks: The American Heart Association "Heartwalk," and The Juvenile Diabetes Research Foundation "Walk to Cure Diabetes." The College faculty also makes broad-reaching contributions beyond the classroom through community and faith-based service, international medical mission work, writing and research.

### Student Initiatives

A dynamic Student Government Organization supports community organizations that ease the plight of the poor and infirm. Students contribute compassionate care through hours of service to many Richmond area charities, including:

- Ronald McDonald House
- St. Joseph's Villa
- Freedom House (meals to the needy in Richmond)
- CARITAS (meals to the homeless)
- Habitat for Humanity
- The Central Virginia Food Bank Community Kitchen
- The School Children's Health Assessment Clinic
- Angel Tree (gifts to the Broad Street Center)



The Communities of Greater Richmond, Virginia

### Faculty Initiatives

#### Susan Bodin, EdD, RN

Chair, Clinical Advisory Committee  
Member, Board of Trustees  
Central Virginia Multiple Sclerosis Society

#### Kathy Buckley, MEd, BSN, RN

First Aid Coordinator, Chickahominy Middle School  
First Aid Coordinator, Hanover Lacrosse Club (Girls Middle School Lacrosse Team, Hanover County, VA)

#### Amy Feurer, MSN, RN; Trina Garner, MSN, RN; Ann Pryor, MS, RN

Co-Leaders, BSMCON Haiti Mission Trip

#### Trina Gardner, MSN, RN, CCRN

Volunteer, Crossover Clinic, Richmond, VA

#### Arlene Holowaychuk, MSN/Ed, RN

First Aid Coordinator, Godwin High School Band

#### Patricia Kinser, MS, RN, WHNP-BC

Fan Free Clinic

#### Kalay Naidoo, MSN, RN

First Aid Coordinator, Deep Run High School Band

#### Ann Pryor, MS, RN

Subcommittee, Survivorship and Palliative Care  
Cancer Plan Action Coalition  
Chair, Richmond Leadership Council  
American Cancer Society

#### Holly Pugh, MSHA, BSN, RN

Parish Nurse, Lakeside Healthcare  
Member, Henrico County Medical Response Corp

#### Sarah Richardson, MS, RN

BP Screening, Mt. Vernon Baptist Church

#### Debra Seegers, PhD, RN

St. Edward the Confessor Catholic Church  
Haiti Committee and Subcommittee  
United Way Henrico County "Homeward Homeless Initiative Point in Time" Survey

#### Susan Wilkins, MBA, BSN, RN

Volunteer, Crossover Healthcare Ministries Clinic

### Service to the Profession

#### Dorothy Crowder, MS, RN, CCE

Volunteer Camp Nurse, Camp Rainbow Connection of the Commission on Disabilities of the United Methodist Church, for physically and mentally challenged persons

#### Mary Hancock, MSN/Ed, RN

Nominating Committee, 2010 AWHONN Virginia Section Membership Coordinator, 2010 AWHONN Program Chair, 2009 AWHONN Virginia Section Conference

#### Chrissie Perkins, MSN, RN

Member, BSHSI CARITAS Council  
Fellow, 2010-2011 Virginia Nurse Leadership Institute

#### Mara Sablay, MS, RN

Participant  
2010-2011 George Mason University PEG Online Faculty Traineeship

#### Debra Seegers, PhD, RN

Peer reviewer, Journal of the Association of Nurses in AIDS Care

#### Laura Vasel, MSN, RN

Item writer, NCLEX  
National Council of State Board of Nursing (May 2010)

### Certifications

#### Jennifer Bartlett, MSN/Ed, RN

Medical-Surgical Nursing  
Certified Nurse Educator  
American Nurses Credentialing Center

#### Barbara Fitzgerald, MSN/Ed, RN

Web-Based Training  
Certification: Indiana University

#### Ella Heitzler, MS, RNC-OB, WHNP-BC

Teaching and Learning in Web-based Courses  
Certification: Indiana University School of Nursing

#### Arlene Holowaychuk, MSN/Ed, RN

Certified Nurse Educator  
National League for Nursing Accrediting Center

#### Holly Pugh, MSHA, RN

Certified Informatics Nurse  
American Nurses Credentialing Center

#### Debra Seegers, PhD, RN

Certified Nurse Educator  
National League for Nursing Accrediting Center



Bon Secours St. Mary's Hospital, Richmond, Virginia

### Awards

#### Patricia Kinser, MS, RN

Rodriguez Nursing Research and Leadership Award, University of Virginia School of Nursing

#### Maura Sablay, MSN, RN

#### Debra Seegers, PhD, FNP, CNE

Winners of the MRMC/RCH Bon Secours Good Idea Campaign Award for the proposal of a collaboration of College faculty and students with physicians and nursing staff in the Bon Secours hospitals for the purpose of identifying education needs in the physicians' and hospitals' patient populations.

### *Publications, Research and Presentations to the Profession*

#### **Susan Bodin, EdD., RN, BC**

Bodin, S. "Relationship Between Managers' Leadership Behaviors and Staff Nurses' Critical Thinking Skills." Nursing Management (Publication pending).

#### **Trina Gardner, MSN, RN**

Poster Presentation, "Nursing Students and Private Schools: A Collaborative Partnership." 21st Annual Nurse Educators Conference in the Rockies, July 2010, Denver, CO.

Poster Presentation, "Using Grief Workshops to Assist Students in Understanding Children and Their Families Experiencing End-of-Life Issues." 21st Annual Nurse Educators Conference in the Rockies, July 2010, Denver, CO.

#### **Mary Hancock, MSN/Ed., RNC-OB**

Hancock, M.E. & Brown, J. (2010). "Formula feeding safety." Nursing for Women's Health, 14(4), 302-309.

Reviewer in DeSavo, M. (2009) "Maternal and Newborn Success: A Course Review Applying Critical Thinking to Test Taking." Philadelphia: F.A. Davis.

Presentation (March of Dimes module), "High-Risk Ante-Partum Home Care."

Presentation (March of Dimes module), "Pre-term Labor."

Presentation to the Comprehensive Health Investment Project of Virginia.

#### **Patricia Kinser, MS, RN, WHNP-BC**

Research Analysis on Pilot Study, "Cranial Electrical Stimulation Effects on Symptoms in Persons with Fibromyalgia." Center for the Study of Complementary and Alternative Therapies, University of Virginia School of Nursing.

#### **Patricia Kinser, MS, RN, WHNP-BC**

Kinser, P. (2010) "Giving Through Teaching: How Nurse Educators Are Changing the World." National League for Nursing Foundation & Springer Publishing.

#### **Patricia Kinser, MS, RN, WHNP-BC**

Kinser, P. & DeWilde, C. (2010). "First World Lessons from Third World Experiences: Central America." In Fitzpatrick, J., Schultz, C., Aiken, T. (eds).

Kinser, P. (2010). Abstract: "Yoga for women of reproductive age with depression." Submitted to the 4th World Conference on Women's Mental Health.

Kinser, P. (2009). "Yoga for the OB/GYN population." In Dr. Mary Shall (Chair), Yoga and Physiology. Medical elective course at the Medical College of Virginia, Virginia Commonwealth University, Richmond, VA.

### *Grants to the College*

#### **Susan Bodin, EdD., RN, BC**

##### **Regina Welch, EdD**

Principle Investigator

Scholarships for Disadvantaged Students, Health Resources and Services Administration

#### **Susan Bodin, EdD., RN, BC**

##### **Holly Pugh, MHA, BSN, RN**

Principle Investigator

ARRA-Equipment to Enhance Training for Health Professionals, Health Resources and Services Administration



*Bon Secours St. Francis Hospital Chapel, Richmond*  
PHOTO: JOHN RHEINHARDT

Bon Secours Memorial College of Nursing is certified to operate in Virginia by the State Council of Higher Education for Virginia (SCHEV) and the Virginia Board of Nursing. The College is accredited by the Accrediting Council for Independent Colleges and Schools. The BSN program includes the essential content recommended by the American Association of Colleges of Nursing. Bon Secours Memorial College of Nursing will seek accreditation for its BSN program by the Commission on Collegiate Nursing Education (CCNE). Bon Secours Memorial Regional Medical Center is fully accredited by the Joint Commission on Accreditation of Healthcare Organizations. The College of Nursing is owned by Bon Secours Memorial Regional Medical Center which is responsible for the College's operation.

National League for Nursing  
Accrediting Commission  
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State Council of Higher Education  
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Accrediting Council for Independent  
Colleges and Schools  
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