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2017 ANNUAL REPORT

 **Bon
Secours**
Memorial College
of Nursing

Mission

The mission of the Bon Secours Memorial College of Nursing is to foster holistic lifelong learning through innovative career education designed to cultivate servant leaders who are passionate about bringing people and communities to health and wholeness.

Vision

We will be the College of choice for those who consider caring to be a calling and a ministry inclusive of the needs of all people.

Values

As a higher education institution, we commit that our mission, vision and strategic direction are framed within these value statements:

COMPASSION — intentional engagement in caring practices that embodies a culture of respect, integrity and justice

QUALITY — commitment to education excellence that promotes lifelong intellectual, ethical and spiritual growth

SERVICE — cultivation of an attentive spirit that seeks to empower others in the co-creation of a just and caring world

Goal Statements

CARING — Provide a framework for positively impacting society through culturally sensitive service to the global community.

1. Create opportunities for faculty, staff and students to provide culturally sensitive service to local, regional, national and international communities.
2. Cultivate an environment of respect, compassion and servant leadership which actively promotes and facilitates the development of servant leaders.
3. Embed the core concepts of ministry, mission and civic engagement into the curriculum and campus life.

LEARNING — Foster an environment designed to engage the learner in the development of a critical and creative consciousness.

1. Attract, empower and retain mission-focused students, faculty and staff committed to academic excellence and lifelong learning.
2. Provide a stimulating learning environment that excites curiosity, encourages creativity and integrates community commitment into the learning process.

TRANSFORMING — Liberate the potential of the College community by expanding individual and collective capabilities with respect to knowledge, discernment and growth.

1. Empower faculty and staff to reach their full potential through professional development and mission-related opportunities.
2. Integrate a variety of learning styles into the delivery of the curriculum to enhance the growth of the whole person.
3. Cultivate an understanding of the importance of the College within the Bon Secours Ministry — a Ministry of Education.



The nursing profession has grown tremendously, especially during the 21st century. This is evidenced by the level of education we're obtaining, the increase and advancement of technology in health care and as our cover indicates, the growing presence of men in nursing.

Historically, however, nursing has been a male-dominated profession — largely due to military and religious orders at the time that barred women from becoming nurses. It wasn't until military corps reorganized and banned men from serving in that role in the early 1900's that we saw a shift from male to female nurses. Men were not allowed to serve again as military nurses until after the Korean War in 1955. Unfortunately by then, the profession had been gendered, and it would take decades to undo the feminization of nursing, something we continue to work towards.

U.S. Census data shows that in 1970, only 2.7 percent of registered nurses were men, compared with 9.6 percent in 2011. The National Council for State Boards of Nursing shows a similar increase in the proportion of men in the RN workforce according to its 2015 National Nursing Workforce Survey. When comparing data prior to 2000, just 5.8 percent of

MESSAGE FROM THE PROVOST



MEN IN NURSING

With warm regards,
Melanie H. Green, PhD, RN

respondents who were licensed registered nurses were male, whereas that number more than doubled to 14.1 percent between 2013 and 2015.

Those numbers are encouraging, but it's not enough. We need to eliminate the gender stereotypes that exist today — not just in nursing but across professions. As an institution of higher learning, we resolve to have a student body that reflects the inclusiveness and diversity we value as part of our Bon Secours ministry. In the last seven years since becoming a baccalaureate degree-granting college, we've seen a 370 percent increase in our enrollment of men and a 130 percent increase of male students who advanced to graduation. That's progress!

As we embrace the changing landscape in nursing and as nurses ourselves, we recognize our purpose here is to serve. We have built partnerships with our Bon Secours Richmond forensics team to help victims of human trafficking, and with local organizations such as Moments of Hope Outreach that work to provide relief to people experiencing homelessness. These are just a few of the reasons why we're proud to educate nurses who are instruments of compassion, healing and liberation.

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Career Services



DAISY Faculty Awards



2016-2017 Rewind

As we reflect on a year of beginnings, continuing stories and celebrations, we count our blessings and look toward a new year of learning, supporting and serving. Here's a look back at the last academic year!



PowerUp



College Ambassadors



Jumpstart





Graduation



Orientation



Honor Society



Spirit Week



Faculty & Staff Developments



Kelley A. Florian



Lisa Gregory



Tina Metzger



Laura Snodgrass

WELCOME NEW FACULTY & STAFF

Kelley A. Florian, BA, Director of Financial Aid

Florian has spent nearly two decades working in financial aid at several Virginia colleges and universities. As director, she is responsible for managing the Office of Financial Aid and assisting students as they achieve their educational goals while navigating through the many options of financial funds. Florian has a bachelor's degree from Liberty University.

Lisa Gregory, Financial Aid Specialist

Gregory has worked in higher education for 17 years, with a majority of her experience in financial aid, though she has held positions in the Registrar, Admissions, and Bursar's offices. She works with the director to assist students with their financial aid options.

Tina Metzger, MSIS, Librarian

As our new librarian, Metzger develops and manages the library's print collection and helps students and staff access print and digital information resources. She provides reference and circulation services, furnishes digital interlibrary article loans to other institutions, delivers scholarly journal articles to students and staff, and provides library instruction to nursing classes. Metzger holds a master's degree in Information Science from the University of Tennessee, Knoxville.

Laura Snodgrass, MSN/Ed, RN, Simulation Instructor

Snodgrass graduated from John Tyler Community College with an associate degree in nursing and spent many years as a critical care nurse before shifting gears to simulation. She later completed a master's degree in nursing from University of Phoenix and is currently pursuing a doctorate in nursing practice from Capella University.

AWARDS

Deanna Allison, MSN, RN, won this year's annual DAISY Faculty Award. An excerpt from her nomination explains why she was selected. "Deanna is a highly engaged teacher who goes the extra mile to ensure that her students are supported. She collaborated with other course faculty in the redesign of Professional Nursing Concepts. She has served as the course lead in Adult Nursing Science I Practicum for multiple years and has led the faculty in making many improvements to the simulations and post-conference activities." Additionally, Allison served as the Student Government Organization (SGO) Faculty Advisor and is actively shaping our student leaders. Last year, she collaborated with faculty to support our students in establishing a National Student Nurses Association chapter here at the College.

Jared Crist, BA, was selected as a Bon Secours Dedicated Service Award (DSA) recipient. This annual honor is given to an employee who has demonstrated dedicated service, an untiring commitment in living the BSHSI Values and Mission, and has consistently been Good Help to Those in Need.™ Crist was nominated by career counselor Allison Peterson who described Crist in her nomination as "exemplifying the values of Bon Secours" through his work with LGBTQ organizations in Richmond and here at the College. She wrote, "Jared brings this commitment to diversity to the College where he has joined the Diversity & Inclusion Committee and has worked as a team member to develop and deploy 'Safe Zone' training for the College — a nationally recognized program to create LGBTQ awareness and inclusion at colleges nationwide." Crist was honored at the BSHSI Dedicated Service Award Ceremony and Dinner held in Baltimore this past November.



DEGREES

Angel Daniels, DNP, RN, completed her doctorate in nursing practice in December 2016 from Chamberlain College of Nursing. The title of her research project was “Analysis of Nurse Practitioner Fellowship Programs: Promoting a Seamless Transition to Practice into Primary Care” and focused on evaluating the impact of transition to practice fellowship programs on clinical competency and social engagement of new graduate nurse practitioners. The project encompassed three years of research and was the foundation for developing and implementing Bon Secours’ first primary care advance practice clinician fellowship program, which launched in September 2016 with the Bon Secours Medical Group in the Richmond market.

Catherine Mikelaïtes, DNP, RN, completed her doctorate in nursing practice from The George Washington University in May 2017. The title of her research project was “Impact of Preceptor Education on Students’ Critical Thinking Skills.” Mikelaïtes selected this topic because critical thinking is a skill for which new nurses have limited experience and clinical preceptors feel unprepared to teach.

Maria Vasquez, BS, completed her bachelor’s degree in psychology from Liberty University in August 2017. Vasquez serves as the College’s admissions and recruitment specialist and has been an employee at the College for more than 11 years.

PRESENTATIONS

Barbara Ellcessor, DNP, RN, presented a poster at the Virginia Doctor of Nursing Practice (VADNP) conference held in June 2017 in Virginia Beach. Her poster “Paving the Way to Cultural Awareness through a Cultural Immersion Observation: First Listen to Understand” discussed the College’s global outreach trip to Trujillo, Peru, during spring break in March 2017.

Trina Gardner, MSN, RN, was one of several authors for a poster presentation at the 2017 National Association of School Nurses (NASN) conference. The poster was titled “School nurses: Take your seat at the table.” The purpose of presenting the poster was to engage school nurses in embracing their role as members of the inter-professional school health team. Inter-professional collaboration brings education and school health professionals “to the table” to coordinate and provide care, empowering students to reach their academic potential. Communication and interdisciplinary teamwork are two key components of *Care Coordination*, one of five principles of the NASN framework for 21st Century School Nursing Practice.™

Julie Marsh, MA, MEd, presented “Community of Practice: Teachers’ Perceptions of Online Professional Development in Design Thinking” at the American Educational Research Association in April 2017. The association strives to advance knowledge and encourage scholarly inquiry related to education, and promote the use of research to improve education. Marsh also completed Quality Matters Teaching Online Certification this past August.

PUBLICATIONS

Allison Peterson, MS Ed, was published in the National Career Development Association’s September issue of *Career Convergence* with an article entitled “When Clients Seek Second Careers in Healthcare.” Peterson, an associate editor with NCDA, was a health care recruiter prior to entering the field of career development; she is currently the career counselor at the College.



Deanna Allison



Jared Crist



Angel Daniels



Catherine Mikelaïtes



Maria Vasquez



Barbara Ellcessor



Trina Gardner



Julie Marsh



Allison Peterson

CAREER SPOTLIGHT



Sara Jennings, DNP, RN
Manager, Forensic
Nursing Services
Bon Secours Richmond
Health System

A 2004 graduate of the College when it was a diploma program, Sara Jennings spent her early RN years working in the Emergency Department (ED), before becoming a forensic nurse examiner in 2006. It was during that time in the ED, when Jennings would care for victims of sexual assault. “The hospital I was working in did not have forensic nurses, and I felt a true calling to help better care for this patient population,” she said.

Deciding to focus on forensic nursing as her specialty, Jennings became certified as both a SANE-A (adolescent/adult) and SANE-P (pediatric) sexual assault nurse examiner. She also earned an Advanced Forensic Nurse-Board Certified certification.

“We care for many different victims of violence — sexual assault, physical assault, workplace violence, strangulation, human trafficking and elder abuse,” she said. The problem-solving aspect brings a great deal of autonomy to the role, which Jennings can appreciate after seeing such complex cases.

Last year, she became the manager of the Bon Secours Forensic Nursing Services, just as she celebrated an educational milestone after completing a doctorate in nursing practice from Duquesne University.

Today, she lends her expertise to the Bon Secours Human Trafficking Task Force, which was formed to bring together many different disciplines within Bon Secours to help combat and eradicate human trafficking.

Bon Secours Human Trafficking Task Force

REMEMBER:



1 in 4 victims will come into contact with a health care provider while being trafficked



80% of victims are sex trafficked, 20% are labor trafficked



66% of victims are domestically trafficked



50% of victims are juveniles

For more information, contact the National Human Trafficking Hotline or visit polarisproject.org.

1-888-373-7888



Bon Secours recognizes that through education, advocacy, awareness and collaboration we can serve those who are most vulnerable, and human trafficking often targets those most at risk. It occurs when force, fraud or coercion is used to control another person for the purpose of engaging in forced labor or sex. Sadly, human trafficking is now only second to drug trafficking in profitability.

Working to eradicate this type of human exploitation, a task force was assembled from across Bon Secours Richmond Health System to impact direct care services, promote awareness and education and to advocate for community investment to reduce the effects of human trafficking.

Vice President and Provost Dr. Melanie Green is on the task force, with additional representation from staff member Becky Roberts and faculty member Rani Sangha — all of whom have worked with underserved populations in different capacities. The task force meets monthly and has several subcommittees for different areas of focus.

As education and awareness increase, so do efforts to make a difference. This past year, Bon Secours partnered with Safe Harbor to open the Central Virginia Emergency Shelter for Human Trafficking Victims. The shelter offers support services to adult female victims with health care provided by Bon Secours forensic nurses.

This fall, the College welcomed Dr. Juanita Sharpe as the new dean of Finance and Administration. We sat down with Dr. Sharpe as she revealed some key insights from her past and her goals for the immediate future.

WELCOME Dean Sharpe!



Welcome to Bon Secours! Can you tell us a little bit about yourself and why you decided to join the College of Nursing?

Before arriving at Bon Secours, I began my career as a post-doctoral researcher at the National Institutes of Health after completing my doctorate in Molecular Biology and Biochemistry from State University of New York at Stony Brook. At the end of my post-doc, I accepted a faculty position at Chicago State University, where I was tenured, serving as assistant chair of the Department of Biological Sciences for nearly eight years before becoming chair.

Before coming to the College of Nursing, I was employed by Virginia Commonwealth University (VCU), where I worked on accreditation, academic state and federal compliance, and faculty governance. I worked with VCU's international programs to help establish new international degree programs as well as actualize new academic partnerships. I also served as program director for the Minority Access to Research Careers grant, funded by the National Institutes of Health, for supporting students interested in pursuing research as a career.

Throughout my career, I had always imagined myself as being in a small college or university. I love the intimacy that a small college provides and appreciate the impact that can be made at small institutions. Therefore, the size and focus of the College were really strong draws for me. It was also a great fit for me because the values are deliberately integrated into the operation and direction of the College. I feel honored to be a part of this wonderful team.

You've been working in university leadership for the last several years; however, you began your career in research and then moved into a faculty position. What motivated you to make the transition to administration from teaching?

For me, administration was a way to move from helping students to achieve their potential on a one-on-one basis, to helping students on a broader level. By getting parts of the university talking and working together more efficiently, it better serves the student.

That said — my transition from faculty member/volunteer administrator to full career administrator was not easy; I enjoyed teaching and research. However, making the transition allowed me

to see the bigger picture of the complex operations of the university and how those operations affected the day to day life of a student.

Coming from a large research university to a small single-purpose college, how do you feel your experience will impact us?

Being at VCU was a crash course in viewing challenges and questions from different perspectives. I worked across 13 different schools and colleges, as well as non-academic units. Creating solutions for a university that would not negatively impact individual schools or programs really challenged me to be creative, and communicative. Solutions had to be based on input from many different units across many disciplines, many of which had individual accrediting or licensing requirements. I think I became a better listener.

I also learned the importance of understanding different viewpoints and gained a better perspective of how teaching and program innovations impacted things like registration, coding, student affairs and finances. The integration of these units led to more efficient and clear processes.

The diversity of perspectives and creativity in problem solving I have will, I hope, contribute to the future growth and success of the college.

What are your goals for the next academic year? What do you hope to accomplish during your tenure?

My first and primary goal is to learn. I cannot do my job well unless I become immersed in the world of Bon Secours. I want to understand the needs of the College and how I can best address those needs using the tools available from the perspective of dean of Finance and Administration within the context of Bon Secours.

I would like to build and integrate the finance and administration team fully into the operations of the College and to integrate those operations with the finance division of Bon Secours. I hope to develop some strategic initiatives for this area that will focus on increasing customer service, supporting student success and facilitating staff development. I hope to work with the teams in Bon Secours to build the infrastructure necessary for the College to grow.





College Launches New Scholarship Fundraising Initiative



The College's development office has been busy raising funds for scholarships to address our students' great need for financial support. A new effort was launched to raise \$1.5 million in new scholarship support for both our pre-licensure and post-licensure programs. In 2016, eight new scholarships were established, which yielded 22 new scholarship awards and increased the number of students assisted by 55 percent. For more information on how to participate in the Named Scholarship Initiative, contact: Jennifer Goins, senior development officer, at Jennifer_Goins@bshsi.org or 804-298-3604.

THE COLLEGE IS GRATEFUL TO THE FOLLOWING INDIVIDUALS AND ORGANIZATIONS FOR THEIR EXCEPTIONAL SUPPORT OF OUR STUDENTS:

1. Alumnae of the Class of 1966

As part of their 50th anniversary celebration, alumnae Alice Paige Cecil and Carolyn Rogers Price thought it would be fitting to raise funds in honor of deceased classmate, Barbara Eaton Cattone. They raised nearly \$2,000 for the Mary Jane Naecker-Young Scholarship.

The Naecker-Young Scholarship Award was established by the Class of 1965, to honor its advisor, Mrs. Mary Jane Naecker-Young. It is a need-based scholarship, awarded to a student who will uphold the values and principles of the College of Nursing and the nursing profession, and who demonstrates leadership ability, good citizenship and college spirit.

2. The Reinhart Foundation

Recognizing that nursing is an excellent and stable career opportunity, as well as the shortage of men in the nursing profession, The Reinhart Foundation has awarded a \$100,000 grant to the Bon Secours Memorial College of Nursing. This grant will help 10 men complete their studies for a baccalaureate degree in nursing, achieve licensure and secure employment within six months of graduation.

The scholarship is named in honor of Evelyn D. Reinhart, and will be known as the Evelyn D. Reinhart Nursing Scholarship for Men. Evelyn Reinhart was a devoted wife, mother and volunteer. When her children grew older, she became a licensed registered nurse in Virginia, worked for several years as a private duty nurse and volunteer at St. Mary's Hospital. In 1984, at age 58, she was diagnosed with ovarian cancer and succumbed to the disease in 1986. To honor her work, love and legacy of caring for those in need, the Reinhart family established this scholarship in her honor.

The scholarship will be open to male students, who are entering the first semester of their junior year and is renewable for a second year. Students may apply in spring 2018 for the 2018–2019 academic year.

3. Mary Catherine Rotert

This past academic year, students were able to apply for a new need-based scholarship endowed by May Kay Rotert, a trustee on the Bon Secours Richmond Health Care Foundation Board and a member of the College's campaign committee.

Rotert had early aspirations to become a nurse. Raised in a middle-class family with four siblings, she recalls searching out every nursing or financial scholarship she could find while attending nursing school. After an esteemed nursing career that spanned 60 years, she says simply, "Someone did this for me, and I now feel a strong need to do it for the next generation of nursing students."

Rotert takes great pride in her association with the faculty and students of the College. "This gift fulfills my professional obligation and fulfills for me personal satisfaction best described by St. Luke: 'To whom much is given, much is expected.'"

4. TowneBank Richmond Foundation

Recognizing the value that Bon Secours Memorial College of Nursing brings to the community, TowneBank was honored to support the College with a \$20,000 gift that will go towards scholarships over the next five years. TowneBank Richmond President Pat Collins (L) and Vice President for Commercial Banking, Curt Straub (R), presented the check to students at the College in March.

5. Lettie Pate Whitehead Foundation

A venerable foundation established in 1946 by the devoted youngest son of Lettie Pate Whitehead to honor his mother's commitment to supporting the education of deserving young woman from southern states, the Lettie Pate Whitehead Foundation has generously supported the College since 2006, providing more than \$2 million in scholarship support, benefiting 1,750 students. In 2016–2017, 158 students were recipients of Lettie Pate Whitehead Scholarships. We are grateful to Dr. Herbert A. Claiborne, Jr. for his dedicated service and his passionate commitment to nursing education. His advocacy has helped make this grant possible.

AVAILABLE SCHOLARSHIPS FOR SPRING 2018

MERIT-BASED:

Gloria H. Booker Scholarship

Established in honor of Mrs. Booker's devoted 40 years of dedicated and compassionate teaching and service. Award given to rising junior or senior with a GPA of 3.0.

Col. Gordon Lee Cook, USAF and Col. Laura Lee Lenderman, USAF Merit Scholarship

This scholarship was established in honor of Col. Gordon Lee Cook, USAF, a veteran pilot of the Vietnam War, and his daughter, Col. Laura Lee Lenderman, USAF, currently on active duty in the United States Air Force. Awards given to rising junior or senior with a GPA of 3.0.

The Jack and LeeLee Cummings Scholarship

This scholarship is awarded to a student who demonstrates a commitment to Bon Secours values.

The LeeLee Kirby Cummings Scholarship

Established by her children, this scholarship honors Mrs. Cummings' career as a Bon Secours nurse. The scholarship is awarded to a student who demonstrates a commitment to Bon Secours values.

The Walter H. Hilburn Endowed Scholarship

This is a merit-based scholarship open to full-time students who are U.S. citizens and in good academic standing.

Glenn LeBlanc Men in Nursing Scholarship

This scholarship was created by a graduate who pursued a career in pediatric nursing and in support of male students in their pursuit of nursing education.

The George M. Modlin Scholarship

Established to honor Dr. George Matthews Modlin, former president of the University of Richmond and a founder of the Richmond Memorial Hospital School of Nursing, this scholarship is awarded to a student who shows promise and has potential to make significant contributions to nursing and the community.

Airman First Class William Hart

Pitsenbarger, USAF MOH Merit Scholarship
Established in memory of A1C William Hart Pitsenbarger by a former Airman and admirer.

The Helen G. Pugh, RN Scholarship

Established in honor of Helen G. Pugh, RN, by a loving granddaughter in whom she instilled pride for the nursing profession. This scholarship shall be awarded to a student who displays a passion for nursing in the Bon Secours tradition of caring.

Margaret and Fairfax Randolph Scholarship

This scholarship was established to honor the

parents of Malcolm Randolph, who were long-time supporters of Bon Secours St. Mary's Hospital. The scholarship is awarded to a student who demonstrates a commitment to Bon Secours values.

The Mary Catherine Rotert Endowed Scholarship

Believing that "nurses help nurses," this endowed scholarship was established to give back. It is awarded to students who demonstrate a desire to give back to the community, and/or plan to continue their nursing careers by pursuing an advanced degree.

Flight Lieutenant Parke Farr Smith, RAF Merit Scholarship

Established in memory of Flight Lieutenant Parke Farr Smith by his nephew.

Sansbury-Binns Scholarship

Established by the Binns family in honor of the great care their parents, Frances and Bob Stansbury, received from Bon Secours providers during their lifetime of 90+ years, especially for their care in Bon Secours Hospice. This scholarship is given to students with demonstrated merit.

Lieutenant James Alexander Smith III, USNR DFC Merit Scholarship

Established in memory of Lieutenant James Alexander Smith by his nephew.

Charles G. Thedieck, Jr. M.D.

This scholarship honors the career of Dr. Charles G. Thedieck, Jr., and is awarded to a student who demonstrates a commitment to Bon Secours values.

NEED-BASED:

A Century of Service Scholarship

This is a need-based scholarship open to all students in good academic standing.

The Peter B. Cleal Scholarship

Students must demonstrate a financial need, leadership potential and a commitment to community service to be considered for this award.

The Louise T. Cole Scholarship

This scholarship was established for students who demonstrate financial need and exhibit academic merit.

Lt. Cmdr. Paul E. Galanti, USN (Retired) Honorary Scholarship

Established to honor Lt. Cmdr. Galanti's service to our country. Awarded to a student with demonstrated financial need.

Mary Jane Naecker-Young Award

As its class gift to the College, the class of 1965 presented a scholarship to honor

its class advisor, Mrs. Mary Jane Naecker-Young. Awarded to a student with demonstrated financial need in the junior or senior year.

The LeReve Mallory Peluso Scholarship

Established in memory of St. Mary's Hospital nurse LeReve Peluso by her family. Applicants should have an interest in newborn nursery care, be a junior or senior in good academic standing, and have a demonstrated financial need.

The Perkins Law Annual Scholarship

This scholarship is open to students who demonstrate a financial need and have a minimum GPA of 3.0. Preference is given to students from Southwest Virginia or Southern West Virginia.

The Evelyn D. Reinhart Nursing Scholarship for Men

Established by The Reinhart Foundation to honor Evelyn D. Reinhart's service as a nurse and to encourage men to complete their course of studies and successfully achieve the license of Registered Nurse. This scholarship is competitive and open to men in their junior year and can be renewed for a second year.

The Sarah F. Richardson Scholarship

Ms. Richardson was a longtime member of the BSMCON faculty who had also served in the U.S. Army. Created by her parents, this scholarship was established in Sarah's memory to perpetuate her love of nursing and legacy of compassion.

Richmond Academy of Medicine Alliance (RAMA) Scholarship

Awarded to a junior or senior with a demonstrated financial need in good standing.

Jean Ritz-See Scholarship

This award is given annually in memory of Ms. Ritz-See, class of '81, by her family. Award given to a student in the junior year, with a GPA of 3.0 and demonstrated financial need. Preference given to students interested in working in a newborn nursery.

TowneBank Richmond Foundation Scholarship

This scholarship represents TowneBank's commitment to community and is awarded to students who demonstrate a commitment to helping communities in the Richmond area to health and well-being.

Lettie Pate Whitehead Scholarship

The Lettie Pate Whitehead Foundation is a charity dedicated to the support of Christian women in nine southeastern states: Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee and Virginia.

OUR MEN IN Nursing

While men represent a mere 10 percent of nurses today, we're seeing an increase in the number of men enrolling in and completing their nursing education. It's exciting to be part of the growing trend impacting our profession. In fact, there's a new initiative by the American Association for Men in Nursing to increase male enrollment in nursing programs to 20 percent throughout the U.S. by the year 2020. That's an achievable number if we continue to promote the many benefits of a nursing career while working to eliminate gender stereotypes that have persisted for decades.

Nursing careers offer flexibility, a variety of specialties and higher salaries — all desirable benefits for women and men! In fact, the U.S. Census Bureau reports that men's representation was the highest (41 percent) among nurse anesthetists, earning an average salary of \$162,000!

So how do the male students at BSMCON feel about all this? We sat down with a few of our current students and a recent graduate to discuss nursing school, gender stereotypes and their future careers in a profession dominated by women.



WHY DID YOU DECIDE TO BECOME A NURSE?

I decided to become a nurse after taking care of my mom during her battle with lung cancer. From the chemo nurses to the hospice nurses, their passion for care instilled a desire in me to apply for nursing school with my wife.

– Zach Bingham, senior

After conducting research on nursing as a career, it had many things that met my personal desires. From being available to help people, to working in a respected field to having a job that flourishes in any economy. I was sold.

– Cameron Reynolds, BSN, RN behavioral health nurse, class of May 2017



In high school, my best friend was involved in a diving accident in the James River that left him paralyzed from the chest down. After hearing stories and witnessing first-hand how his nurses single-handedly changed his outlook on life, it inspired me to do the same.

– Steven Edmunds, sophomore

Going into nursing is a call to serve, and I am the first in my family going into health care. I remember growing up in remote parts of Africa, the nearest health care center was situated 50 miles away in the neighboring town. Therefore, anybody who was sick would walk all the way to this far away health center with no trained doctors. One of the episodes that informed my decision to become a nurse happened when my niece became very sick and passed away. I want to be able to help others avoid the same tragedy.

– Al Komeh, sophomore

Did you have any hesitation entering the profession due to the gender stereotypes that exist in nursing?

I did; I even used it as my finals speech for communication class. I kept saying to myself, 'this is not a male traditional career ... but look how many great things the field has to offer.'

– Cameron Reynolds, BSN, RN
behavioral health nurse, class of May 2017



I had some hesitations at first, but as time went by, I saw how cherished and valuable males are in health care settings. Even as a technician, the nurses appreciate having a male on the team."

– Zach Bingham, senior

Growing up, I had only seen female nurses and only a handful of male nurses. Despite this, I didn't really think too much on the stereotypes of nursing because they are just that: stereotypes. We are all here for similar reasons, so I don't think our differences matter as much as our similarities.

– Steven Sorrell, sophomore

In your clinical or professional encounters, have you experienced any bias because you are a male?

I have not experienced any bias in my clinical experience within the last two years but rather have experienced acceptance. I have worked with mostly female nurses in the clinical setting and have always felt welcome and included.

– Nick Hewett, junior



It is very common in my experience for patients to say that they prefer a female nurse for assistance with ADLs (activities of daily living) even though we are all professionals. I do think the world as a whole is becoming more used to male nurses.

– Cameron Reynolds, BSN, RN

Sometimes patients confuse us with physicians, but I just politely remind them that I am their student nurse/technician.

– Zach Bingham, senior

How have your experiences prepared you for your profession?



Going to Haiti with the mission was one of those wow moments; not only do you get to travel and provide care to vulnerable populations in need, but you also see how much skills and education you have acquired in nursing school.

– Zach Bingham, senior



I didn't actually realize how prepared I truly was for this position. RNs possess a lot of responsibility and autonomy. The hundreds of clinical hours, studying and class time shaped me into a well-rounded new nurse.

– Cameron Reynolds, BSN, RN
behavioral health nurse,
class of May 2017



As a child, Al Komeh grew up in remote areas of Africa, where he says the nearest clinic was 50 miles away. Medical staff at the clinic was untrained, and corruption was commonplace. He dreamed of a day when he would be given the opportunity to gain the necessary skills to help his community.

As a high school student living in Freetown, Sierra Leone, Komeh was on the path to success — accomplishing everything he had worked so hard for — when he made the decision to convert from Islam to Christianity. It cost him his family, his education and for a while, his future. With the support of friends, he eventually found employment and with much prayer, he received a scholarship to study engineering.

Upon graduation, Komeh was gainfully employed and rising through the ranks when he discovered fraudulent activity at his company. Upholding the highest moral standards, he reported it only to discover his good deed was unwelcome. Fearing for his safety, Komeh fled to the U.S. in search of a better life.



MEET BSN STUDENT Al Komeh

“I believe that becoming a nurse will be the best thing that will happen to me.”

Concluding that nursing would be the way to serve and heal communities, he began his new life by enrolling at BSMCON. “I choose Bon Secours because of its reputable standards in areas of student to teacher ratio, ethical Christian values and excellent hands-on clinical settings,” he said.

Komeh has embraced the close-knit community the College offers. “The environment is great; the teachers are the ‘wow’ factor. They are always available and ready to attend to students and do everything they can to help students succeed,” he said.

So what does the future hold for this determined nursing student?

“I have always wanted to help my community and alleviate the suffering of many in my area who are in poverty and do not have access to care due to a shortage of medical professionals,” he said. “I believe that becoming a nurse will be the best thing that will happen to me.”

Our **MISSION** to Provide Good Help

The College of Nursing has been fortunate to have had many opportunities to serve vulnerable populations this past academic year: our annual mission to Haiti, a first trip to Peru and two Remote Area Medical (RAM) trips to support rural southwestern Virginia. In addition, the College has continued with the second installment of Alternative Spring Break — which provides non-health care based services to Richmond area nonprofit organizations.



Haiti Mission Trip

This year the College's team of 12 included faculty members Kathy Faw, MSN, RN; Susan Massengill, MSN, RN; and Amy Feurer, MS, RN, along with students Ashley Bingham, Zach Bingham, Christen Brown, Megan Dover, Holli Flowers, Tomika Jackson, Brittany Lewison, Savannah McReynolds and Angela Ofori.

Each year our team members return grateful for the opportunity to have learned so much from the population they are there to serve. "I am always in awe of the students' ability to adapt so quickly to a drastically different environment with such grace and humility," said Amy Feurer. "They become totally immersed in the community, which allows them to use their knowledge and skills to give completely of themselves in clinic settings regardless of the language barrier and lack of technological equipment. A student this past year reminded me that we all speak the same language when spoken from the heart."

In addition to the compassion and caring the BSMCN team extends to the people of Haiti, education is another important component in helping to promote health and prevent illness. This piece resonated with student Ashley Bingham. "Being able to provide teaching on hypertension and what can be done to help promote a change was such a simple thing, but in Haiti it can truly be life altering," Bingham said. "With the the lack of medications or resources, making lifestyle changes could be the key ingredient in decreasing some of those risk factors."



Peru Mission Trip

This was the first mission trip to Trujillo, Peru, for the College's student team of Nicole Braxton, Joelle Doctor, Chelsea Lawson and Emily Page, and for faculty members Trina Gardner, MSN, RN and Dr. Barbara Ellcessor, RN. The team travelled with four additional nurses from Bon Secours Health System and two representatives from the Bon Secours Mission team.

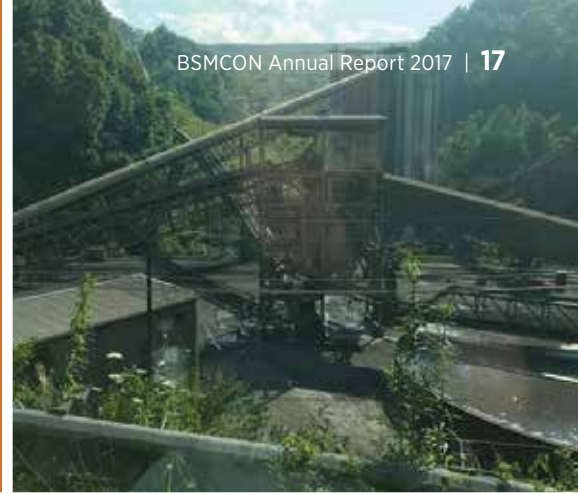
The team members spent two days in the Clinica Madre de Cristo as observers, and learned a lot about the clinic's culture of caring and the importance of listening. Trina Gardner echoed this sentiment, "I learned that listening is so much more important than we think," said Gardner. "We listen to reply, but we don't listen to understand."

The cultural immersion the team members experienced provided an education as well. "Seeing a different culture is life-changing; it helped me to have a better understanding of what it's like to speak a different language, the communication challenges it brings and the impact on health care," said Gardner.

Student Chelsea Lawson felt this trip changed her perspective, too. "I experienced a whole new way of living, and I fell in love with the culture, the people and the way that they appreciate what they have," said Lawson. "I was beyond blessed to have this opportunity."



Remote Area Medical (RAM)



Grundy, Virginia

Team RAM was blessed to take part in two Remote Area Medical missions during the last academic year. The first was in late September 2016 to Grundy, Va. That team included Chrissie Perkins, PhD, RN; Christine Turner, PhD, RN; Rani Sangha, MSN, RN; JeanMarie Digges, MSN, RN and Maria Vasquez, BS, with students Amanda Carlton, Kent Duffey, Brittney Ellett, Whitney Friend, Ruth Hickey, Hayley Mosman and Kelly Ryan.

RAM works to provide free medical, dental and vision care to underserved or isolated areas with mobile clinics of volunteers from the health care community. It's often a humbling experience for many on the College's team who have not witnessed the extensive need for basic health care so close to home.

"It was truly eye-opening to be a part of this mission," said student Amanda Carlton. "People traveled from nearby states, waited in long lines and camped out overnight to receive health care," she said.

Carlton plans to return next year as a licensed RN to volunteer. "I am fueled by a passion that the health care resources many of us take for granted in more urban areas must be extended to vulnerable populations in rural areas," Carlton said.

Wise, Virginia

The second RAM trip was during July 2017 in Wise, Va., which is the largest event RAM holds annually. The Wise RAM provided health care for 2,500 people who camped out or huddled in their vehicles for 48 hours in advance to be seen by a health care provider.

The Wise, Va., team included faculty and staff: Chrissie Perkins, PhD, RN; Kimberly Brownie, MSN, RN; Joyce Hawkins, BS, RT; Maria Vasquez, BS; and Becky Roberts, MHA, with students Caroline Matlak, Lida Maurin, Robin Pearson-Booth and Jane Watson.

An important part of the College's global outreach is a cultural immersion to better understand the populations students are serving. This team toured the Beckley Exhibition Coal Mines, visited Davis Mountain to reflect on the trip and ended the experience with a picnic lunch at Bluefield Mountain Park.

When staff member Becky Roberts first heard about RAM, it broke her heart to know so many people in our country have little to no access to basic medical and dental care. "I was honored to be God's hands and feet that weekend. I was truly blessed to be a part of this amazing opportunity, and I am forever changed because of this experience."



ALTERNATIVE SPRING BREAK STEPS UP YEAR 2

After the success of last year's inaugural Alternative Spring Break (ASB), the College was able to offer the alternative to a traditional spring break again this year. ASB is rooted in service, community and relationships, and this year the 25-person team (21 students, four staff members) accomplished all three while making a lasting impact in Richmond.

Over a three day period, the team volunteered a total of 369 hours, providing six different local organizations with support, ranging from weeding, to litter pickup, to pantry cleaning, to gardening and many things in between! The team members extend their thanks to Lewis Ginter, Evelyn D. Reinhart Guest House, Housing Families First, Maymont, Tricycle Gardens and James River Trails: Belle Isle for allowing their team to be a part of yours.

"I learned so much about Bon Secours values and met some of my closest friends that I have today," said student participant Brittany Ashe. "It was an enriching experience that I highly recommend."

BON SECOURS MEMORIAL COLLEGE OF NURSING



**MOMENTS
OF
HOPE
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Matthew 25:31-46



COLLEGE OF NURSING & MOMENTS OF HOPE OUTREACH Partner to Serve

Twelve years ago, Bob Hummer could not have imagined how his life would unfurl after surviving a head-on collision with his family. He sustained a traumatic brain injury and numerous other injuries that he said “only God could pull him through.” He spent the next decade in pain and struggle but now knows God was preparing him for this ministry.

The ministry Hummer is referring to is Moments of Hope Outreach (MO HOPE), which was inspired three years ago when Hummer met Lisa while she was panhandling in Richmond, Va. “I listened to the small voice inside that told me to find out what she needed, instead of ignoring her or handing a dollar out my window as I typically did when seeing someone flying their sign.”

Lisa explained how she’d been living in a tent in the woods for three years. Hummer was stunned to learn about her living conditions. Her plight became personal to him, and he sensed God nudging him to do more.

In time, Hummer had gained enough trust to meet the others in the camp and began to assess their needs. It started slowly — purchasing tents, sleeping bags, propane heaters and winter boots. Just as his savings was near depletion, another friend and her small group from church joined to serve a hot meal to 12 homeless friends. Word spread, others began serving, and Hummer’s personal project grew to become a 501 C-3 organization.

You might say it was divine intervention that brought the College of Nursing and MO HOPE together. Already a registered nurse and enrolled in our RN-BSN program, student Lisa Ronzitti met Hummer through contacts at their church. As part of her required service learning project, she approached Hummer about a partnership with MO HOPE. “Bob and I discussed what my clinical requirements were and what we envisioned I might be able to accomplish.” A short time later, “Ask the Nurse” was born.

Ronzitti provided blood pressure and glucose readings, removed sutures, assessed pulses and provided community resources in reference to health concerns, signs and symptoms, disease management and nutritional education. She also prepared kits with supplies ready for a variety of situations. Other nurses in the program served as “Ask the Nurse” and another is slated to start serving this spring.

"The services your nurses provide likely would not have been received nor sought by many of our clients, as most are uninsured, can't afford bus fare to free clinics, or simply have lost the drive to pursue maintaining or improving their health," Hummer said. "Beyond the medical care, and in some cases more importantly, your students played a huge role in making our clients feel valued and loved."

MO HOPE is currently serving 476 men, women and children. Sixty-four are truly homeless (living in tents, cars, abandoned buildings, etc.) and another 47 live in dilapidated motels due to lack of funds for deposits, bad credit or criminal records preventing them from qualifying for a lease.

"More than half of those we serve have experienced homelessness at least once. Unless someone with resources and determination intervenes, the nightmare increases quickly and exponentially," Hummer said.



To learn more about Moments of Hope Outreach or how you can make a difference, visit www.momentsofhopeoutreach.org.

Today, MO HOPE has a core group of 17 committed volunteers who serve every Saturday, many of whom operate its Mobile Pantry, which distributes canned and dry goods, toiletries, clothing, sleeping bags and tents. The organization has another 150 volunteers from churches and businesses who are involved in its Saturday Servings. Each week, volunteers purchase enough food to accommodate 200 people, funded entirely by private donations.

While giving time, resources and money is needed and appreciated, Hummer stressed the importance of giving a moment of hope, too.

"Moments of Hope are compassionate gestures intended to give a struggling stranger the feeling of being cared about and loved in the midst of their storm. How they're created is limited only by our imagination and passion," Hummer said.



Behavioral Health:

CONTINUING EDUCATION SERIES FOR BON SECOURS RICHMOND NURSES



Faculty members Teri Tench, MSN, RN (left) and Robin Whelpley, PharmD, BCPS, (right) have partnered with Marsha O'Donnell and Rachel Wood, educators at Bon Secours Richmond (BSR) Community Hospital, to develop a new "Introduction to Inpatient Behavioral Health Nursing" continuing education series for BSR nurses that began this past August.

Tench, an advocate for mental health education and awareness, teaches Introduction to Behavioral Health two out of the three days it's offered.

"The educational partnership has been very helpful, allowing me the opportunity to meet and network with nurses working on behavioral health who support our students during their NUR 3114P (Mental Health and Mental Illness Nursing Practicum) experience," Tench said.

Whelpley delivers a two-hour course on psychopharmacology and its practice implications — which includes the most common drugs a nurse sees, such as antidepressants, antipsychotics and

mood stabilizers. Her course also covers emergency situations such as neuroleptic malignant syndrome, serotonin syndrome, alcohol withdrawal and acute aggression/agitation.

"The nurses seem to be the most interested in drugs of abuse, particularly marijuana. They are also interested in the legal implications of use in different states and how it affects the developing adolescent brain," Whelpley said.

The series is required for new Bon Secours Richmond nurses as part of their orientation; however, current nurses are able to register for it as well through Bon Secours HealthStream.

You might be surprised to hear that alum **Amanda Hightower, BSN, RN**, thought from a young age that she would end up with a career in finance, but her love of science kept pulling her towards biology and chemistry classes. Even her college advisor questioned her choice of major. Then, something happened her sophomore year that changed her trajectory. “As I sat in church one Sunday morning, God provided me with a vision: I could see myself in a white dress, leaning over the bedside of an elderly woman,” she said. “He spoke to my heart in that moment and told me I was meant to care for others.”



RN-BSN Alumni Update

Amanda H. Hightower BSN, RN
Class of May 2017

Realizing that nursing was her true calling, Hightower transferred to a technical college, completed her associate degree in nursing, and began work at Bon Secours St. Francis Hospital in Greenville, S.C. She has worked for St. Francis Hospital for all but three of her 30 years as a nurse. Over the years, she developed unit-based patient education, performed charge nurse duties as well as preceptor duties and obtained her certification in Medical Surgical Nursing. After a brief stint working in home health nursing, she returned to medical/surgical nursing at St. Francis, eventually transferring to the Perioperative department, where she works today.

A lifelong learner, Hightower had started to take courses toward completing her BSN several years ago, though it never came to fruition. It wasn't until she discovered the RN-BSN program the College offered that the degree looked obtainable to her.

As part of her BSN program requirement, she took part in a service learning project with the nonprofit Daily Bread Ministries, located in her hometown of Greer, S.C. The organization helps vulnerable populations with hunger and housing assistance. Hightower began her service in the soup kitchen and knew shortly after she had found another calling in volunteerism.

Her commitment to serving this population and Daily Bread Ministries was recognized by its leadership when Hightower was invited to serve on the Daily Bread's Board of Directors. She began her term in January 2017. She is currently the chair for the volunteer committee as well as the internal champion for the ministry's sponsorship with Bon Secours Health System in Greenville for its annual 5K fundraiser.

It's Hightower's faith that has guided her as a nurse and as a servant leader. “I strongly believe that God made us to learn and grow daily,” she said. “For me, the most rewarding part of being a nurse is the joy of giving and caring for others. By going through the Bon Secours Memorial College of Nursing RN-BSN program, I have gained not only a degree but I've found a new way to use my God-given talents as a volunteer.”

“As I sat in church one Sunday morning, God provided me with a vision: I could see myself in a white dress, leaning over the bedside of an elderly woman. He spoke to my heart in that moment and told me I was meant to care for others.”



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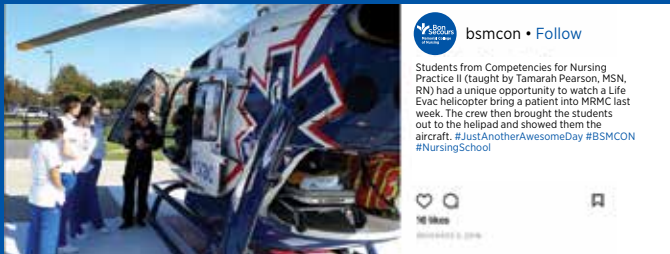
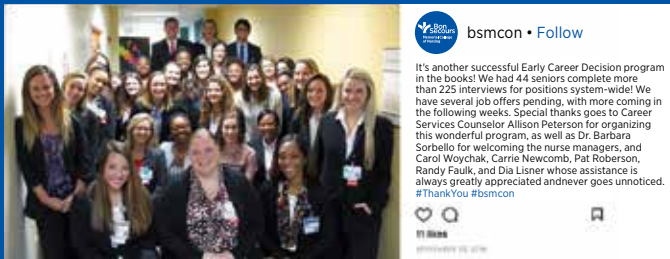
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