

ANNUAL REPORT 2012

**AWARD-WINNING
EDUCATION THROUGH
INNOVATION**



Mission

Advancing the Bon Secours tradition of good help to those in need®...

The Mission of the College is to deliver a holistic student-centered learning experience designed to develop healthcare professionals who provide outstanding care to the community.

Vision

We will be the college of choice for individuals called to serve in the healthcare professions.

Values

Compassion—intentional engagement in reflective caring practices that embody an institutional culture of respect, integrity, and generosity.

Excellence—integration of quality practices to promote ethical, spiritual, intellectual, and professional growth.

Growth—commitment to personal and institutional effectiveness to foster a spirit of inquiry, stewardship, and sustainability.

Learning—Promote a culture dedicated to active inquiry and collaborative advancement of knowledge.

Caring—Cultivate an environment of compassion and respect that provides the framework for positively impacting society through social responsibility and service.

Transforming—Build a distinct college identity designed for purposeful growth and sustainability.

We, the College, affirm our commitment to:

- Nurture trusting relationships
- Honor individual strengths while fostering collaboration
- Welcome innovation and growth to create a culture and environment of success and shared understanding.

Goal Statements

Affirmation



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Dear Friends,

“We are delighted to share that our ninth consecutive graduating class, including the May graduates, scored a 100 percent pass rate on the licensing exam.”

When I arrived at the Bon Secours Memorial College of Nursing, I immediately felt a sense of momentum and excitement for the future of the College. Having recently marked my two-year anniversary as Vice-President and Provost, I spent some time reflecting on the goals and achievements of the faculty, staff and students and was filled with pride for the accomplishments we have made.

In my first year, we celebrated the College’s 50th anniversary and rich history of providing excellence in nursing education. I was delighted to be submersed in the festivities and see firsthand the impact our graduates have had on the Richmond community and beyond.

More recently, we have been able to announce that, after four years of preparation, we received accreditation by the Commission on Collegiate

Nursing Education (CCNE). We are proud to say we were granted accreditation for five years, the longest duration a new program can receive. The recognition for this achievement goes to our staff and faculty, who collaborated to develop a well-rounded educational program of which we can all be proud.

Our May graduation ceremony saw 38 students from our RN diploma program in cap and gown, marking the final class of diploma graduates. The ceremony also represented the College’s transition to offering a Bachelor of Science in Nursing. This exemplifies our commitment to excellence in education and our dedication to preparing our students for a successful career in nursing.

Before their careers can begin, graduates are required to take the National Council Licensure Examination. We are

delighted to share that our ninth consecutive graduating class, including the May graduates, scored a 100 percent pass rate on the licensing exam. This makes us #1 in the nation for pass rates. This is real testimony to the high-level of student-centered education delivered at Bon Secours Memorial College of Nursing.

I have mentioned just a few of the College’s recent achievements, but our biggest accomplishment is the spirit of collaboration and enthusiasm for education that I witness each day within our College walls. As I reflect on the past two years, I can’t help but be excited about what the future holds for the College, our faculty and our students.

In Good Health,

**Melanie H. Green
PhD, RN, CNE
Vice President and
Provost**



In the world of higher education, your ultimate goal is to provide each student with the skills and confidence to excel in their chosen career path. To do this, the educational institution must provide a proper learning environment and a program designed to engage students in the learning experience. Bon Secours Memorial College of Nursing strives to do just this and recent accreditation by the Commission on Collegiate Nursing Education (CCNE)*, affirms the College's efforts.

The College Earns CCNE **ACCREDITATION**

After four years of planning and implementation of the BSN and RN-BSN completion degree program, the College received a five-year accreditation, the longest duration a new program can receive.

The CCNE accreditation is based on an intensive review of how the College implemented the American Association of Colleges of Nursing guidelines for Baccalaureate nursing programs. This review examined the program's quality as it related to: mission and governance; institutional commitment and resources; curriculum and teaching-learning practices; and program effectiveness.

One of the most significant changes the College made to receive this accreditation was transitioning from an RN diploma program to a Bachelor of Science in Nursing and an online RN-BSN completion degree. The new program offers students the opportunity to broaden their

education by requiring more general education courses along with nursing courses and clinical experiences appropriate to baccalaureate nursing education.

"The achievement of this accreditation was a collaborative process," Dr. Susan Bodin, BSMCON's Dean of Nursing, said. "The faculty worked together to develop a curriculum that acknowledged the clinical strength of our diploma program while implementing the collegiate differences of a baccalaureate curriculum. The well-rounded curriculum gives the students a broader view of professional nursing and starts a pathway for life-long learning."

The first graduation ceremonies under the new curriculum and accreditation were in August 2012 for the RN-BSN program and will be in May 2013 for the BSN program.

**Commission on Collegiate Nursing Education (CCNE) One Dupont Circle, NW, Suite 530, Washington, D.C., 20036.*



**WE'RE #1
IN THE NATION**
FOR NCLEX PASS RATES

Every student in the last nine graduating classes has passed the NCLEX-RN (National Council Licensure Examination) on their first attempt. Bon Secours Memorial College of Nursing is #1 in the country for NCLEX pass rates!*

The rigorous, standardized exam is used by each state board of nursing to determine whether or not a candidate is prepared for entry level nursing practice.

"We are so proud of our students," said Dr. Melanie Green, Vice President and Provost. "Their achievement exemplifies the world-class education gained at our College."

**There may be other schools who hold the same ranking.*



Graduation

THE LAST RN DIPLOMA CLASS

Over the past 51 years, Bon Secours Memorial College of Nursing has graduated more than 2,100 men and women prepared for a career in nursing. This past May, we added 38 graduates to that remarkable number.

The ceremony was held at the beautiful Grove Avenue Baptist Church in Richmond. Sister Anne Marie Mack, Senior Vice President of Sponsorship and keynote speaker addressed the graduates by encouraging them to develop their leadership skills and become life-long learners.

“You have the opportunity to be an active leader in the future of health care delivery,” said Sister Anne Marie. “I strongly encourage you to become a life-long learner. Continue to build on and enhance your strong knowledge base by beginning work on your baccalaureate degree, knowing you are well prepared to begin this next step.”

This graduation ceremony was special for so many reasons. For the students, it represented a culmination of hard work and dedication, and for many, the realization of a life-long dream. For the faculty, it was a sense of pride in guiding another well-prepared class of

students. For the College, it was the last class of RN diploma graduates.

A NEW FOCUS

While these 38 students were submersed in studies and clinical experiences needed to prepare for a new career, the faculty and staff were building a new program for the future of Bon Secours Memorial College of Nursing. With the celebration of graduation also came the excitement of a new focus.

In 2011, the College accepted its first students in the new BSN and RN to BSN degree completion program. These students will receive the same excellent education and



clinical experience, along with increased general education courses. We

know that a well-rounded curriculum gives the students a broader view of professional nursing and starts a pathway for life-long learning.

The BSN program at BSMCON was developed using the American Association of Colleges of Nursing guidelines for Baccalaureate nursing

Nursing program at the College was a thoughtful process spanning several years,” said Dr. Melanie Green, Vice President and Provost. “We are proud to offer a curriculum that combines the expertise of our accomplished faculty with courses that fully prepare our students for a career in nursing.”



LEFT: Sister Anne Marie Mack, Senior Vice President of Sponsorship, keynote speaker at the graduation ceremony. ABOVE: May 2012 graduates.

programs. This allowed the College to apply for and receive accreditation by the organization’s Commission on Collegiate Nursing Education (CCNE).

“The development of the Bachelor of Science in

While Bon Secours Memorial College of Nursing continues to evolve to meet the needs of its students and the community, the rich tradition of providing excellent, student-centered education will never change.

Much like astronauts go through a series of simulations before going into space, Bon Secours Memorial College of Nursing students go through levels of patient care simulation using state-of-the-art technology to prepare them for a career in nursing.



A Simulating Experience



“Working in the Center has a positive effect because it allows you to have the experience of real-life scenarios with the safety of the practice setting.”

- Philip Denny, Junior

From a \$500,000 grant from HRSA, the College developed a Clinical Simulation Center consisting of an eight-bed medical/surgical unit, adult critical care, pediatrics and a maternal/child suite all equipped with technologically advanced, life-like mannequins. These four units are designed to mirror actual hospital units in look and equipment, so students have the added benefit of acclimating to the hospital environment and technology.

The College’s BSN program has simulation incorporated into all levels of the core nursing courses, building from simple to complex skills to allow students to practice in a safe, structured environment. This learning experience allows students to practice skills from taking blood pressure and reading pulse to delivering a baby and resuscitating an infant, with the mannequins responding electronically to the care they receive.

“The College’s Clinical Simulation Center offers students the unique opportunity to practice and experience hands-on situations that are rare and may not occur in the patient care setting during their practicum rotations,” said Holly Pugh, MSHA, BSN, RN-BC, CIN, Director of the Clinical Simulation Center.

Learning in the Clinical Simulation Center is a unique process. Students learn new patient care skills, which they practice on the mannequins. They then participate in an evaluated exercise while being recorded. Once complete, students review the recording and discuss opportunities for improvement.

“You are able to make mistakes, which will happen when you are learning, and you have the ability to analyze and correct what you did. I’m glad to have the opportunity to practice skills and assessments on a mannequin first,” said Philip.

Giving students the opportunity to work on patient care skills in the Simulation Center increases their confidence and greater prepares them for the hospital setting. It is a significant part of providing a world-class education.



At Bon Secours Memorial College of Nursing, our mission is to provide students not only with a world-class nursing education, but to instill in them a sense of service to the community in which they live. Many of our students participate in community outreach here in the Richmond area as well as through international mission trips.

Our Mission Around the **WORLD**

This year, a team of 11 students, alumni and faculty traveled on a weeklong mission trip to Haiti. From May 15-22, the team provided care to roughly 2,000 underserved Haitians in the Northern Central Plateau region; these individuals would not have received health care otherwise.

“The mission team goes through an intense week of providing care to hundreds of patients,” said Amy Feurer, faculty member and trip facilitator. “It’s a meaningful and rewarding experience to be able to improve the quality of life for so many.”

Each day, the Bon Secours nursing team provided care and education to roughly 200 to 300 patients daily — from sunrise to sunset and mainly in the municipality

of Savanette. The team taught patients about water purification, hygiene, skin treatments and wound care education, as well as administering anti-parasitic medications and vitamins.

“I didn’t know what to expect when I was preparing, but once I got there, it was better than I ever could imagine,” said Monica Coleman, a BSMCON student on the mission team. This was Monica’s first mission trip, and her first time traveling outside the United States.

“Serving Haiti and its people gives you a different perspective on life here in the United States. It makes you appreciate all that you have. This experience will last forever,” she said.

What we need to do is learn to work in the system, by which I mean that everybody, every team, every platform, every division, every component is there not for individual competitive profit or recognition, but for contribution to the system as a whole on a win-win basis.

— W. Edwards Deming (1900–1993)

Partnering for a **Better** Future

Bon Secours Memorial College of Nursing is more than a place where students become educated nurses. We carry our mission of developing healthcare professionals who provide outstanding care to the community into the walls of the Bon Secours hospitals and clinics in Virginia.

We understand the importance of working together to ensure we are supporting the educational needs of the Bon Secours system as well as the needs of our students. For this reason, the Academic-Service Partnership was developed in February 2011 to increase faculty collaboration and consultation with Bon Secours Virginia Hospitals and the area nursing community.

During bi-monthly meetings held at the College, key leaders from the academic and service areas

throughout Bon Secours Virginia come together to communicate and collaborate on the key concepts of the Academic-Service Partnership model, which are illustrated in the model shown.

The results of this collaboration have been multi-dimensional. Although still in the beginning stages, the partnership has spearheaded several initiatives.

The preceptor program for undergraduate nursing students is an additional project requiring a collaborative commitment between academia and clinical service. Through the Academic-Service Partnership, the college is working towards establishing a quality program that enhances the student's clinical experience and provides structured support to the hospital-based preceptors.

The College is also partnering with BSHSI local hospitals to provide opportunities and resources to support the advancement of clinical excellence and professional development for all healthcare providers. This past year the College has provided nearly 5,000 continuing education contact hours reaching more than 1,500 participants. As a resource for professional development and a clearinghouse for educational information, the College is able to work collaboratively with the hospitals to provide quality continuing education, omitting duplication of efforts.

The Clinical Simulation Center team, located at the College, is partnering with the health system to develop clinical simulations in areas needed to impact clinical transformation efforts, quality of care, and patient

“I chose to be a student ambassador because I would have loved to have someone sit with me in orientation and answer my questions and alleviate some of my fears.”

– Amber DeAngelo, Junior

Left to Right: Amber DeAngelo, Monica Coleman, Meghan Cox, Celeste Brown



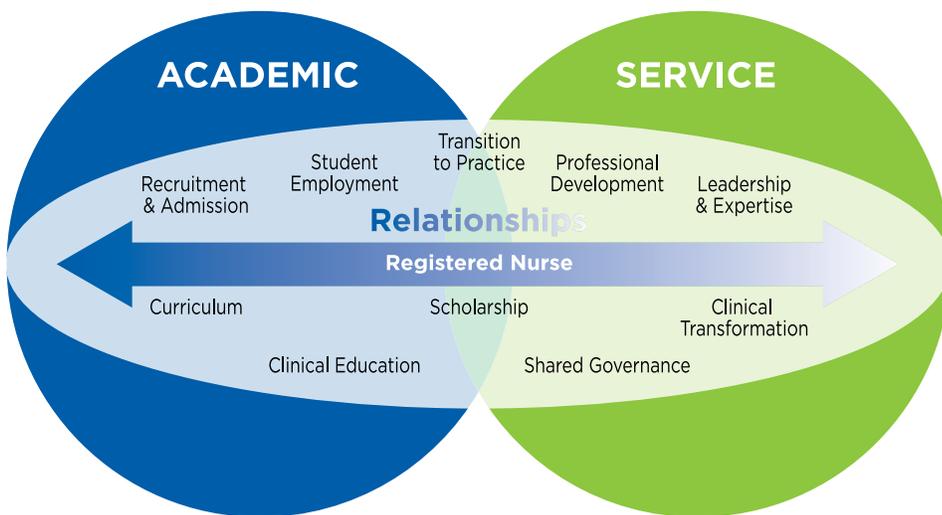
safety initiatives. A Bon Secours-specific training curriculum for educators has been developed and educators from each hospital department have been trained in simulation techniques to develop clinically relevant simulations for their practice area. The simulations reflect best practice, and can be performed at the College of Nursing. There are plans to expand the capacity of the College to offer in-situ simulations for facilities within the BSHSI health System.

The Clinical Scholars Program allows nurses in the facilities to bring a problem from practice and initiate a research or clinical project to address the problem. A College faculty member has the opportunity to either participate in the program as a Scholar or serve as a mentor to the Scholar.

The goal of the Academic Service Partnership is to create a structure and provide avenues of enhancing professional development. By working together, the committee ensures the needs of both the College students and the healthcare professionals at the hospitals are met.

The Structure

Academic-Service Partnership



MISSION STATEMENT

The mission of Bon Secours Academic – Service Partnership is to enhance comprehensive integration of professional development and scholarship, to promote clinical excellence in the delivery of health services consistent with the values of Bon Secours Health System.

Key Objectives

1. Enhance the communication of available health professional programming
2. Promote clinical excellence in professional education, practice and research
3. Serve as a central clearinghouse for educational services
4. Increase efficiencies in the delivery of educational resources

Prepared to Succeed

A new endeavor, like starting at a new school, can come with some feelings of apprehension. At Bon Secours Memorial College of Nursing, it is our goal to help all students feel comfortable and achieve success. To that end, we began a Student Ambassador Program to help acclimate new students and engage them in the life of the College.

The Ambassadors for the fall semester, Celeste Brown, Monica Coleman, Cynthia Amber DeAngelo and Meghan Cox, greeted new students during orientation, an exciting day of learning more about the College, meeting faculty and staff and receiving details about their upcoming education experience.

In the coming weeks, the Student Ambassadors will reach out to students to encourage participation in Student Government Organization activities and provide tips on having a successful first semester at BSMCON.

“I chose to be a student ambassador because I would have loved to have someone sit with me in orientation and answer my questions and alleviate some of my fears,” Amber DeAngelo, Junior, said. “Being the Social Chair Director of the Student Government Organization, I am excited to get the new students involved in the upcoming activities, as well.”

A Legacy of Caring



There are few experiences in life that rival the miracle of birth. As a parent, you will forever tell the story of when your child came into this world, reliving every emotion and every detail. As a labor and delivery nurse, you become part of each parent's story, whether in a starring role or as a supporting character. For nearly five decades LeReve "Revie" Mallory Peluso, RN played a role in countless birth stories, many of which are still being told.

"Revie was such a long-standing part of the newborn nursery," said Amy Burkholder, Labor and Delivery Nurse Manager at St. Mary's Hospital. "Her presence will always be there. Revie oriented so many of the new nurses and we still share stories of her. She was the epitome of a nurse providing care to a newborn baby."

Revie Peluso loved nursing and it was felt by the lives she touched. For 47 years, she cared for mothers and babies with the joy of someone carrying out their calling. Her career

began after graduating from Johnson-Willis Nursing School in Richmond in 1958. After some time out-of-state, she and her family returned to Richmond in 1978 when she started her long career at Bon Secours St. Mary's Hospital.

Beverly McInnis, Clinical Nurse Specialist at St. Mary's, remembers Revie fondly telling how she always wore her white scrub dress, white tights and white shoes. Beverly describes Revie as an advocate for the babies in the nursery, saying that nothing ever frazzled Revie and she always had the answer to any question about the nursery.

"I just absolutely loved her," adds Dr. Mark Shreve, pediatrician. "One thing I remember about Revie is that she always knew her babies. She always knew what they needed, always knew what to tell us. She was never at a loss. She made my life so much better

"We chose to set up a scholarship fund in my mother's honor because she embraced the need to continue her education. She was an example of lifelong learning."

- John Peluso

LeReve Mallory Peluso Scholarship

LEFT (L to R): John Peluso (son), Reve Peluso and Louis Peluso (son), from summer 2005 at Sandbridge Beach. RIGHT: Drawing of Reve Peluso cradling a newborn, which hangs in the Labor and Delivery unit at St. Mary's Hospital



because she always knew her babies.”

Revie Peluso passed away in 2005, but her legacy as a nurse lives on through the College's scholarship fund established by her sons, John and Louis. Even more so, her memory is carried on by the staff, physicians and families at Bon Secours St. Mary's Hospital.

“We chose to set up a scholarship fund in my mother's honor because she embraced the need to continue her education,” said John Peluso. “She was an example of life-long learning.”

For the past seven years, students at Bon Secours Memorial College of nursing have benefited from the LeReve Mallory Peluso Scholarship just as the families she touched through her compassionate care benefited for so many years.

SCHOLARSHIP OPPORTUNITIES

Gloria H. Booker Scholarship

Established in honor of Mrs. Booker's devoted forty years of dedicated and compassionate teaching and service

Criteria: Merit based, for a rising junior or senior who has a cumulative grade point average of 3.0

Glenn LeBlanc Men in Nursing Scholarship

Created by a graduate who pursued a career in pediatric nursing and wanted to support men in their pursuit of nursing education

Criteria: male nursing student with a 3.0 cumulative grade point average

Jean Ritz-See Scholarship

Given annually in honor of Ms. Ritz-See by her family

Criteria: Junior level student with financial need, a GPA of 3.0 and a desire to work in the Newborn Nursery

Lettie Pate Whitehead Scholarship

The Lettie Pate Whitehead Foundation is a charity dedicated to the support of women in nine southeastern states.

Criteria: the student must be a southern, Christian female having financial need

Mary Marshall Nursing Scholarship

Awarded by the Virginia Board of Health (VBH)

Criteria: recipients must be a Virginia resident with demonstration of need and a cumulative GPA of at least 3.0

Modlin Scholarship

Criteria: GPA of 3.5., based upon merit

Mary Jane Naecker Young Award

The class of 1965 presented, as its class gift to the School, \$500 to honor its class advisor, Mrs. Mary Jane Young. The instructions were to provide a \$100 scholarship to a deserving Junior student each year for a five year period.

Criteria: Junior student who demonstrates financial need and is recommended by the faculty



Educated, Engaged & Empowered

Bon Secours Memorial College of Nursing is proud to announce the graduation of the first three RN to BSN completion degree students.

“Getting my BSN has given me confidence in working toward a leadership position and comfort in knowing I am doing the best I can for my patients.”

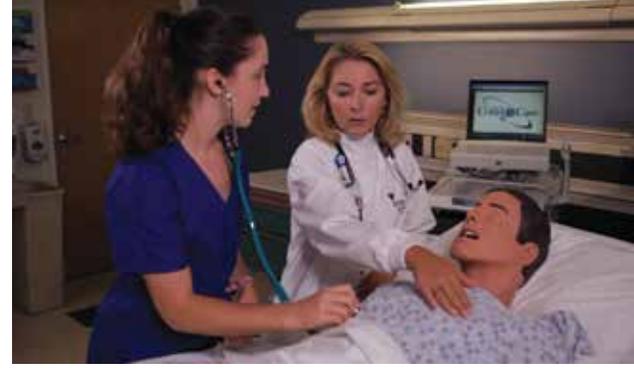
- Angie Gallant, BSN, RN
RN diploma graduate, 2005
RN to BSN completion degree graduate, 2012

Partnering with our Community

The Bon Secours Memorial College of Nursing is proud to be part of our community. Our goal is to produce world-class educated nurses, who are prepared to meet the healthcare needs of those they serve. To do this, it is imperative to seek the input of community leaders and to facilitate two-way communication regarding College programs and community need.

Recently, BSMCON formed a Community Advisory Committee geared at developing relationships to meet these goals. The committee consists of 10 individuals from backgrounds including, education, the Department of Health, healthcare and legal. Each has a vested interest in nursing education and ensuring the graduates of BSMCON will go on to make a positive impact on the level of healthcare in our community.





Teaching is an Art

Most of us can look back on our education and pick out at least one teacher who greatly affected us. Maybe it was an art teacher who allowed you the freedom to express your emotions through painting or a math teacher who celebrated with you when you finally solved for X after hours of tutoring. Many of the students at BSMCON would quickly name one of our faculty members as their greatest teacher, and it's easy to see why.

The College has more than 25 faculty members dedicated to the success of their students. They are experienced, knowledgeable and accomplished and they genuinely care about teaching.

“Our faculty members have so much to offer

our students,” said Dr. Susan Bodin, Dean of Nursing. “What’s even more wonderful is that they carry their talents out to the community and they continue to look for opportunities to grow professionally to benefit themselves and their students.”

Throughout the past year, our faculty members have made some remarkable accomplishments and achieved impressive recognition in their field. Members of the College faculty have been chosen as Quality and Safety Education for Nurses scholars, accepted in the Virginia Nursing Leadership Institute and chosen as test writers for the American Nurses Credentialing Center. In addition, some have been published in professional

journals, presented at national conferences and hold office in state and district organizations.

Our students regularly hear about the importance of life-long learning and our faculty members believe in this, as well. We have seven faculty members currently enrolled in doctoral programs and two who have finished professional certificate programs.

Professional development is important at BSMCON, but our faculty members go beyond that by regularly participating in community service activities and charity events, as well. All these qualities combined mean our students are receiving a “world-class” education from experienced, knowledgeable faculty focused on student success.

“I have come to believe that a great teacher is a great artist and that there are as few as there are any other great artists. Teaching might even be the greatest of the arts since the medium is the human mind and spirit.”

– John Steinbeck

Our Donors

Thank you to the friends of BSMCON, who have generously donated to our educational programs. If you would like to support the College, please use the envelope included in this publication or contact us to learn more about donor opportunities.



GOLD FLEUR-DE-LIS SOCIETY MEMBER [ABOVE \$10,000]

Lettie Pate Whitehead Foundation
Department of Health and Human Services
Commonwealth of Virginia Access Inc.

SILVER FLEUR-DE-LIS SOCIETY MEMBER [UP TO \$9,999]

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Mended Hearts Inc.
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Accreditation



Bon Secours Memorial College of Nursing is approved to operate by the State Council of Higher Education in Virginia 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 is accredited by the Commission on Collegiate Nursing Education (CCNE). The College of Nursing is owned by Bon Secours Memorial Regional Medical Center, which is responsible for the College's operation.

Joint Hospitals Board Bon Secours Richmond Health System, Inc.

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750 First Street, Suite 980
Washington, DC 20002-4241
(202) 336-6780

American Association of Colleges of Nursing | Commission on Collegiate Nursing Education

One Dupont Circle, NW
Suite 530
Washington, DC 20036
(202) 463-6930

State Council of Higher Education in Virginia

101 N. 14th Street
Richmond, VA 23219
(804) 225-2600

Virginia Board of Nursing

9960 Mayland Drive, #300
Henrico, VA 23233
(804) 367-4400

8550 Magellan Parkway, Suite 1100
Richmond, VA 23227
(804) 627-5300
www.bsmcon.edu



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