

ANNUAL REPORT 2021

 **Bon Secours**
Memorial College of Nursing



LEADING THE WAY

NEWLY EXPANDED CLINICAL SIMULATION CENTER OPENS,
ACHIEVES FULL ACCREDITATION FROM
THE SOCIETY OF SIMULATION HEALTHCARE



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.

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Bon Secours Memorial College of Nursing

Bon Secours Memorial College of Nursing
Marketing Department
8550 Magellan Parkway, Suite 1100
Richmond, VA 23227

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The Bon Secours Memorial College of Nursing's annual report is published by the Student Services Department.

VICE PRESIDENT, RICHMOND HIGHER EDUCATION INSTITUTIONS

Melanie H. Green, PhD, RN

EDITOR/WRITER

Elia C. Imler

LEAD WRITER

Destiny Moore

CONTRIBUTORS

Jared Crist
Jennifer Goins

PHOTOGRAPHY

Elia C. Imler
Ali Johnson
Lauren Kent
Lydia (Dia) Lisner
Destiny Moore
Kathy Taylor Scott

DESIGN

Access Advertising + PR

QUESTIONS/COMMENTS

tellus@bsmcon.edu

LETTER
FROM
THE VICE
PRESIDENT



Melanie Green, PhD, RN
Vice President,
Richmond Higher
Education Institutions

SO MUCH HAS CHANGED since the pandemic began in 2020. We've seen the approval and rollout of COVID-19 vaccines and boosters, which have created safer environments and enabled many of us to resume a more normal pace of life. As with any virus new variants have emerged, but we are now equipped with more resources and new scientific data that keep us moving forward. While keeping a close eye on the safety and health of our college community, students have returned to campus in a hybrid fashion, as well as our staff and faculty. It's been my privilege to see our community come together and effectively navigate the challenges we experienced and celebrate the successes we've shared.

In the last year, we've also begun the difficult and honest conversations about race, equity and social justice that have been brought to the forefront during the pandemic. As an institution of higher education, we are committed to building a diverse and inclusive culture that fosters and encourages the understanding and appreciation of our individual differences. In doing so, we have assembled a dedicated team that is charged with supporting these initiatives while complementing our strategic plan.

The Diversity, Equity and Inclusion Task Force (DEI) is comprised of co-chairs Dr. Leslie Winston, dean of student affairs and Dr. Chris-Tenna Perkins, dean of academic affairs with members Dr. Amy Feurer, associate dean of academic affairs, Dr. Catherine Mikelaite, associate dean of faculty affairs and distance education, Dr. Carrie Newcomb, associate dean of student services, Dr. Angel Daniels, associate professor and staff members Mr. Jared Crist, director of student and alumni affairs and Ms. Erica Stubblefield, student success advisor. This valuable work will help us sustain an intentionally open and inclusive learning environment that brings awareness, understanding and growth around DEI at our institution.

It was a year of change for our leadership, too. After seven years as the dean of academic affairs, Dr. Barbara Sorbello retired in May, concluding a four-decade career in nursing, education and leadership. Her successor, Dr. Chris-Tenna Perkins, a longtime member of our leadership team and faculty, now leads our academic programs with a new leadership team. Get to know them on page six.

As we ushered in this new administration, we celebrated the relocation and expansion of our Clinical Simulation and Learning Center by holding an official blessing and dedication ceremony in late August. The new "BSMCON Simulation Hospital," now conveniently located adjacent to our campus on Magellan Parkway, was designed to look and function as much like an actual acute care setting as possible. The Center was granted full accreditation by the Society for Simulation in Healthcare in the discipline of Teaching/Education, a mark of distinction for health care simulation programs around the globe. Ms. Holly Pugh and her team are to be commended for their excellent work to prepare for this accreditation, which goes above and beyond what is required in simulation education.

In closing, I'd like to express my gratitude to our entire campus community — students, faculty, staff, leadership and alumni who have joined together to bring an unparalleled educational experience to our future nurses in spite of the challenging times we have endured. May this next year bring us all closer to a brighter tomorrow.

MEET THE New Leadership Team for Academic Affairs



Chris-Tenna Perkins, PhD, RN
Dean of Academic Affairs

“Dr. Perkins has demonstrated leadership experience with creation, implementation and evaluation of the BSN and RN-BSN curricula and has been invaluable to the continuing evolution of the nursing programs at BSMCON.”

**– Dr. Melanie Green, VP,
Richmond Higher Education
Institutions**

As the new academic year began, the College welcomed a new roster of associate deans and programs chairs under the leadership of **Dr. Chris-Tenna Perkins**, who was appointed as the new dean of academic affairs in June 2021. Perkins, a faculty member of the College of Nursing since 2002, served as associate dean of academic affairs for the last seven years. She assumed the role on June 7 after the retirement of Dr. Barbara Sorbello, RN who served as dean since 2014.

Perkins was instrumental in the growth and development of BSMCON's mission and values as it transitioned from a diploma school to a baccalaureate institution. For two decades, she has taught several courses on a variety of topics in the nursing field, including Foundations, Health Assessment, Adult Medical Surgical Nursing and Nursing Research. Perkins is licensed as an adult nurse practitioner and certified nurse educator, and has more than 20 years of experience as a registered nurse.

“The College has had a long-standing history of academic excellence,” Perkins said. “Even with the challenges of the pandemic, providing world-class nursing education is what we have done for 60 years. It’s more important than ever before to expand our programs, hire exceptional faculty and deliver outstanding education.”



Amy Feurer, PhD, RN **Associate Dean of Academic Affairs**

Taking on the role as the new associate dean of academic affairs, **Dr. Amy Feurer** brings over 27 years of nursing experience. “I am looking forward to expanding our program to meet the needs of today’s health care system with exceptional nurse graduates,” Feurer said. In her role as associate dean of academic affairs, she will provide oversight for the curriculum in pre and post licensure courses. This involves managing the curriculum content and the logistics of the schedule. She has worked in several aspects of nursing, including being a med-surg nurse, a RN for family practice, a nursing supervisor and more. Feurer began her career at the College in 2008 where she has taught courses including Health Assessment, NCLEX Review and nursing electives for study abroad. While at the College, Feurer held the pre-licensure program chair position until 2021 and currently is the global outreach chair.



Catherine Mikelaites, DNP, RN **Associate Dean of Faculty Affairs and Distance Education**

Dr. Catherine Mikelaites has transitioned into the role of associate dean of faculty affairs and distance education. In this position, she is responsible for the recruitment, onboarding, retention and support of the full-time and adjunct faculty. She also oversees the College’s strategic plan for distance education. Mikelaites has been a RN for 14 years, working for Bon Secours her entire career. Being on the faculty team for eight years, she has taught a variety of courses in both the BSN and RN-BSN programs, including Leadership and Business, Orientation to Online Learning and Business of Healthcare in Complex Systems. After five years on faculty, she became the RN-BSN and distance education program chair. “To me the most valuable thing about the College is our culture. Everyone at the College has a deep desire to provide the best educational experience possible for our students,” Mikelaites said.



Ms. Susan Wilkins, MSN, RN **Prelicensure Program Chair**

Ms. Susan Wilkins has transitioned from her role as the practicum coordinator to the prelicensure program chair. This position allows Wilkins to work with more courses, faculty and students. She is responsible for oversight of the prelicensure program with a focus on curriculum and students. Wilkins brings 30 years of nursing experience to her role, primarily working in critical care, leadership and management. Along with her impressive nursing career, she has served as faculty for the past 15 years. “It is so rewarding to help students become nurses,” Wilkins said. “Teaching gives me the opportunity to touch not only the lives of our students but the lives of their future patients. The ripple effect of teaching students to be good nurses is amazing.” During her time at the College, Wilkins has taught a variety of courses, including Clinical Immersion, Adult Nursing Science II Practicum and NCLEX Review.



Faculty and Staff NEWS



Augustine Kiplagat



Kelly McClure



Carol White



Ella Alvis



Kelley Florian

NEW FACULTY

Augustine Kiplagat, PhD, RN, Clinical Associate Professor

Kiplagat has spent the last 16 years caring for the adult population both at the community and bedside level. Before relocating to Richmond in 2016, he taught associate and undergraduate nursing students in Kenya and Tanzania. He has worked extensively in HIV and AIDS program coordination taking care of impacted patients, researching and conducting refresher courses for health care workers. More recently, Kiplagat worked at Memorial Regional Medical Center's progressive care unit as a charge nurse and progress care certified nurse. He earned a master's degree in public health and education from the Catholic University of Health and Allied Sciences and University of Calgary (joint program). He recently completed his doctorate at University of Wisconsin-Milwaukee.

Kelly McClure, MSN, RN, Instructor

McClure began her nursing career 15 years ago at St. Mary's Hospital, practicing on the neuroscience telemetry unit, with 11 of those years in the emergency department. Before joining the College, McClure worked as the nurse aide coordinator and instructor with Hanover County Public Schools and has found her passion for teaching. She recently obtained her MSN in nursing education at Western Governors University. McClure teaches 2102 Health Assessment Lab and 3112 practicum.

Randy Thompson DNP, RN, Clinical Associate Professor

Thompson has spent his nursing career caring for the adult population, becoming board certified as an acute care nurse practitioner in 2010. He has practiced nursing in the critical care arena as a RN mainly focused in the emergency department (ED). He is board certified and credentialed by the American Nurses Credentialing Center and is a member of Virginia Nurses Association. He started his career as a nurse tech and then became a licensed practical nurse. Thompson received his associate degree in nursing from Patrick Henry Community College and bachelor's and master's degrees in nursing from Virginia Commonwealth University (VCU) and his doctorate from Radford University.

Carol White, MSN, RN, Instructor

White joined the College in 2018 as an adjunct faculty member and made the transition to full time instruction last year. She brings an expert clinical background in emergency nursing and has called St. Francis's ED home for more than 13 years, where she continues to work PRN. White imparts her engaging teaching style to junior 1 practicum students. She received her master's degree in nursing from Liberty University.

NEW STAFF

Ella Alvis, BS, Faculty Operations Coordinator

A health services administration graduate of James Madison University, Alvis joined the College last summer in a newly created position that supports faculty affairs and operations. In her role, she manages faculty file documentation, workloads and contracts, faculty onboarding, and provides additional faculty support. Prior to joining the College, she interned with the Children's Hospital of Richmond (CHoR) at VCU administration team for three years. From her experience at CHoR, she found her passion for health care and improving health outcomes in the community.

Hannah Harman, BS

Academic Operations Coordinator

Harman is a 2021 graduate of James Madison University with a bachelor's degree in health services administration. Prior to joining the College in October, she completed an internship at Bon Secours St. Francis Medical Center where she worked closely with the hospital administrative team on numerous projects. As the academic operations coordinator, she manages a multitude of projects and administrative responsibilities for the College's academic programs.

Paula Young, BS

Simulation Technical Specialist

Young joined the College's Clinical Simulation and Learning Center last June with two years of previous experience working in nursing simulation at the University of Southern Maine. In her role, she supports students with technology and methods to plan, prepare and execute their simulation-based nursing education. Young earned a bachelor's degree from George Mason University in computational and data sciences.

APPOINTMENTS

Kelley A. Florian, BA

Director of Financial Aid

Florian was elected to a three-year term as treasurer of Virginia Association for Financial Aid Administrators (VASFAA). VASFAA is an organization of individuals who administer financial aid or are otherwise active in a financial aid-related profession. Their mission is to maintain an organization that promotes the professional growth and collaboration of their members to serve fairly the needs of students, families and institutions in matters related to financial and informational resources that support students' postsecondary education goals.

Christine Turner, PhD, Professor

Turner was elected to a two-year term as president of the Virginia League for Nursing, which began in 2020. The Virginia League for Nursing supports and implements the mission of the National League for Nursing to promote excellence in nursing education to build a strong and diverse nursing workforce to advance the nation's health at the constituent level.

AWARD

Christine Turner, PhD, RN, received the New Author Writing Award in 2021 from the Nephrology Nursing Journal.

DEGREES

Carrie Newcomb, EdD, associate dean of student services and **Leslie Winston, EdD**, dean of student affairs, each completed a doctorate in educational leadership in May 2021 from Virginia Commonwealth University.

Amy Pozza, MBA, chief financial officer, earned a Master of Business Administration from University of Virginia, Darden School of Business in May 2021.

Dayna Scarberry, MEd, student success advisor, graduated in August 2021 from The College of William and Mary with a master's degree in education from the education, policy, planning and leadership program.

PRESENTATIONS

Christine Turner, PhD, RN, published a streaming video titled "A Newly Licensed Nurse's Transition to Practice" in SAGE publications last year. Turner and Karen Mellott, PhD, RN, co-presented "Advancing Faculty and Institutional Outcomes Through A Faculty Scholarly Writing Workshop" at the Leadership in Higher Education Virtual Conference in 2020. Turner and **Marcella Williams, DNP, RN**, presented "Nursing case study transformations" at the 2021 Connecting: Student Engagement Despite COVID-19 Virtual Conference.

Robin Whelpley, PharmD, BCPS, presented a poster at the Next Gen Learning Conference in February 2021. The poster was titled "Teaching Pharmacology Content to Undergraduate Nursing Students During a Pandemic: The Development and Delivery of an Online Cardiovascular Escape Room." In addition, Whelpley presented a poster at the Sigma Gamma Omega Nursing Conference in March 2021. It was titled "An Interdisciplinary Collaboration: Development of an Opioid Crisis Elective for BSN and RN-BSN Students."

Marcella Williams, DNP, RN, presented a poster titled "Using the Study Umbrella to Support Next Generation Learning" at the Nurse Think Nurse Educator Conference in February 2021.



Christine Turner



Carrie Newcomb



Leslie Winston



Amy Pozza



Dayna Scarberry



Robin Whelpley



Marcella Williams



Rani Sangha



Catherine Mikelaïtes



Brian Baird

PUBLICATIONS

Rani Sangha, DNP, RN, received notification that her manuscript was accepted for publication in the Journal for Nurses in Professional Development. The title of the article is “Nurses Ability to Identify Human Trafficking Victims.”

Christine Turner, PhD, RN and **Catherine Mikelaïtes, DNP, RN**, were published in Nursing Education Perspectives, the official research journal of the National League for Nursing. Their article was titled “Developing BSN students’ Quality Improvement Skills Through Addressing Real World Problems.”

In addition, Turner and Patricia Finch-Guthrie, PhD, RN, published “Lived Experiences of Being a Caregiver for a Family Member on Hemodialysis” in the Nephrology Nursing Journal.

SEMINARS AND WEBINARS

Brian Baird, PharmD, BCPS, and **Inija Miller, BSN, RN**, presented a webinar to Bon Secours associates and students titled “COVID-19 Therapies and Vaccines Update” in January 2021. Miller is May 2021 graduate of the College.

Robin Whelpley, PharmD, BCPS, developed a website and presented a seminar to pediatric nurses at Bon Secours St. Mary’s Hospital in June 2021. It was titled “ASD Nursing Toolkit: Educated, Comprehensive Care of Patients with Autism Spectrum Disorder.”

Number of students working as a Bon Secours **PCA (patient care associate)** or **PCT (patient care tech)**:



175

BSMCON

Fast Facts



Pre-licensure BSN program **Ranked #1 in Virginia** by Nursing Schools Almanac for 2021



Percentage of seniors receiving a Bon Secours job offer at the **New Grad Hiring Events**:



99%

Average percentage of students using **Career Services** (over the course of their studies):



90%

BSMCON celebrated a milestone birthday in 2021!



60
Years of Excellence



Reconfiguring Commencement and the White Coat Ceremony During the Pandemic



THE WHITE COAT AND COMMENCEMENT CEREMONIES are pivotal moments in a nursing student's educational career. The White Coat Ceremony is a rite of passage to emphasize the importance of compassionate care at the very beginning of the nursing school journey, while commencement celebrates the completion of this journey. The College had just launched the inaugural White Coat Ceremony in the fall of 2019, just before the pandemic hit the following semester. The 2020 White Coat Ceremonies as well as the May 2020 commencement ceremony were canceled in the wake of news, while operations pivoted to online learning and remote work to finish the semester.



As the College navigated these unprecedented times, the Student Services team worked to create a pandemic friendly commencement — complete with social distancing, masking, reduced capacity and limited guests. Multiple ceremonies were held at the College in December to congratulate May, August and December 2020 graduates. This transformed ceremony was held again for May 2021 graduates. Each graduate was able to bring their guests with them through the ceremony as they walked from room to room to receive their degree, take part in the pinning and lighting ceremony, and be blessed by a member of our mission team. Graduates had professional senior portraits taken and received an alumni gift before exiting to cheer and applause from staff and faculty in attendance.



The White Coat Ceremonies were paused in 2020 but resumed in a limited format in the spring of 2021. Smaller, less formal ceremonies were held with students and their instructors that incorporated the Oath and White Coats, but without an audience. By the fall 2021 semester, the College was able to conduct more traditional ceremonies, still adhering to COVID-19 protocol with masks and social distancing, complete with speeches, cloaking and a live video stream for family and friends to watch the ceremony. While these celebrations had to be shifted for the safety and health of the campus community, the College was thankful to recognize their achievements!





A LEGACY OF COMPASSION AND CARING: Barbara Sorbello, PhD, RN Steps into Retirement



The College of Nursing's dean of academic affairs for more than seven years, Dr. Sorbello retired last June after a storied 45-year career as a registered nurse, educator and administrative leader in the field of nursing. She was gracious enough to share a few highlights, advice and plans for her retirement, as she begins this next chapter. The College is grateful for her service and commitment to the profession and wishes her the very best!

Q. You've had a long, successful career in nursing. As you look back on your career, what do you think has changed the most?

A. There have been several changes in the delivery of health care since I graduated from my undergraduate nursing program in 1976. Advancements in science and technology, nursing interventions, medications administered and overall nursing practice have changed and significantly improved over the years. Many of the surgical procedures that were once conducted in the inpatient setting with a significant length of stay, are now being performed in an outpatient setting. Procedures that were once invasive are now minimally invasive. In addition to the advances in technology, we now have additional members of the health care team to provide patient care in an interdisciplinary way. Before the inception of computers and the electronic health record, nurses spent hours updating written care plans, writing nurses' notes, and trying to decipher physician's orders. I believe that today we place greater emphasis on evidence-based practice, the science of safety, patient experience and quality outcomes. Nurses practice in several different venues, and we are returning to more of a focus on population health, ambulatory and community care. We have a greater understanding of social determinants of health and how they impact the trajectory of one's health.

What is most important though is what has not changed. Nurses, from the time before Florence Nightingale and the advent of professional nursing, have holistically cared for others with their heart, head and hands. Nursing has and will always be a special calling to serve others at the most vulnerable times of their lives. How many professions are at the privileged place to welcome babies into the world, care for them throughout the life cycle, and assist them with a peaceful and dignified death at the end of that life cycle? Nursing has always been a challenging profession and is not for the faint hearted. Nurses still need to think critically, practice mindfully, stay informed, have stamina and resilience, and need to take care of themselves so that they are able to care for others. This remains important whether practicing as a clinical nurse, a nurse leader or nurse educator.

Q. What are you most proud of from your time here at the College?

A. I am most proud of the quality of our graduates, faculty and the outcomes of our nursing programs. We have rigorous programs and our pre-licensure graduates leave us well prepared to take NCLEX-RN and enter the workforce. Our post-licensure graduates are poised to enrich their careers and seek promotion opportunities with completion of their baccalaureate degree. I have had the privilege of having Bon Secours Memorial College of Nursing alumnae care for me and my family with compassion and excellence in the hospital setting. Several of our alumni have accepted leadership positions, served as preceptors for students, entered master's programs, have become nurse anesthetists, nurse practitioners and nursing faculty. We have alumni who have returned to be faculty and program leaders at the College, and that is saying a lot.

You won't find a more dedicated faculty than the faculty we have at Bon Secours Memorial College of Nursing. They truly care about our students and their success. In partnership with student success advisors, they support students throughout their time at the College, so that students can successfully progress in the program to completion. In addition to their dedication to teaching, several of our faculty have finished, or are in the process of completing their terminal degrees. We have had several faculty present posters and podium presentations at local, national and international conference venues, contribute to book chapters, publish articles, and serve as peer reviewers for professional nursing journals; they are top notch.

Several initiatives started in the seven years I have been at the College. The Nursing Honor Society that started in 2014 has now been chartered as an at-large Chapter of Gamma Omega Sigma Theta Tau Honor Society. We now have a Student Nurses' Association, a White Coat Ceremony welcoming new students into the nursing profession, and an alumni relations program. Faculty and leaders have developed a robust orientation for new faculty, faculty peer review of teaching program and an annual Daisy Award to recognize faculty excellence. These are but a few of the many programs that I am pleased to share.

Q. What will you miss the most about being dean of academic affairs?

A. I will miss welcoming new students at orientation, holding the White Coat Ceremony, seeing the students in the halls and in the Student Affairs Committee, hearing their presentations from global outreach trips and senior synthesis projects, and congratulating and pinning them at graduation.

I will miss the day to day collaboration with my peers and team members, and that great sense of accomplishment when a project is completed as the result of successful teamwork. So many of the administrative functions that we are responsible for require several College leaders, faculty and staff to collaborate in the development, review, implementation, evaluation, and revision if necessary.

I will also miss the small things, the everyday things that make our lives so rich. The smiles and greetings at the start of the day, the laughter shared over a cup of coffee with a colleague, and the ready support offered to others.

Q. What advice do you have for our graduates who will be practicing nursing during these challenging times?

A. Yes, this is a challenging time, but each generation has had and will continue to have challenging times. My advice is to take care of yourselves — mind, body and spirit. Your health, stamina and resilience are so important for a happy and healthy life and career. Stay current with the advances in nursing and health care as lifelong learners. Never forget to honor another's human dignity and the privileged place that you have as a nurse. Nurses have a social contract with society and with that comes responsibility for providing ethical, safe, evidence-based compassionate care. Be the nurse who sees their call to serve as a ministry, the type of nurse that you would want to care for your loved ones. Lastly, at the end of the day take comfort and pride in knowing that you made a difference to so many people.

Q. What is something on your “wish list” for retirement?

A. I look forward to spending time with my family, traveling, gardening, cooking, meeting friends for lunch and day trips, staying healthy, yoga, long walks, reading the novels that I have not yet read, and just enjoying life. Taking time to smell the roses. As I mentioned before, it is not the big things, but a lifetime of the small things that make our lives so rich.

DR. SORBELLO IN ACTION





Tina Andrews



NOËLLE C. LOVING
"BUT TOMORROW"
FOUNDATION

NEW ENDOWED SCHOLARSHIPS: An Extraordinary Investment in Future Nurses

THERE WAS A MAJOR INCREASE IN ENDOWED FUNDING for scholarship support for the Bon Secours Memorial College in 2020. Four new scholarships were endowed for a total of \$250,000, increasing the College's scholarship funds to more than \$650,000 and creating a funding source that will continue to grow in perpetuity and expand the number of scholarships the College can offer future students. "This is an extraordinary investment in future nurses," Dr. Melanie H. Green, RN, said. "We are deeply grateful to these visionary donors."

The families of Tina Andrews and Noëlle C. Loving each established a scholarship to honor their loved ones. Tina Andrews was a nurse beloved to her family, friends and co-workers at Bon Secours St. Mary's Hospital and Bon Secours Mercy Health.

Noëlle C. Loving was a stand-out student at the Bon Secours Memorial College of Nursing. She never was deterred by the word "No." Her standard response was "But tomorrow." Noëlle died a few months before graduation and the College awarded her the baccalaureate degree posthumously in 2016. Her family established the Noëlle C. Loving "But Tomorrow" Foundation to carry forth her legacy of compassionate caring. The Noëlle C. Loving "But Tomorrow" Endowed Nursing Scholarship, recognizes her deep commitment to nursing.

"Trustees of the Rappahannock General Hospital Foundation created an endowed nursing scholarship as a means to give back and invest in the health and welfare of the community served by Bon Secours Rappahannock General Hospital," Craig J. Kelly said. Kelly is a former trustee of the Rappahannock General Hospital Foundation and is a current member of the Bon Secours Richmond Health Care Foundation Board.

"Endowed Funds are an excellent way to make an immediate and lasting impact, especially now as we experience a critical shortage of nurses," Dr. Chris-Tenna Perkins, dean of academic affairs, said. Scholarships make a big difference for students pursuing nursing degrees. "Scholarship support helps students by affording them more time to focus on their coursework and clinical studies, and allowing them to maximize their college experience through internships, service-learning and volunteer opportunities, which are important for developing the 'heart of a nurse,'" Dr. Perkins explained.

An endowed scholarship is a donation that earns interest each year. When you endow a scholarship, your gift will be invested with other funds held by the Bon Secours Mercy Foundation to maximize your donation's earnings and fund the scholarship for years to come. Further, the principal is never spent and will continue to grow. Anyone can give a scholarship by pledging an amount of \$25,000 which may be payable over a period of up to five years or may be established as a gift as part of your estate plan.

For more information on how to establish a scholarship, please contact Jennifer Goins, senior major gift officer, jennifer_goins@bshsi.org.





The College is grateful to Mr. and Mrs. Guy P. Richardson, who established the first endowed scholarship in the name of their daughter, Sarah F. Richardson, a former member of the Bon Secours Memorial College of Nursing faculty and Mrs. Mary Catherine Rotert (*pictured left*) who invigorated the practice when she established a scholarship endowment in 2015 and adds to it annually. Since that time the number of endowed scholarships has grown to 12.

Please see the full scholarship listing on pages 16-17.

I am a junior in nursing school and am determined to graduate despite the extreme challenges of balancing family, employment restrictions and the COVID-19 pandemic. I appreciate the financial assistance you have provided.



GLORIA DUNCAN

recipient of the
MADMONE
Foundation, Inc. /
Mark O'Neil Family
Endowed Nursing
Scholarship

I live as a single mom with two children and I am very grateful to have been awarded this scholarship for my hard work thus far in the nursing curriculum. Without opportunities for scholarships, obtaining an education can be financially taxing on a second career individual. So, I thank you and again am very grateful to receive this award.



KARA HOLDER

recipient of the
Mary Catherine Rotert
Endowed Nursing
Scholarship

I am recently married and my husband selflessly supports us through his work as an accountant. We are thankful for the sacrifice and aid we have received. Thank you for choosing to support nursing students preparing to encounter the joy of caring for patients full heartedly.



ALEX HOUSE

recipient of the
Alberta Fulper
Endowed Nursing
Scholarship

I want to say thank you for helping me fulfill my dreams of becoming a pediatric emergency nurse. Your generosity will help me buy books, school supplies and cover a portion of my tuition while I am trying to support myself during this stressful time. I am so thankful for your scholarship and the opportunity you have given me.



SYDNEY PENCE

recipient of the
Brenda H. Eggleston
Endowed Nursing
Scholarship

Available Scholarships

The following scholarships were awarded to students during the 2020–21 academic year.



MERIT-BASED SCHOLARSHIPS

The Gloria H. Booker Scholarship: This scholarship was established in honor of Mrs. Booker's devoted 40 years of dedicated and compassionate teaching and service. Eligible students must have a GPA of 3.0 and be a rising junior or senior with a strong commitment to compassionate care.

The Walter H. Hilburn Endowed Merit Scholarship: This is a merit scholarship available to full-time students who are meeting the requirements of Satisfactory Academic Progress and who are U.S. citizens. It was established to honor the life of Walter H. Hilburn, father of Dr. Melanie H. Green, RN, vice president of the Bon Secours Richmond Higher Education Institutions.

The MADMONE, Inc. Foundation/O'Neil Family Endowed Scholarship: This scholarship was established by a Richmond family and preference will be given to students from the greater Richmond community who demonstrate merit and financial need.

The George M. Modlin, Ph.D. Scholarship: Established to honor Dr. George Matthews Modlin, former president of the University of Richmond and a founder of 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. Leadership and community service involvement must be evident. The recipient must have a GPA of 3.5 or higher and be in the top 10 percent of their class.

The Perkins Law Annual Merit Scholarship: This scholarship is open to students who have a minimum GPA of 3.0. Preference is given to students from Southwest Virginia or Southern West Virginia.

The Susan P. Scott Nursing Scholarship: This is a merit scholarship awarded to a student who is meeting the requirements of Satisfactory Academic Progress.

MERIT-/NEED-BASED SCHOLARSHIPS

The Castelvechi Scholarship: This scholarship was established to honor the nursing career of Jane Shonts, a longtime nurse who retired from St. Mary's Hospital. Recipients must be enrolled in the traditional BSN program with Satisfactory Academic Progress, financial need and a maintained GPA of 3.0.

The Louise T. Cole Scholarship: This scholarship was established for students who demonstrate financial need and exhibit academic merit.

The Alberta Fulper Endowed Nursing Scholarship: This scholarship was funded by Diane F. Smith, DNP, RN and Richard Fulper, Jr. to honor Alberta Fulper as a devoted mother and wife. This endowment is added to annually by Dr. Smith, a member of the Bon Secours Memorial College faculty and her father, Mr. Fulper, in gratitude for Alberta Fulper's support of Smith's nursing career. It is awarded to students who exhibit both academic merit and financial need.

The Sidney R. Jones III, MD Nursing Scholarship: Established by Janet and Earl Binns in honor of the outstanding compassionate care Dr. Jones provides their family. The scholarship is given to students with demonstrated merit and financial need.

The Jean Ritz-See Scholarship: This need-based award is given annually in memory of Ms. Ritz-See, class of '81, by her family. Recipients must have a GPA of 3.0 or higher and demonstrate financial need.

The Ed and Susan Scott Endowed Nursing Scholarship: Established by Susan P. Scott, this scholarship honors Mrs. Scott's late husband and the Scotts' commitment to nursing.

The Stansbury-Binns Scholarship: Established by Janet and Earl Binns in honor of the great care their parents, Frances and Bob Stansbury, received from Bon Secours providers during their lifetime of 90-plus years, especially for their care in Bon Secours

hospice. This scholarship is given to students with demonstrated merit and financial need.

NEED-BASED SCHOLARSHIPS

The Tina Andrews Endowed Nursing Scholarship: This scholarship was established by the family and friends of Tina Andrews to honor her nursing career. Andrews worked for Bon Secours Health System, first as a bedside nurse at St. Mary's Hospital and most recently in the revenue integrity department for Bon Secours Mercy Health. Her competent, compassionate caring nature sets an example for future nurses receiving their education at Bon Secours Memorial College of Nursing. This scholarship will be awarded to students who demonstrate financial need.

A Century of Service Scholarship: This is a need-based scholarship open to all students who are meeting the requirements of Satisfactory Academic Progress.

The Peter B. Cleal Scholarship: Students must demonstrate financial need, leadership potential and a commitment to community service to be considered for this award.

The Brenda H. Eggleston Scholarship: This scholarship was established by the Board of Trustees of the Peachtree Foundation, in honor of Brenda Hopkins Eggleston, a trustee of the Bon Secours Richmond Health Care Foundation, to recognize her family's support of our community. Annual scholarship awards are to be given to traditional BSN students who demonstrate financial need, and who are meeting the requirements of Satisfactory Academic Progress.

The Brenda Hopkins Eggleston Endowed Nursing Scholarship: This endowed scholarship was established by the Board of Directors of the Rock Foundation, and the Board of Directors for the Elmon B. Duff Charitable Lead Annuity Trust, in honor of Brenda Hopkins Eggleston, a trustee of the Bon Secours Richmond Health Care Foundation, to recognize her family's support of our community. Annual

scholarship awards are to be given to traditional BSN students in good academic standing and with financial need.

The Sister Marie A. Kerns, RSM, RN Endowed Nursing Scholarship Fund: This scholarship honors Sister Marie's many years of dedicated, compassionate service to the Bon Secours Health System, especially Memorial Regional Medical Center, as a nurse and in ministry and mission outreach. Recipients must demonstrate financial need.

The Miriam and Steve Lindsey Scholarship: J. Stephen Lindsey is a longtime friend and supporter of the Bon Secours Richmond Health System, and a former member of the Bon Secours Richmond Health Care Foundation Board. Recipients must be full-time students who are meeting the requirements of Satisfactory Academic Progress and who demonstrate financial need.

The Noëlle C. Loving "But Tomorrow" Foundation Endowed Nursing Scholarship: This scholarship honors the life and legacy of Noëlle C. Loving, who never accepted the word "no," always countering with "but tomorrow." She died too young, but left a legacy of true love, compassion and care for others. Students awarded this scholarship must be enrolled in the traditional BSN program and must demonstrate financial need.

The Mary Jane Naecker-Young Award: As its class gift to the Richmond Memorial School of Nursing, the Class of 1965 presented a scholarship to honor its class advisor, Mrs. Mary Jane Young. This is a need-based scholarship awarded to a junior who will uphold the values and principles of the College and the nursing profession, possesses and demonstrates leadership ability, and exhibits good citizenship and College spirit.

The Sarah F. Richardson Endowed Scholarship: Ms. Richardson was a member of the Bon Secours Memorial College of Nursing faculty who had also served in the U.S. Army. Richardson's parents created this scholarship in her memory to perpetuate her love of nursing and legacy of compassion. The recipient should demonstrate financial need and embody the spirit of nursing in a manner that evidences the qualities of compassion, servant leadership, commitment to excellent, joyfulness of spirit and a positive attitude.

The Mary Catherine Rotert Endowed Scholarship: Believing that "nurses help nurses," Mary Catherine Rotert, a nurse and member of the Bon Secours Health Care Foundation Board, established this endowment to give back.

The Tom and Donna Sokol Nursing Scholarship: Established by Tom and Donna Sokol, this scholarship honors the Bon Secours Health System and its commitment

to high quality nursing and compassionate caring. It is awarded to a student with demonstrated financial need.

The Stuart Circle Hospital School of Nursing Alumnae Association Endowed Scholarship: This scholarship was established by the Stuart Circle Hospital Nursing School Alumnae as a lasting legacy to honor their nursing school tradition. Students must demonstrate financial need, with priority consideration for any family connections to the Stuart Circle Hospital School of Nursing.

The TowneBank Richmond Nursing Scholarship: This scholarship represents TowneBank Richmond's commitment to providing enrichment opportunities in the Richmond metropolitan area.

GENERAL SCHOLARSHIPS

The Ralph and Alfretta Ardabell Nursing Scholarship: Toni R. Ardabell, former president for the Bon Secours Richmond Health System, established this scholarship to honor her parents. It is awarded to traditional BSN students who are actively enrolled at the College and are meeting the requirements of Satisfactory Academic Progress.

The Bon Secours Scholarship: This scholarship is funded by generous donors who wish to remain anonymous. The scholarship will be awarded to traditional BSN students who are actively enrolled at the College and are meeting the requirements of Satisfactory Academic Progress.

The Jack and LeeLee Cummings Scholarship: This scholarship is awarded to a student who demonstrates a commitment to Bon Secours values.

The Lily 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 Helen G. Pugh, RN Scholarship: This scholarship was established in honor of Helen G. Pugh, RN, by a loving granddaughter in whom she instilled pride for the nursing profession. It is awarded to students who display a passion for nursing in the Bon Secours spirit of caring.

The Margaret and Fairfax Randolph Scholarship: This scholarship was established to honor the parents of Malcolm Randolph, who were longtime supporters of Bon Secours St. Mary's Hospital. The scholarship is awarded to a student who demonstrates a commitment to Bon Secours values.

The Sisters of Bon Secours Nursing Scholarship: On behalf of the Sisters of Bon Secours, this scholarship honors the distinct education provided by the College

that teaches nursing care to be holistic, compassionate, innovative and "good help" to those in need.

The John Moreland Spence, MD Scholarship: This award was established in honor of John Moreland Spence, an OB-GYN at Johns Hopkins Hospital.

The Charles G. Thedieck Jr., MD: 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.

RESTRICTED GENERAL SCHOLARSHIPS

The Glenn LeBlanc Men in Nursing Scholarship: This award was created by an alumnus who wanted to support male students in their pursuit of nursing education. Recipients are required to submit a written essay expressing "How Men Can Make a Contribution to Nursing."

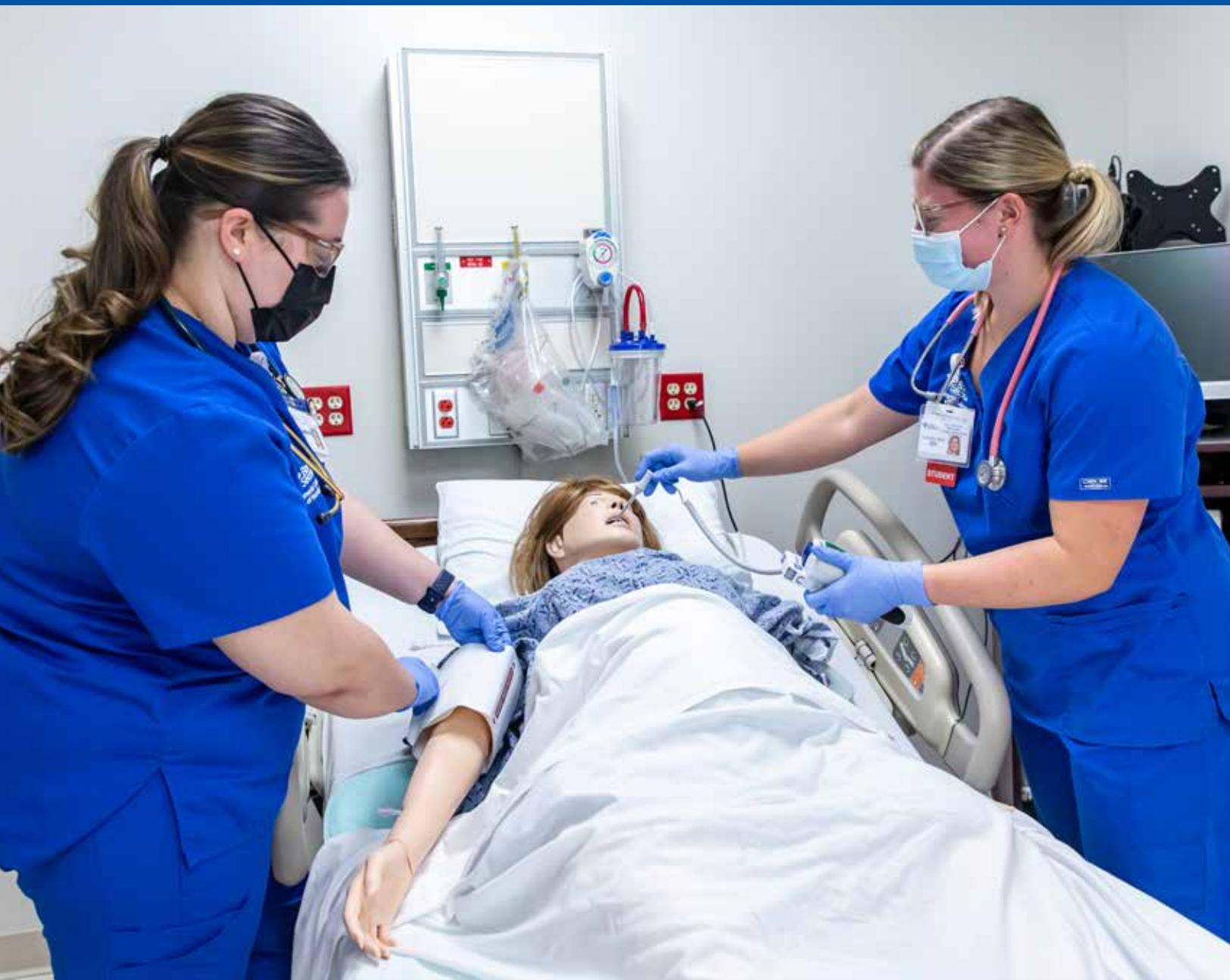
The Rappahannock General Hospital Foundation Endowed Nursing Scholarship: This scholarship supports students seeking degrees at the Bon Secours Memorial College of Nursing who reside in the Rappahannock General Hospital service region, defined as the five counties that comprise the Northern Neck of Virginia: Lancaster County, Middlesex County, Northumberland County, Richmond County and Westmorland County.

RESTRICTED NEED-BASED SCHOLARSHIPS

The LeReve Mallory Peluso Scholarship: This scholarship was established in memory of St. Mary's Hospital nurse LeReve Mallory Peluso, by her family. Applicants should be interested in newborn nursery care, be a junior or senior who is actively enrolled and meeting the requirements of Satisfactory Academic Progress and have a demonstrated financial need.

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 need-based scholarship is open to men in their junior year and can be renewed for a second year.

The Lettie Pate Whitehead Foundation Scholarship: The Lettie Pate Whitehead Foundation is a need-based charity dedicated to the support of Christian women in nine southeastern states. Eligible students must be female, embrace a Christian faith and reside in one of the following southern states: Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee and Virginia.



LEADING THE WAY

The College's newly expanded Clinical Simulation & Learning Center (CSLC) opened in August and received full accreditation by the Society for Simulation in Healthcare, a sign of excellence that is above and beyond what is required in simulation education. With this mark of distinction, the CSLC is now leading the way for simulation and lab experiences that provide the very best in technology, support and skills that are woven into the nursing curricula.



These experiences allow students to practice and hone the necessary skills needed to perform as nurse in a health care setting. Advancing technologies, patient treatment and services provided continuously evolve and become more complex. Simulations are important to prepare BSMCON student nurses for potential patient scenarios that could take place during their career. Nursing students graduate better prepared to make decisions and face high-pressure clinical situations thanks to clinical simulations.

Previously housed at its Shrader Road location, the College needed more space for the CSLC to accommodate the students' high-fidelity simulations as the program continued to grow. Recognizing the important role simulation plays in nursing school education, the CSLC was in a position to expand and relocate to a building that is close to the main campus. A new space directly adjacent to the College's main campus became available, and a proposal to renovate it to the needs of the Simulation Center was submitted. The close proximity of the potential new building to the main campus and the convenience it provided students, faculty and staff were major factors in moving the CSLC. After approximately a year, approvals were granted, and renovations began in January 2021 with a projected occupancy date of end of May 2021.

"The faculty and staff have easy access for collaboration when building or revising a simulation," Holly Pugh, dean of clinical simulation, said. "All simulations will be done in the same location so the



The faculty and staff have easy access

FOR

collaboration when building or revising a simulation.

**– HOLLY PUGH,
DEAN OF
CLINICAL SIMULATION CENTER**

orientation to the building can occur in their first semester, and for subsequent semesters, students won't have to learn a new area."

The new CSLC building opened its doors to the College community on August 23, 2021, located at 8570 Magellan Parkway. Operating in 8,300 square feet of space, the building was designed to replicate a hospital floor with a nurse's station, two exam rooms, four simulation rooms, five debriefing rooms and a home health suite. There is also a reception area and a locker room for students to store their belongings while engaging in simulation events. From orientation for sophomore 1s to one-on-one simulations for senior 2s, students will utilize the simulation center throughout all five semesters of their nursing school career. Each high-fidelity simulation is part of their practicum course and serves to provide active learning and enhance clinical judgment related to the topics being covered in that course. Each simulation is from one to four hours in length depending on the complexity of the simulation.



The CSLC is looking to continue its growth to provide the best clinical simulations for tomorrow's nurses. One of the biggest new developments of the CSLC is its capability to record both the simulation and some of the debriefings for faculty to discuss highlights and areas of improvement with students. Other new additions to the CSLC include the infant unit and birthing simulation that mimics labor and delivery. Hoping to expand its technological advancements, the CSLC intends on replacing older manikins with the latest model for nursing education in the near future.

In November 2021, the CSLC was fully accredited by the Society for Simulation in Healthcare (SSH) in the discipline of teaching and education. SSH accreditation is a peer-reviewed customized evaluation of the healthcare simulation program, including examination of the program's processes and outcomes. SSH accredited its first program in 2010 and is the largest health care simulation



SSH
 Society for Simulation in Healthcare
 Accredited Program
 Teaching/Education

accrediting body in the world. The College now joins over 100 programs in 10 countries that have achieved this designation. This accreditation further emphasizes the CSLC's vision of a collaborative space where students improve their practice, faculty incorporate innovative learning strategies, and associates want to work.

"Earning this accreditation is a differentiator among nursing programs. Our students are getting the very best simulation education to prepare them for their clinical immersion," Pugh said. "We are honored to be among the simulation programs recognized by the Society of Simulation and Healthcare."

As the College's academic programs continue to grow, the services it offers to teach its students are growing along with it. The CSLC is an example of this dedication to provide the highest quality service and education to improve the health and well-being of those in need.

DEDICATION AND BLESSING ^{OF} THE CSLC AUGUST 23, 2021





College Ambassador Yashiyah Tobiyah (center) with buddies Taylor Woods (left) and Kamalita Rajagopalan (right).

For incoming students, the start of a new academic year at a new school can be a little intimidating. From classes to making friends, becoming accustomed to an unfamiliar environment can prove to be a daunting task. As the uncertainty of the pandemic unraveled, the stress level of incoming students was heightened as they began their nursing school journey. However, at BSMCON, faculty, staff and students alike rallied to lessen the stress by providing helpful contacts and resources. One of these new resources is the College Ambassador Buddy Program, created in the 2020 fall semester.

The Buddy Program provides opportunities for new students to experience a student-to-student relationship that encourages connection with upper classmen. It was started to help eliminate some of the “disconnection” between cohorts previously expressed as a concern while also easing the transition of first year students into nursing. College Ambassadors (CA) were tasked with becoming buddies to the new incoming BSN cohort. CAs were ready and eager to assist the newest cohort with acclimating to BSMCON as well as the new learning rigor of their BSN curriculum. Over a six to eight week time span, CAs and their buddies cover a multitude of topics, including

NEW COLLEGE Ambassador Buddy Program LAUNCHED FALL 2020



relationship building, time management techniques, stress reduction and more.

“The CA Buddy Program allows new students and returning students to connect for relational and academic growth and support,” Erica Stubblefield, college ambassador advisor, said. “Ultimately, greater connection and satisfaction in the beginning allows for greater retention in the end.”

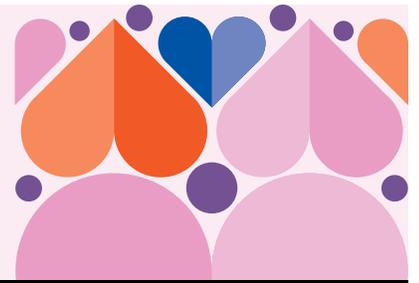
Since the Buddy Program began, 186 new students have connected with a CA Buddy, providing an experience to acquaint themselves with a new

environment and familiarize themselves with the learning landscape in a unique way.

Feedback from students who participated in the Buddy Program has been overwhelmingly positive. When asked what their favorite part of their buddy connection, one student answered, “I have a better understanding about how the program works as we progress to junior and senior year, and she gave me some great advice on how to tackle school-life balance.” Another participant shared, “My favorite part was having an upperclassman to rely on for moral support and guidance as I began nursing school.”

This College Ambassador Program is designed to provide leadership opportunities for current students to interact with prospective and current students in a professional setting. The new Buddy Program has allowed CA's to exercise their leadership skills while helping new students through these unprecedented times. To become a CA Buddy, students must apply to the CA Program mid-semester and once accepted, will start the new semester as a Buddy with the next cohort. For more information on how to get involved, students can contact Erica Stubblefield at the Center for Student Success.

The College is committed to building a diverse and inclusive culture that aligns with the values of Bon Secours Mercy Health: human dignity, integrity, compassion, stewardship and service. To further foster a community that compliments and supports these values, the College created a Diversity, Inclusion and Equity (DEI) Task Force in July of 2021.



NEW

DIVERSITY, EQUITY & INCLUSION TASK FORCE

Dr. Leslie Winston, dean of student affairs and Dr. Chris-Tenna Perkins, dean of academic affairs are co-chairs. Members include Dr. Amy Feurer, associate dean of academic affairs, Dr. Catherine Mikelaite, associate dean of faculty affairs and distance education, Dr. Carrie Newcomb, associate dean of student services, Dr. Angel Daniels, associate professor, and staff members Mr. Jared Crist, director of student and alumni affairs and Ms. Erica Stubblefield, student success advisor.

Last fall, the DEI Task Force worked on the following key objectives:

- 1. Conducted a SWOC analysis to determine opportunities and strengths**
- 2. Completed DEI team training provided by BSMH Diversity & Inclusion**
- 3. Established DEI Task Force Goals**
- 4. Developed and determined common terminology**
- 5. Implemented NERCHE Self-Assessment tool to inform DEI analysis**
- 6. Deployed a Climate Survey in January 2022**
- 7. Partnered with BSMH Diversity & Inclusion to provide training opportunities for Faculty & Staff beginning January 2022**

While working on a number of objectives, there were other key updates regarding diversity, equity inclusion. First, the College's Student Government Organization created a new position, the diversity and inclusion chair, to support students. Next, Dr. Daniels is participating in the American Association of Colleges of Nursing's Diversity, Equity and Inclusion Leadership Network. Lastly, Drs. Winston and Newcomb will complete VCU School of Education's Becoming an Antiracist Educator Part II training. The DEI Task Force will continue its work in the spring 2022 semester by compiling the results of all assessment tools, surveys and best practices to develop an action plan for the 2022-2023 academic year. This action plan will be shared with the College community in late spring.

The College is committed to building and sustaining an intentionally open and inclusive learning environment for our students. Together we can respect, better understand, and celebrate the diverse voices and perspectives in our academic community while leveraging our collective capabilities and resources.



As students make their way through nursing school, a variety of course electives provide the opportunity to expand their knowledge in a variety of subjects, thus building a solid foundation in liberal education. The College has continued to offer new courses that affirmed its mission to foster holistic lifelong learning through innovative career education while also meeting the Accrediting Bureau of Health Education Schools (ABHES) requirements. New general education courses include *Caring for Our Wounded*, *Disruptive Texts*, *Ministry of Presence*, *Navigating the Digital Jungle* and *Relational Influence in the Digital World*.

COURSE HIGHLIGHTS: New General Education Courses



Marcella Williams



Gerry Grass



Julie Marsh



Kimberly Lee



Elia Imler



Destiny Moore



Aaron Lee

Faculty members **Marcella Williams** and **Gerry Grass** will be co-teaching the **Caring for Our Wounded: Medical Advancements, Veteran Care, and Trauma Informed Nursing** course elective planned for the 2022 fall semester. The idea for the course was inspired by a desire to promote optimal care for veterans and their families despite their complex needs, the changing nature of health care, and deep dedication to service members. Both Williams and Grass have nursing career experience either in the military, in the Veteran's Administration, and/or with family members or friends who have served or continue to serve our country within the military. "Despite national efforts to improve veteran care, most nurses report feeling ill-prepared to recognize or treat the unique needs of this vulnerable population," Williams said. "This course is designed to help fill that gap and further the mission of BSMCON."

Disruptive Texts is a course using literature to engage with and examine human rights as a discourse and as a practice. Students read a variety of literary texts that disrupt the personal understanding of human rights through different genres and media including novels, graphic novels and poems. "While this course is not a nursing course," said adjunct instructor **Julie Marsh**, "it does complement the nursing program in which we explore biases, awareness and behavior, and critical thinking as we are exploring human rights, all of which directly impact future nurses and patient care." A unique aspect of the course is that it has a culminating multimedia project that has students showing their learning from across the semester in a more creative way beyond writing a paper.

Ministry of Presence, taught by adjunct instructor **Kimberly Lee**, is meant to be a starting point of self-awareness that will hopefully become a lifelong process. "I created this course because I believe self-awareness is a valuable process that leads to understanding yourself and the impact you have on the world around you," Lee said. This course teaches skills needed in everyday life, including asking questions to learn, being quiet to listen, standing in the

awkward, and living a life of meaning and impact of good in the world. Designed to be a journey of self-discovery, students will have the opportunity to self-reflect and receive feedback on their growth. By developing their self-awareness, students will be able to better engage with patients, caregivers and families as they continue their journey as a nurse.

Adjunct instructors **Elia Imler** and **Destiny Moore** are co-teaching the course **Navigating the Digital Jungle: Communication, Collaboration and Social Media**. This course focuses on effective communication and collaboration skills in the digital world. "We are living in an era of digital transformation; knowing how to effectively navigate the digital world is crucial to be successful professionally and personally," Moore said. This course provides an overview of the evolution of digital communication and the impact it has had on the process of making human connections. Students will explore topics such as appropriate online collaboration methods, navigating social media as a professional, personal branding, and emerging trends.

Relational Influence in the Digital World is a general education course designed to engage students in understanding themselves and their worldview, and how that impacts their leadership of self and others each day. Rather than leading purely from positional power, students are developing skills to lead others by influencing through relationships. "I created this course based on the outline of my book, *The New Generation Leader*, which I wrote to introduce leaders in this new generation to the tools they need to lead effectively," said adjunct instructor **Aaron Lee**. The course introduces several leadership tools and principles throughout the semester, as well assignments built around interacting with others outside the course.

Students are encouraged to learn more about the general education and electives offered this year. Contact your Student Success advisor for more information.



“I felt a call to become a nurse, realizing that nurses do so much more than simply administer medications and provide wound treatments; but rather, they truly care about their patients and improve their lives.”

MEET BSN STUDENT, DEMYANA TADROS

When Demyana Tadros moved to the U.S. from Egypt in 2011, she had no idea her journey would take her from speaking her native Arabic, to learning English, to becoming a student at Bon Secours Memorial College of Nursing. Tadros, a mother of three, says God was preparing her for this journey in the most unexpected way.

“I was inspired to become a nurse when I had an extraordinary experience with my first son, Daniel. Around the twentieth week into my pregnancy, he was diagnosed with a congenital diaphragmatic hernia,” Tadros said.

Her doctors did not think he would survive but she was compelled to move forward with the pregnancy. After his birth, he faced many obstacles: a partially developed lung, a hernia repair, and required a feeding tube — but eventually he was well enough to be discharged.

“I was always by his side, and I watched what his nurses did to help relieve both their patient’s and his family’s pains. Before discharging Daniel, the nurses



Demyana Tadros

CLASS OF
DECEMBER 2023

taught me everything I needed to know to take care of him by myself at home,” she said.

Initially, she was overwhelmed by the responsibilities, but thanks to the in-depth training she received from his nurses she felt confident enough to be able to take care of him on her own. During the next few years, her son needed additional interventions which required Tadros to continue as his primary caregiver, but today he is thriving.

“I felt a call to become a nurse, realizing that nurses do so much more than simply administer medications and provide wound treatments; but rather, they truly care about their patients and improve their lives,” Tadros said. “I know that by becoming a nurse I will have the chance to make a significant contribution to my patients’ health and well-being, and that of their families as well.”

Tadros hopes to someday work at the NICU to return the extraordinary care she was once provided to her patients and their families.

DECEMBER 2021
GRADUATE

Rhonda Elliott



“I always wanted to help people,” Rhonda Elliott, BSN, RN, said when asked why she became a nurse. Elliott began her nursing journey at Bon Secours School of Nursing when it was a diploma program. After graduating in 2003, she worked for 13 years in the emergency department at St. Mary’s Hospital before switching gears to work as an on-call nurse for Hospice of Virginia.

She returned to Bon Secours to accept a position with Bon Secours Home Health, first as an RN case manager, and later as a clinical supervisor. “I love working for home health as all patients come home and need to be able to remain safe at their home to heal,” Elliott said. “We see quicker discharges in today’s health care and patients tend to be sicker. Home health provides patients with the education and services they need to get back to their baseline and remain safe at home.”

As she developed and grew as a nurse and supervisor, she wanted to expand her knowledge and learn more about management, which led her to enroll in the College’s Post-Licensure RN-BSN program. “I would like to continue to grow and advance in this career path and obtaining my BSN would help me to better fulfill these roles.”

As an employee of Bon Secours, she was able to take advantage of the tuition reimbursement program and as a Bon Secours School of Nursing diploma graduate, she felt an easy connection to the school.

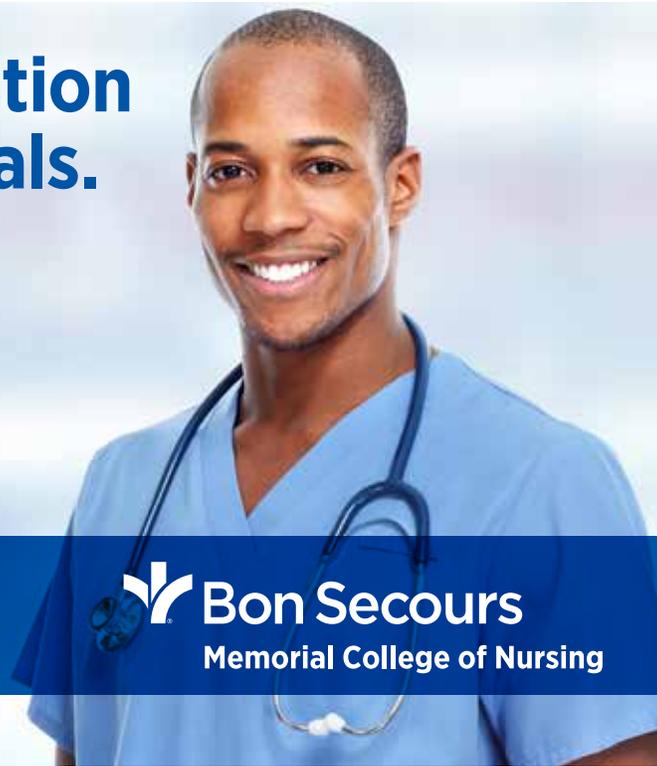
“The professors here have been very relatable and approachable. BSMCON has always looked at me not as a student who only has school, but understands that I am a full time nurse in a management role, with a life and school responsibilities too, and have always been there if I needed something more,” Elliott said.

She wants to inspire and help her staff to grow and feels this program has given her the knowledge base to do it. We have every confidence she will. Congratulations to Rhonda Elliott, BSN, RN, Class of December 2021.

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THE CAREER OF A LIFETIME

Bonnie Peatross, MS, RN

This Richmond Memorial School of Nursing graduate has followed her heart and her passport across the globe to serve others. From Richmond, Virginia to Italy and Nepal — this registered nurse has kept it interesting for five decades. This is her story.

A L U M N I P R O F I L E

My nursing career has followed an interesting path. After graduating in 1970 from Richmond Memorial School of Nursing, I worked for a short while at Richmond Memorial Hospital. The first night on the job, I was the head nurse for the evening with an LPN and an aide. There were about 20 patients with nine units of blood being administered. That is a night I will never forget!

In the fall of that year, I entered the University of Virginia for my BSN. I worked in the Coronary Care Unit (CCU) at UVA hospital while I was a student. After graduation I left for Denver, Colorado and accepted a position in the CCU at Denver General Hospital. There I participated in the initial studies for acetaminophen.

I married an Air Force man and we moved to Aviano, Italy! I joined the Aviano Nursing Association for a monthly luncheon with one of the military base physicians as our speaker. One of those physicians asked me to help him open a clinic in town to serve those who did not want to visit the base clinic. For a few months, I drew blood and drove it to the local hospital for testing, took blood pressures, kept the books, etc. for \$2 an hour! We also assisted two couples that wanted an at-home birth experience. We did not attend, but with thorough education, they both were successful. I had the pleasure of living in Italy for about 18 months and still wish to live there someday.

I found my true calling in Salt Lake City, Utah when I became a member of the new IV Team at the University of Utah Hospital. Later, I was asked to go to the Veterans Affairs Medical Center (VAMC) to introduce the idea of starting an IV Team there. It was not well received,



“I have been very lucky to have all these amazing experiences with good health and many wonderful friends.”

but I was given the position of Infection Control/IV Therapy nurse. This was later changed to Nutritional Support/IV Therapy nurse. Total Parenteral Nutrition (TPN) and the use of central venous catheters (CVC) were just beginning to be popular interventions.

In the early 1980s, I was one of the first five nurses in Utah to learn Peripheral Inserted Central Catheter (PICC) line placement. This was quite the challenge. About two years later, I was asked to join the VAMC National Committee for Nutritional Support to develop guidelines for the use of CVCs and TPN within the VAMC system. Those were exciting times to be a part of this new field of medicine. Over the years, I taught about 100 nurses from Washington State to Washington, D.C. the art and procedures of placing

PICC lines, developed practice guidelines, provided protocol and troubleshooting tips. During that time, I received a master's degree in community health and nursing education. I gave lectures at local and national conferences and published one article in the Journal of Parenteral and Enteral Nutrition. Eventually, I placed about 3,000 PICC lines. I also was a consultant to Bard & Dickinson for a year regarding the improvement of their catheters, safety features and the unsuccessful attempt to develop a new skin prep.

In 1994, my husband and I moved to the Brighton Ski Resort in Salt Lake City and ran a Bed and Breakfast for six years. After our first snow season, my husband, a member of the Brighton Doctor Patrol, opened an urgent care clinic at the resort. I worked there as a nurse some of the time due to the needs of the B&B, but in the end managed the insurance, payroll, mailings, etc. We lived at Brighton Resort for twelve years. The clinic is still functioning today.

Since 2000, my husband, a pediatrician, and I have participated in humanitarian service work with YouthLinc in Salt Lake City. We have traveled to Mexico, Peru, Kenya, Thailand, Cambodia, Vietnam and Nepal. We always go with a group of 25-30 students and mentors to a local school and provided English lessons, health lessons and construction projects. We were the medical support for the group as well as mentors. Because of these trips, I have kept my nursing license current until this year. Once a nurse, always a nurse.

I have been very lucky to have all these amazing experiences with good health and many wonderful friends.

Fundraising Continues While Alternative Spring Break Pauses During Pandemic

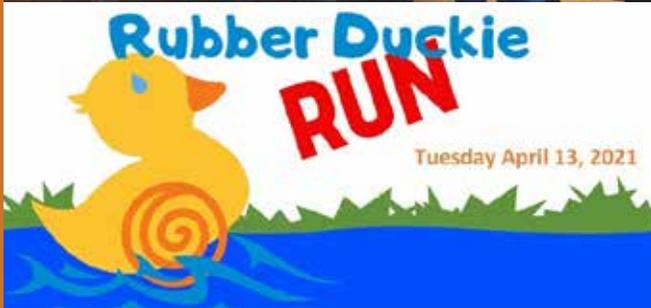
The Alternative Spring Break (ASB) program, a student and alumni service program focused on the Richmond area, was successful in raising funds during the 2020–21 academic year.

BON SECOURS MEMORIAL COLLEGE OF NURSING



The ASB Leadership Team raised more than \$450.00 through two creative fundraisers that generated excitement while maintaining social distancing.

The first fundraising event was held at The Little Bean Coffee Company. They offered curbside pickup and mobile ordering for customers and generously donated a portion of their sales on a day in November. Building on this strong start, ASB then hosted the first ever Rubber Duckie Run in April. Participants could sponsor a rubber duck through an online platform. All 100 ducks were then raced down a creek at Hanover Golf Club, with the first three ducks reaching the finish line winning a prize for their sponsors.



The funds raised help the ASB program connect students to marginalized communities through local non-profits, providing good help to the those in need while helping nurses and nursing students learn about the Richmond community. The ASB leadership team is grateful to everyone who supported the program by participating in these fundraisers and looks forward to ongoing successes.

Take a PASS

Peer Academic Support Service (PASS) is a free academic service provided by students for students!

- PASS offers support with study skills, test taking strategies, improved note-taking and organization, as well as course content review.
- Interested in learning more? Visit the College website at www.bsmcon.edu/peer-academic-support-service-pass for appointments and procedures.



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JANUARY 1, 2020 TO DECEMBER 31, 2021

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Named for the year in which the Sisters of Bon Secours were founded, this society recognizes cumulative lifetime giving of \$100,000 or more to the Bon Secours Memorial College of Nursing.

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This society recognized donors who have included the Bon Secours Memorial College of Nursing in their estate plans and have shared this intention in writing to the Bon Secours Richmond Health Care Foundation.

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This society honors donors whose generosity benefits Bon Secours in significant ways; it recognizes cumulative lifetime giving between \$25,000 and \$99,999 to the Bon Secours Memorial College of Nursing.

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IN MEMORIAM:

Bon Secours Memorial College of Nursing lost two friends in 2020.



Dr. Herbert A. Claiborne, Jr. was the last trustee of the Lettie Pate Whitehead Foundation to know the Foundation's namesake, Lettie Pate Whitehead Evans. He died on February 16, 2020. A native of Richmond, Virginia, Dr. Claiborne was a community leader and a stalwart champion of nurses and nursing education. As chairman of the Lettie Pate Whitehead Foundation, which focuses its philanthropy on education, especially nursing, Dr. Claiborne made certain that nursing schools in Virginia, Mrs. Evans' home state, received supportive scholarship funding. For many years he served as chair of the St. Mary's Hospital department of Obstetrics and Gynecology. He was an ardent supporter of Bon Secours Memorial College of Nursing. The College's library is named in his honor.



Myron H. "Bud" Reinhart insisted that everyone call him Bud. He was the founder and major benefactor of The Reinhart Foundation, which has made a considerable impact on the Richmond community as a major funder of the Arts and as compassionate supporters of nonprofit organizations that contribute to the health and welfare of those in need. Bud died on September 20, 2020 in the company of his family. Bud's first wife Evelyn was a nurse and the family's foundation has been generous in its support of nursing education. For the past four years, the Reinhart Foundation has funded the Evelyn D. Reinhart Scholarship for Men in Nursing, assisting 12 men with critical support.



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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 Bureau of Health Education 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. The College of Nursing is owned by Bon Secours Memorial Regional Medical Center, which is responsible for the College's operation.

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8550 Magellan Parkway, Suite 1100
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