

RECONNECTING TO THE WORLD AROUND US

# Global Outreach Resumes



ANNUAL REPORT 2022



## 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.



# LETTER FROM THE VICE PRESIDENT

As we usher in the New Year, we continue to count our blessings as a community that educates, inspires and supports one another. Compassion and care are the cornerstones of this support, and this past year our community extended theirs by offering programs and initiatives that connect us through gratitude, service, dignity and purpose.

One of these programs is the Little Hope Pantry (LHP). Created by the Center for Student Success, this pilot program has been embraced by the entire campus and has grown to include more than nonperishable food items. The LHP is located in the student lounge and is sourced by the community for the students. Read more about this initiative on page 21, which goes beyond food insecurity to improve student health and learning outcomes.

In our cover story we highlight the return to Global Outreach, which had been on pause since the pandemic began in 2020. In doing so, the mission of our institution was brought to the forefront: cultivating servant leaders who are passionate about bringing people and communities to health and wholeness. Our curriculum integrates servant leadership into nursing practice to promote community health just as our founders, The Sisters of Bon Secours, did in Paris after the devastation of the French Revolution.

It's hard to believe that the Global Outreach program we know today originated as a single mission trip to Haiti nearly 23 years ago. Since that first journey, hundreds of students and dozens of faculty members have provided



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

compassionate care to thousands of men, women and children in need of the most basic health care. During the last two decades, Global Outreach has expanded to include a variety of service opportunities for students to enhance their education. Local opportunities have been with Alternative Spring Break and statewide outreach has included Remote Area Medical, Mountain Mission School and Tangier Island. Our national and international missions have traveled to Haiti, Peru, Dominican Republic, Bahamas and most recently to North Miami to serve the local Haitian community. We are thrilled to continue our long legacy of service to underserved and vulnerable communities here and abroad.

As we unite in purpose, we continue the important work and conversation around justice, equity, diversity and inclusion. Foundational groundwork took place during the 2021-2022 academic year, including a Climate Survey that students, faculty and staff participated in last spring. While we have much work ahead of us, we are proud of the steps we have already taken and built together over the last several years. These include, among others, our holistic admission process, student-centered learning approach and support, service opportunities, Safe Zone training and policy revisions to reflect more diverse circumstances.

Thanks to our generous donors, engaged alumni and supportive leadership, faculty and staff we can continue to expand our programs and resources that go beyond the classroom to educate the next generation of nurses.

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## Annual Report 2022

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

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# Faculty and Staff Developments



*Kathleen Allen*



*Kemberly Clark*



*Theresa Crane*



*Susan Dudley*



*Kathy Ingersoll*

## NEW FACULTY

### **Kathleen Allen, MSN, RN, Simulation Faculty**

Allen has been a board-certified nurse practitioner for the past 10 years and in her nursing positions, she has had many opportunities to teach, but made the decision to become a full-time educator two years ago. Allen received her nursing education from Bellin College of Nursing in Green Bay, Wisc. and her undergraduate and graduate degrees in nursing from Virginia Commonwealth University (VCU). She teaches NUR 2104 Competencies of Nursing Practice.

### **Kemberly Clark, DNP, RN, Clinical Associate Professor**

Clark graduated from King University with a bachelor's degree in nursing, a master's degree in nursing education from Walden University and a doctorate from Radford University. She worked as a school health nurse early in her nursing career and eventually transitioned to psychiatric nursing and nursing education. She is certified in mental health first aid and is a qualified mental health professional with the Virginia Board of Counseling. She teaches NUR 3118P Mental Health and Mental Illness Practicum, NUR 3322 Introduction to Research and Evidence Based Practice and NUR 4116 Population and Global Health Practicum.

### **Theresa Crane, MSN, RN, Instructor**

A Bon Secours nurse for nearly 30 years, Crane comes from a family of nurses. She has worked in a variety of roles that span orthopedics, neurology and women's health units, with the last 25 years spent in labor and delivery. Before she leaned into her family profession, Crane earned a bachelor's degree in special education from the University of St. Francis. Her

first nursing degree was an associate degree from Reynolds Community College, later earning a bachelor's and a master's degree from Western Governors University. She teaches 2104P Competencies Practicum and 4118P OB Practicum section of Nursing Care for Families.

### **Susan Dudley, MSN, RN, Instructor**

Dudley has been a part of the Bon Secours ministry since she was 18 years old. As a nursing student, she worked at the hospital help desk. Upon graduation from nursing school, she accepted her first nursing position at St. Mary's Hospital in pediatrics. She continued to work in pediatrics for 19 years, before making the move to become an educator. Dudley teaches Competencies for Nursing Practice and Nursing Care of Families (Pediatrics). She received her Bachelor of Science in nursing and Master of Science in nursing with a concentration in health systems management from University of Virginia.

### **Kathy Ingersoll, MSN, RN, Simulation Faculty**

Ingersoll is a familiar face at the College, having worked previously at the Clinical Simulation and Learning Center as a certification coordinator. She has two decades of experience working in the emergency department, with several years at St. Mary's Hospital. Ingersoll is a certified emergency room nurse, a national registered paramedic, and serves as the president for the Central Virginia Emergency Nurses Association. She holds a bachelor's degree in nursing from Purdue Global University and a Master of Science in nursing education from Western Governors University. She teaches NUR 2104 lab, facilitates various simulations within the BSN program and coordinates the standardized patient program.



## Faculty and Staff Developments



*Leah Jaquez*



*Sarah Long*



*Morgan Kuykendall*



*Katherine Pedersen*



*Jessi Renshaw*



*Lauren Threatt*

### **Leah Jaquez, MSN, RN, Assistant Professor**

Jaquez began her nursing career after receiving an associate degree in nursing, and later completed a bachelor's degree in nursing at the University of New Mexico. She is a certified obstetric registered nurse. In her journey to become a nurse educator, she completed a master's degree in education at Walden University and is currently enrolled in a doctoral program with a focus on education and leadership. Jaquez currently serves as a practicum instructor for courses NUR 2104P and NUR 4118P.

### **Sarah Long, MSN, RN, Instructor**

Long has been a nurse for the past 13 years. She graduated with her bachelor's degree from The Ohio State University in 2009 and began her nursing career at Johns Hopkins Hospital caring for pediatric patients in their acute care/burn unit. In 2011, she moved to Richmond where she worked in the pediatric ICU at the Children's Hospital of Richmond at VCU for 11 years. During that time, she received her master's degree from American Sentinel University in nursing education. She teaches NUR 2104P Competencies for Nursing Practice Practicum and NUR 4118P, the pediatrics practicum section of Nursing Care of Families.

### **Morgan Kuykendall, MSN-Ed, RN, Assistant Professor**

Kuykendall first completed a certificate program to become a licensed practical nurse through Chesterfield County schools. She went on to earn an associate degree in nursing through John Tyler Community College, now known as Brightpoint Community College. As a registered nurse, Kuykendall enrolled in the College's RN-BSN program, earning her bachelor's degree and later a master's degree in nursing education at Duke University.

### **Katherine Pedersen, MSN, RN, Instructor**

As the first nurse in her family, Pedersen started her nursing career at HealthSouth in Richmond. She then took a position at University of Virginia and found her passion for thoracic cardiovascular postoperative nursing. She was fortunate to discover a second passion in nursing education when she joined the College as an adjunct clinical instructor before becoming full time this academic year. Pedersen earned a bachelor's degree in nursing from The Pennsylvania State University and a master's degree in nursing from California University

of Pennsylvania. She teaches NUR 3112 and NUR 3112P Adult Nursing Science II and Practicum and NUR 4116P Population and Global Health Practicum.

### **Jessi Renshaw, MSN, RN, Simulation Faculty**

Renshaw has been employed with Bon Secours for 14 years, largely at St. Mary's Hospital in their pediatric unit. She has an extensive experience educating her nursing colleagues in both ongoing skills and in the development of skills for new service lines. Renshaw earned both her bachelor's and master's degree in nursing from the University of Lynchburg. She teaches the NUR 2104P Competencies for Nursing Practice.

### **Lauren Threatt, MSN, RN, Instructor**

Threatt has been a nurse for more than 12 years, with a background in critical care nursing in the medical ICU at Duke University Health System. As a nurse practitioner she worked in cardiology and geriatrics, where she continues to work today. She completed her undergraduate nursing degree at Virginia Commonwealth University and completed her master's degree in nursing from Maryville University. She teaches NUR 3111, NUR 3111P and NUR 4116P.

## NEW STAFF

### **Sharinna Archer, MBA**

#### **Learning Management System & Applications Analyst**

Archer spent more than 20 years working with learning management systems (LMS) in the pharmaceutical environment where she managed the various aspects of the training and human resources systems for multiple sites before joining the ministry. In her role at the College, she supports the Blackboard and Canvas LMS platforms. She earned both a bachelor's degree in information systems and an MBA from Strayer University.

### **Monique (Moe) Bates, EdD**

#### **Director of Compliance and Risk Management**

Bates joined the Richmond Higher Education Institutions (RHEIs) from Longwood University after 10 years of service with Student Affairs. She holds a bachelor's degree in psychology from Christopher Newport University, a master's degree in counselor education from Virginia Tech and a doctorate in organizational change and leadership from the University

## Faculty and Staff Developments



*Moe Bates*



*Rachel Bulifant*



*AC Canup*



*Jessica Davis*



*Rachel Ensing*



*Mary Cate Ferguson*

of Southern California. Bates is a lifelong educator holding experience in K-12 and higher education in addition to her community counseling work. As director of compliance and risk management, she spearheads accreditation, liability insurance and regulatory matters, including serving as the Title IX Coordinator for all 3 institutions.

### **Rachel Bulifant, MS**

#### **Director of Digital Learning and Distance Education**

Bulifant spent more than 10 years in the field of nutrition, leading education programs in addition to teaching at a local community college and BSMCON in distance education. She transitioned from a learning design consultant role she has held for several years in the ministry where she focused primarily on BSMH virtual new-to-practice clinical nursing programs. She is a graduate of James Madison University with a bachelor's degree in dietetics and went on to receive a Master of Science in nutrition and wellness from Benedictine University.

### **AC Canup, BA, Success Advisor**

Canup joined the Center for Student Success in July. She recently worked as a senior college access manager with Partnership for the Future, a nonprofit organization that helps high-achieving high school student succeed in college and beyond. She has experience as an academic advisor at both high school and college level, designing and facilitating educational training for youth, adults and volunteers. Canup earned a bachelor's degree from Guilford College.

### **Jessica Davis, Simulation Technical Specialist**

Davis came to the College in June after having worked as an admissions assistant at Southside College of Health Sciences. In her role, she supports students with technology and methods to plan, prepare and execute their simulation-based nursing education. She is currently enrolled at Southern New Hampshire University working towards an associate degree with plans to continue to a bachelor's degree in information technology.

### **Rachel Ensing, MS, Director of Admissions**

As director for the Richmond Higher Educational Institutions, Ensing develops, implements and directs processes for enrollment into the three Bon Secours educational programs. Throughout her career, she has been responsible for strategic

recruitment, enrollment and support of underrepresented students, working in a variety of roles in both university and nonprofit settings. She received her bachelor's degree in psychology from the University of North Carolina at Chapel Hill and holds a master's degree in higher education with a focus in enrollment management from University of Miami.

### **Mary Cate Ferguson, BS, Gift Officer**

Ferguson began her career with Bon Secours in 2018 in the St. Petersburg, Florida market as director of development where she handled fundraising for four facilities focused on senior wellness. She transferred back to her hometown in 2021 and joined the Bon Secours Richmond Health Care Foundation to develop funds for Bon Secours hospitals and patients, with a focus on the College of Nursing. She holds a Bachelor of Science degree from Virginia Commonwealth University and previously worked in fundraising for the Richmond Ballet, Virginia Capital Trail Foundation and Gracepoint Foundation.

### **Leslie Keen, MEd, Student Success Advisor**

Keen joined the College last fall with 12 years of experience in higher education. She earned a Bachelor of Science in kinesiology from James Madison University, where she was a four-year member of the track and field team. She also holds a Master of Education in sport leadership from VCU. Previously, she worked at VCU as a student-athlete academic coordinator and at Radford University as director of student-athlete support services.

### **Michale Maxey, AAS, Simulation Technical Specialist**

Maxey joined the Clinical Simulation and Learning Center last fall. In his role, he works with faculty, staff and students with the use of simulation equipment, executing pre-programmed scenarios and supporting role-playing applications while providing technical assistance, support and training when needed. Maxey earned an Associate in Applied Science from ITT Technical Institute.

### **Meagan Rawls Lewis, MS**

#### **Senior Institutional Research Analyst**

Rawls Lewis is the first senior institutional research analyst for the Richmond Higher Education Institutions. She spent five years as the research analyst/program coordinator at VCU's School of Medicine Office of Assessment, Evaluation and

## Faculty and Staff Developments



*Leslie Keen*



*Michale Maxey*



*Meagan Rawls Lewis*



*Rochelle Upshur*



*Katie Windlemeese*



*Alyssa Woodle*

Scholarship. In her new role, she oversees survey management across the RHEIs with responsibilities that include data design, collection, analysis and reporting. Rawls Lewis received a Master of Science in sociology from VCU and is currently a doctoral candidate in education, also at VCU.

### **Rochelle Upshur, MEd, Manager of Building Operations**

Upshur is the new manager of building operations for all three institutions. Rochelle brings a wealth of experience in project management, building/facility maintenance, operations and safety management most notably from higher education institutions such as VCU and the University of South Florida (USF). She holds an MBA from VCU, a master's degree from USF, and a Bachelor of Arts in anthropology from the University of Virginia.

### **Katie Windlemeese, BA, Digital Marketing Specialist**

Windlemeese joined the marketing team in June as the digital marketing specialist where she handles website management, newsletters, social media and content development for a variety of marketing materials. In addition, she assists with alumni communications. Windlemeese received a Bachelor of Arts in communication studies/mass media from Longwood University.

### **Alyssa Woodle, BS, Student Services Coordinator**

Woodle joined the Student Services team in April as an administrative assistant, providing support and project management across the department. In December, she transitioned to the role of student services coordinator, supporting the Office of Student and Alumni Affairs. She earned her bachelor's degree from VCU and is currently enrolled in a master's program in higher education at Liberty University, with an expected graduation date of May 2023.

## RETIREMENT

**Pat Roberson**, administrative secretary for Student Services, retired last spring after more than a decade at the College supporting students, staff and faculty during her long tenure. She was hired as a front desk receptionist and moved into the administrative role shortly thereafter. Roberson was an integral part of the team and her absence sorely felt.

## AWARDS

**Brian Baird, PharmD, BCPS**, associate professor, received the R.D. Anderson Distinguished Leadership Award, presented by the Virginia Society of Health-System Pharmacists (VSHP). This is VSHP's highest award, given out nine times since VSHP was organized 66 years ago.

## DEGREES

**Lydia (Dia) Lisner, MEd**, director of student success, completed a master's degree in educational leadership in May 2022 at VCU. Her final research paper was titled, "Volunteers and Burnout in Nonprofit Organizations."

**Teri Tench, PhD, RN**, clinical associate professor, completed a doctorate in nursing education from Capella University in March of 2022. Her dissertation research was entitled "Exploration of Faculty Description of Baccalaureate Student Nurse Resilience: A Qualitative Study."

## FELLOWSHIP PROGRAM

**Angel Daniels, DNP, RN**, associate professor, completed the American Association of Colleges of Nursing Leadership Diversity Institute Fellow's program. It was a six-month fellowship program from January to June 2022 with capstone presentation titled, "Experiencing the Journey: Utilizing Simulation to Foster DEI Skills in Academia."

## LEADERSHIP HONORS

**Erica Stubblefield, MEd**, student success advisor, was selected as one of the ten Emerging Leaders for 2022-2024 for NACADA — The Global Community for Academic Advising. The aim of the Emerging Leaders Program is to provide a guided platform to help emerging leaders become active and sustainable leaders within the NACADA organization, with the specific goal of having the leadership reflect the varied identities of the membership.

## PRESENTATIONS

**Brian Baird, PharmD, BCPS**, associate professor, presented the poster "COVID Vaccination Attitudes at a College of Nursing: Before and After Vaccine Approval" (co-authored by Rachel Cone, BSN, RN) at the 2021 Fall Seminar of the Virginia Society



## Faculty and Staff Developments



Pat Roberson



Brian Baird



Lydia Lisner



Teri Tench



Angel Daniels



Erica Stubblefield



Robin Whelpley



Marcella Williams

of Health-System Pharmacists. Rachel Cone is a May 2021 graduate of BSMCON.

**Robin Whelpley, PharmD, BCPS**, associate professor, presented a poster at the Next Gen Learning Conference in February 2022. The poster was titled “Autism Spectrum Disorder: Pediatric Nurses’ Undergraduate Education and Comfortability in Providing Patient Care.” Whelpley also presented at the Connecting 2022: Moving beyond the “new normal” National Conference. Her presentation was called “Teaching Pharmacology Content to Undergraduate Nursing Students During a Pandemic: The Development and Delivery of an Online Cardiovascular Escape Room [Symposium].”

**Marcella Williams, DNP, RN**, associate professor, delivered a podium presentation at the Virginia League for Nursing Annual Conference in April 2022 titled, “Supporting clinical judgment development using reflective assignments

in simulation-based education.” Williams also presented a poster at the same conference titled, “Hues of You: Addressing the need for diverse skin tone visual in patient and nursing education through a student-led evidence-based practice project.”

### PUBLICATIONS

As a result of presenting the poster abstract at the DNPs of Color Virtual Conference 2021, the work presented in the poster by **Angel Daniels, DNP, RN**, associate professor and Rani Sangha, DNP, RN was featured in the November 2021 issue of Clinical Advisor, a journal for nurse practitioners and physician assistants, offering the latest information on diagnosing, treating, managing and preventing medical conditions typically seen in the office-based primary-care setting. The title of the article is ‘Strategies to Promote a Diverse Nurse Educator Workforce.’

## SNAPSHOT OF OUR FALL 2022 INCOMING CLASS!



	Gender: Female : Male	Prior Bachelor's Degree:	Average Age:	Average GPA:	New Students hired by HR into PCT Trainee program:	Racial Diversity
BSN	89% F 11% M	35%	25	3.18	55%	43%
RN-BSN	94% F 6% M	N/A	27	3.43	N/A	6%



RECOGNIZED FOR HER  
EXCELLENCE  
AND COMPASSION:

**Jan Ivey**

HONORED AS 2022  
**DAISY Faculty  
Award Recipient**



**The College was thrilled to resume the DAISY Faculty Award, an honor given to nursing educators who make a difference in the lives of their students. The award was established by the Daisy Foundation, a national nonprofit organization that is dedicated to recognizing extraordinary nurses who deliver exceptional care. Originally established to recognize nurses for delivering compassionate care, the honor expanded to include nursing educators to recognize their role in guiding students as they become future nurses. Students, faculty, administrators and hospital employees may nominate a deserving faculty member of their choosing.**

This year, the honor went to assistant professor Jan Ivey, MSN, RN. She was nominated by a student who wrote a moving submission that reminds us how our actions can truly impact the lives of those around us, especially those who are going into a service profession. Below is an abbreviated excerpt of the nomination:

“During my junior one semester I hit rock bottom. I thought I was going to fail out of nursing school. Ms. Ivey is the reason I am still in school and the reason I believe in myself as not only a future nurse but also in so many areas of my life. Ms. Ivey went above and beyond to help me study for not only her exams but also for the other class I was struggling with. She spent hours

and hours out of her time to meet with me via Zoom to make sure I succeeded. This dedication to her students set her apart. Ms. Ivey lifted me from a dark place of being so hard on myself by taking time out of her day to pray with me. She prayed that I see that I am where I am supposed to be, that I am strong enough and smart enough to do this and prayed that I see this. Her kindness, time and dedication from her personal life, passion for her students, and her actions will never be forgotten. I now have a confidence in school and myself I have never had. I largely contribute my successes in this program to Ms. Ivey and will forever be thankful for the impact she made on me as a student.”

### LET'S GET TO KNOW THIS EXTRAORDINARY EDUCATOR!

**Q: Why did you begin teaching?**

**A:** Teaching is such an important part of being a nurse! Throughout my career, I taught patients, their families and other nurses. I then went on to mentor nurses in publishing when I sat on the editorial board for a journal. Soon after, I heard a colleague had accepted a position at the College; after learning more about it, I wanted to be a part of educating nurses for the future.

**Q: What is the greatest reward of being a nursing faculty member?**

**A:** The greatest reward is helping students and watching them succeed!

**Q: What is your teaching philosophy/style?**

**A:** My teaching style involves being a facilitator, creating a connection and being interactive to best support students.

I believe in helping students take all the information they are studying and put it together like pieces of a puzzle is imperative. I find that using clinical examples helps while also catering to diverse learning styles.

**Q: Who were some of your mentors?**

**A:** My advanced English teacher in high school was my mentor. She was the epitome of a professional and knew how to draw a student's strengths out. In addition, my grandmother loved and respected everyone and treated them with dignity.

**Q: What advice do you give those going into a service profession?**

**A:** My piece of advice is to remember the term 'service.' You chose to become a nurse because you wish to serve others and provide compassion to those in difficult times.



## NEW SCHOLARSHIPS: Investing in the health and wellness of our community

We believe that BSMCON students are the hope that tomorrow needs. Thanks to the generous support of College donors, two endowed scholarships and four annual scholarships were added to the College's scholarship program during 2022. During the 2022–2023 academic year, 65 scholarships were awarded to students based on merit, financial need or both.

Supporting students' "call to serve" is integral to the mission of Bon Secours: to bring health and wholeness to our communities by being good help to those in need. Scholarship recipient, Christina Gumbs, spoke recently about what the award means to her: "Knowing that we have so much support, professionally, academically, financially, and even emotionally, creates a true sense of community — a community that we will rely on throughout the rest of our nursing career."



*Recipient of the*  
Stuart Circle Hospital  
School of Nursing  
Alumni Association  
Endowed Scholarship

**ANKITA  
PATEL**

My mother immigrated to America in 1991 from India to provide her children with a better life with access to more opportunities such as education. My uncle, who helped raise me, was diagnosed with multiple diseases from heart disease, kidney failure to a below knee amputation. This inspired my career in health care so I could possess the skills and knowledge to aid those who can't advocate or care for themselves. Thank you for your support on my journey.



*Recipient of the*  
James and Peggy  
Wilson Scholarship

**MADISON  
LANDER**

I do think that BSMCON is one of the best nursing programs around Virginia considering how many opportunities we have as students and the standards set to strive for greatness. I am currently a patient care technician at Memorial Regional Medical Center within the Emergency Department to continue to utilize the skill sets we learned in school. This scholarship will help to reduce my financial burden, which allows me to focus primarily on my studies. I hope in turn to be able to pay it forward and give back to other students.



*Recipient of the*  
Noelle C. Loving  
"But Not Tomorrow"  
Foundation Endowed  
Scholarship

**SAMANTHA  
HOWARD**

I decided that I wanted to become a nurse to pay forward the kindness I received from the nurses who cared for me. My family, who has helped support me, are very thankful for this scholarship as well. They have been my biggest cheerleaders during nursing school and have helped me push through and get to this last semester. Please know that this scholarship means so much to me and I am so very grateful to receive it.



*Recipient of the*  
TowneBank Richmond  
Scholarship

**KENNETH  
STONECIPHER**

I currently work as a certified nurse aide in a nursing home, taking care of a vulnerable population while I attend the program. My goals are to continue working in long term care after I graduate. I offer my sincere gratitude to you for your support.



## GLOBAL OUTREACH SUPPORT: A Pilgrimage to Paris

Through the College's Global Outreach program, students have several opportunities each year to embark on life-changing mission trips with faculty members from the College, their fellow students and alumni. Destinations in recent years include Tangier Island, Mountain Mission School in Appalachia, Grundy and Warsaw, Va., Haiti and the Dominican Republic. The goal for each trip is for students to immerse themselves in another culture to either provide outreach and service and/or deepen their understanding and appreciation of themselves and others.

Thanks to a recent donation from Sisters of Bon Secours, USA, in June 2023, the College will once again offer a general education leadership course called "A Pilgrimage to Paris" as an eight-day study abroad immersion experience designed to cultivate one's heart to serve as a compassionate caregiver by exploring the history, present and future work of the Sisters of Bon Secours.

Sister Alice Talone, CBS, who helped lead the program in 2018 writes, "it was a truly unique and overwhelming time for the participants who have the mission of Bon Secours in their heart. In doing so, they may better embody and live out Bon Secours values."

We are grateful to our Global Outreach donors for supporting our students as they practice bringing health and wholeness to people locally, nationally and globally.



**For more information on how to establish a scholarship or support Global Outreach, please contact Mary Cate Ferguson, [marycate\\_ferguson@bshsi.org](mailto:marycate_ferguson@bshsi.org)**

## BON SECOURS MEMORIAL COLLEGE OF NURSING

# Available Scholarships



**The following scholarships were awarded to students during the 2022-23 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 Castelveccchi 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.

**The Turner Memorial Scholarship:** This need- and merit-based scholarship is funded by a Bon Secours Memorial College of Nursing faculty member in memory of a dear friend and nurse, Betty Jane Turner.

### **The James and Peggy Wilson**

**Scholarship:** This is an annual scholarship to be awarded to students in good academic standing and with financial need. BSN program enrollment is a requirement.

### **The Miriam and Steve Lindsey**

**Scholarship:** This is an annual scholarship to be awarded to a student in good academic standing and with 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 Sisters of Bon Secours Nursing**

**Scholarship:** This scholarship is given annually to students enrolled full time in the BSN program, who demonstrate financial need.

**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 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 scholarships are awarded to traditional BSN students in good academic standing and with financial need.

### **The Sophie Guillot Nursing Scholarship:**

Established in memory of Sophie Guillot who worked as a dedicated Emergency Department RN through her illness. Through this scholarship, her memory, passion for nursing and dedicated personality will live on through future nurses. Sophie embodied the core values of Bon Secours — compassion, quality and service.

### **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.”

## **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 with 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.



# RECONNECTING TO THE WORLD AROUND US

## Global Outreach Resumes



Amy Feurer, PhD, RN, associate dean of academic affairs, took her first Global Outreach trip in 2009 and realized, “I can’t stop doing this!” As the first chair of the Global Outreach committee, formed in 2014, she drove the expansion of the Global Outreach ministry to include international, national and local missions to provide opportunities for all interested students to be involved. To date, these missions have covered places such as the Dominican Republic, Peru, Haiti and Paris, France as well as Luray, Emporia and Grundy, Virginia. Most recently, students and faculty served in Miami, Florida.

AFTER TWO YEARS OF BEING PAUSED DUE TO COVID-19, Global Outreach is back up and running within the College. Global Outreach is a mission-based program that strives to bring together students who are passionate about serving people and communities around the world. In addition, Global Outreach not only answers a student’s “call to serve,” it also satisfies the course credit for Population and Global Health Practicum or as an Independent Study.

At the beginning of the 2021-2022 academic year, Feurer turned the Global Outreach Committee leadership over to Kathy Faw, MSN, RN. From June 1 through June 8, 2022, seven students and two faculty members, Faw and JeanMarie Digges, MSN, RN participated in a trip to North Miami to serve the Haitian population. This was the first Global Outreach mission the College undertook post COVID-19. The excursion to Miami served as an exploratory trip building partnerships with Sant La Neighborhood Center, HANA (Haitian American Nursing Association) and the Center for Haitian Studies.

Digges, who serves as a clinical associate professor, has been involved with the Global Outreach program since joining the College in 2014. She was inspired to get involved after seeing a student presentation on their international mission trip to Haiti. The team presented their experiences and showed pictures of children they had treated. This presentation had a profound effect on Digges.

"I'm a pediatric nurse practitioner and one of the trips to Haiti really inspired me to become involved. I saw all the pictures of the kids they had helped to treat, and I thought that's really where I need to be," Digges said.

Due to safety concerns for international travel and with restrictions lifting only during the end of 2021, students and faculty have not been back to Haiti since the Spring of 2018.

However, an opportunity to serve the Haitian community stateside became available in North Miami this past June, which was a wonderful compromise. A private donation helped to offset some of the traveling cost. "This is the closest we can get to the Haitian community without doing a full-on international trip but still have an impact," Digges said.

The first day in Miami, students worked alongside MJD Wellness and Community Center and assisted with HIV screening for the local community. Students also participated in community service by distributing food items with local food pantry organizations, helping with triage and taking blood pressures. Due to their community service, Vice Mayor of Miami, McKenzie Fluerimond, proclaimed June 7 as Bon Secours Memorial College of Nursing Day. "Students received an incredible dose of cultural immersion," Digges said. She continued by stating, "These trips should help increase student comfort with patients who are underserved."

Student Olivia Bernsley reflected on her experience during the trip to Miami last summer. "The mission trip to Miami to serve the Haitian community was a wonderful experience! It was impactful to see what a large adjustment it can be for someone coming to this country and the challenges that go along with a language and culture barrier," she said. "We partnered with organizations doing amazing work in Miami and it was a privilege to work alongside them. My favorite experience was our last day helping to distribute food at a community event."

As interest grew in mission-based service, more students expressed a desire to participate but for a variety of reasons were not able to travel abroad. From this need, the Global Outreach committee partnered with Remote Area Medical (RAM), a nonprofit organization that provides free pop-up clinics for underserved and vulnerable community members. The College has been participating in RAM mission trips for several years now, until the pandemic resulted in a near three-year halt.

RAM resumed last summer with service trips to Luray and Emporia, Virginia and in the fall to Grundy, Va. Diane Smith, DNP, RN and Carrie Butler, MSN, RN were the faculty leaders for the Emporia mission trip, which consisted of eight students and was conducted over three days in August. Students helped fill in the gaps wherever support was needed in the three areas: medical, dental and vision. This service included talking with patients at registration, triage, assisting dentists by arranging dental tools and setting up eyeglasses for patients to try on. All students

rotated through the triage.

"Students learned about the population of Emporia as individuals, the kind of services offered and how those who are vulnerable are matched up with the resources they need. It helped students step out of the hospital setting to have a firsthand look at how to provide care to an underserved, vulnerable population," Smith said. "For many students this was an eye-opening experience. They learned innovative communication strategies, witnessed health care challenges, and helped coordinate access to much needed health care."

Mission outreach is also a valuable resource for students to explore what type of nurse they want to be, how they can impact an individual and how they want to treat patients. This hands-on education helps students apply their knowledge and skills to see what a difference they can make through mission and service.

**I'm a pediatric nurse practitioner and one of the trips to Haiti really inspired me to become involved. I saw all the pictures of the kids they had helped to treat, and I thought that's really where I need to be.**

– JeanMarie Digges, MSN, RN





For many students, the impact of participating in Global Outreach goes beyond the service and mission. One student said, “RAM provided an amazing opportunity to learn about a neighboring area as well as an opportunity for me to grow and learn about myself. I learned that life is not about having all the answers. It is about listening to others and being relatable. Emporia and RAM touched my heart more than I could ever imagine.”

To help defray the cost of providing these opportunities for students, the College holds fundraising events throughout the year. The biggest fundraiser is the Global Outreach Auction, which is typically held late January or early February in the College auditorium. “After waiting nearly three years due to the pandemic, we are elated to hold the 2023 event in January,” Faw said. Proceeds from this event support all global outreach programs, including the students accepted into the Global Outreach mission to Paris, France in June 2023. So far, 16 students, two faculty members and two Sisters plan

to attend. Recently, two spots have been made available for alumni to join.

Whether serving in Paris, Bahamas, Haiti, Miami or Emporia, faculty are unanimous in observed positive outcomes for students. “When students get outside of the walls of a hospital to see where patients live and do life, and to experience the challenges the patients may face — that is nursing education that goes beyond the classroom,” Feurer said. “Students connect with someone they otherwise wouldn’t connect with. It’s rewarding to see students have one-on-one deep conversations with patients instead of relying only on tools like labs or x-rays within the hospital.”

The College is grateful to all who have felt the call to serve. Over the years staff, faculty, students and alumni have all participated in various service programs. If you are interested in learning more, please contact associate dean of academic affairs Amy Feurer, PhD, RN or assistant professor Kathy Faw, MSN, RN.

## Bon Secours Mercy Health Partners with Guild Education to Expand Tuition Benefits

Bon Secours Mercy Health (BSMH) has partnered with Guild Education to expand tuition benefits for associates. This exciting new offering will provide associates more options to develop in-demand skills to build a path to find their calling within the ministry. Guild Education allows students to start, continue or complete their education at a variety of Guild learning providers and institutions.

A BSMH employee expressed utmost gratitude for Guild Education and their experience participating in the program. The associate stated, “When I started to look at RN to BSN programs, my husband was diagnosed with cancer. There was no way for me to think about school at that point in our life. Unfortunately, he passed away in 2018, leaving me to figure out how to run a two-income household on one income. My goal of a degree went on the back burner as I quickly realized that I would not be able to afford it, not wanting to create another bill. When Guild Education was presented, I was extremely interested. I did research, talked to many people and chose the school that best fit with my personal life (BSMCON). Guild has covered everything and has been a godsend in helping me to achieve my career goals! Without Guild Education, I would not have been able to do this; I will be forever grateful for this opportunity.”

Programs aligned to priority career growth pathways within the ministry are fully funded by BSMH. Students who wish to pursue a wider selection of programs within or outside of the Guild Education network of academic providers are provided with assistance or reimbursement. In addition, students enrolled in BSMH Guild Tuition Benefits that utilize the newly launched eCampus Online Bookstore, have the cost of their textbooks covered.

A nursing student at Bon Secours Memorial College of Nursing said, “The Guild Education program allows me to pursue my degree without having the burden of up-front payments or having to acquire more educational debt. I am grateful that Bon Secours has added Guild Education as a student resource.”

A Guild Education coach is accessible for personalized support to all associates enrolled in the program that will be of assistance every step of the way. The professionals provide end-to-end support that help pick a learning program that fits the individual and their career goals. These coaches will help you apply, navigate application logistics and help manage the person’s time to complete their program successfully.



Through education benefits at Bon Secours Mercy Health, associates can find and pursue their calling and prepare for a rewarding career. If you are interested in learning more about Guild Education or have related questions, contact the Office of Financial Aid at [bsr-confinancial@bshsi.org](mailto:bsr-confinancial@bshsi.org).

# UNITED IN PURPOSE

## Cross-Campus Initiatives to Support Justice, Equity, Diversity and Inclusion



### JUSTICE EQUITY DIVERSITY & INCLUSION TASK FORCE

The Justice, Equity, Diversity and Inclusion (JEDI) task force was formed in July 2021 to begin planning for cross-campus initiatives to support these efforts. This task force was created to support the College's commitment to building a diverse and inclusive culture that aligns with the values of Bon Secours Mercy Health (BSMH): human dignity, integrity, compassion, stewardship and service.

The JEDI task force members include: Dr. Leslie Winston, dean of student affairs, Dr. Chris-Tenna Perkins, dean of academic affairs, Dr. Carrie Newcomb, associate dean of student affairs, Dr. Catherine Mikelaite, associate dean of faculty affairs and distance education, Dr. Angel Daniels, associate professor, Dr. Amy Feurer, associate dean of academic affairs, Jared Crist, director of student and alumni affairs and Erica Stubblefield, student success advisor.

The purpose of this team is to build a culture of awareness and enhance understanding and growth around diversity, equity and inclusion with both individual and collective ownership and accountability at the College.

The JEDI task force concluded its first year by sharing an executive report with the College community during campus forum in May 2022. The report highlighted the initial work of the team which focused on three goals: complete a justice, equity, diversity and inclusion assessment/analysis to establish a framework to support future College initiatives, create an action plan that supports accountability, provide education, programming and collaboration within the College, and partner with the health system to support and fulfill our mission through strategic planning through a JEDI lens.

#### **In addition to completing the three goals set by the task force, the following were accomplished:**

- **Conducted a strength, weakness, opportunity, and challenges (SWOC) analysis to determine opportunities**
- **Completed JEDI task force team training provided by BSMH Diversity & Inclusion**
- **Developed and determined common terminology for justice, equity, diversity and inclusion**
- **Implemented New England Resource Center for Higher Education self-assessment tool to inform JEDI analysis**
- **Coordinated development of the Alliance for Hospitality, Equity & Diversity (AHED) Climate Survey for January 2022**
- **Partnered with BSMH Diversity & Inclusion to provide training opportunities for faculty & staff beginning January 2022**
- **The Student Government Organization created a diversity & inclusion chair position to support students**
- **The curriculum committee began the process of reviewing syllabi and textbooks for inclusive language**
- **Conducted an AHED Climate Survey for the three Richmond Higher Education Institutions**
- **Reviewed student demographic data to observe trends and assess future needs**
- **Completed a review of the Dress Code and Share Governance policies for inclusive languages and practices**

In July 2022 the task force met to establish a plan for the 2022–2023 academic year, which is currently in progress.

# SUPPORTING YOU NOW, THEN AND ALWAYS

**The Alumni Advisory Board Announces the Launch of an Ambassador Program as Inaugural Chair, Anne Dunnington, Ends her Term**



*Front row (l to r): Anne Dunnington, Kent Duffey, Joann Cooke, Casey Shinault, Amanda Carlton, Dr. Barbara Sorbello; Back row: Jane Castelvechi, Cynthia Nunnally, Tracey Seward, James Gregory, Robin Scott, Amy Pozza, Dr. Melanie Green; Not pictured: Carolyn Marshall, Jeanne Indelicato, Jennifer Goins.*

**Bon Secours Memorial College of Nursing created the Alumni Advisory Board in 2020 to facilitate communication and the exchange of ideas between alumni and the College to promote health of the community and community needs for professional nursing education. The board receives recommendations from alumni that inform and strengthen services, programs and strategic direction for the College.**

The Alumni Board, spearheaded by Anne Dunnington, represents and promotes a positive image for the College while promoting an integrated alumni community. In support with this vision, the College's Office of Student and Alumni Affairs announced the creation of the Alumni Ambassador program. The program, launched in January 2023, is open to all alumni and designed to provide alumni with a variety of meaningful opportunities to learn about and connect with the College. Alumni ambassadors will be champions of the College who engage their fellow alumni in support of the campus community. Becoming an alumni ambassador will be the best way to stay up to date with alumni offerings their alma mater.

"The Alumni Ambassador program is an exciting new initiative that we hope all alumni participate in. Designed to provide alumni with a variety of meaningful opportunities to learn

about and connect with the College, this program supports alumni as important members of the BSMCON community," Dunnington said. "Alumni Ambassadors will be champions for the college that use this program to support students, connect with fellow alumni, and share the College's good work broadly."

The College is grateful for her service and commitment to the College and wish her the very best. Dunnington was gracious enough to share her parting thoughts:

"As the outgoing inaugural chair of the Alumni Advisory Board, I want to start by saying thank you. About four years ago, leadership from the Bon Secours Memorial College of Nursing and the Bon Secours Richmond market had a vision. The team came together to discuss how we can better engage our vast alumni network. Through research and a series of interviews, the

team developed an Alumni Advisory Board to collaborate and create a stronger community. I was honored to be asked to not only be on the Board, but to serve as chair. Our first meeting was held at the College in the administrative conference room. We could feel the excitement about the work and the opportunities ahead. We assembled alumnae from four decades and multiple employment settings, ready to embark on new ideas and limitless possibilities.

When COVID turned our world upside down, our work slowed, but it certainly did not stop. The team continued to engage and get creative on how we could still build and strengthen our network. Our meetings pivoted to Zoom, yet we forged ahead with our vision. We planned and executed student support sessions, alumni reunions and career conversations. Nothing could stop this team of nurses, not even a pandemic.



Recently, our Board introduced an Alumni Ambassador program to mirror the student program. We thought this would create a natural transition from student to alumni upon graduation. Our Board was created and persisted through a historically challenging time and emerged with our values and versatility intact. I am so thankful to have been the chair during this time.

I am honored to have had the opportunity to kick this team off. You are now in great hands with Casey Shinault, chair-elect, Jared Crist, director of student and alumni affairs and Jane Castelvechi, alumni relations coordinator. As the Board continues to mature, I ask that current and future alumni help your successors to benefit from your experiences as you have benefitted from those who preceded you.

I found this work extremely rewarding, and such a phenomenal way to connect back with the College. I encourage all alumni to stay connected through programs and events we sponsor and organize, including:

- **Career networking**
- **Social events**
- **Faculty and staff presentations**
- **Reunions**

In closing, let me again thank the College for allowing me to be the inaugural chair, and my fellow Board members for your commitment and hard work during the past three years. I am proud to be a Bon Secours College alumna and I am excited about the bright future for this program.”

Sincerely,  
Anne Dunnington



MEET:

**Meisha Harris**



“I know growth only comes when you work outside your comfort zone.”

## BSN STUDENT HIGHLIGHT

**Meisha Harris came to the College of Nursing as a non-traditional student, a single mother with two academic degrees under her belt and two children in tow. Her bachelor's degree was in exercise science from Virginia Commonwealth University, and she followed that with a master's degree in athletic training, but she was pulled to nursing after listening to her heart.**

Her interest in nursing began in high school and she became certified as a nursing assistant in 2007; attending nursing school was the next step in her career. Eager to challenge herself and continue to learn, Harris applied to the College's competitive BSN program stating, “I know growth only comes when you work outside your comfort zone.”

As a second-degree student, Harris has leaned into this educational experience. She has an appreciation of the unique diversity and population among her cohorts and has been able to connect to the professors and the clinical instructors who have taken their time to get to know each student individually. The same can be said of her fellow nursing students. “We really do rally together and support each other,” Harris said. “We've created a good bond with our clinical group because I've been with them since day one.”

Her clinical experiences have been equally diverse and positive. “Whether at St. Francis, St. Mary's or at Memorial Regional Medical Center, you can see a snapshot of what it is to be a nurse on that unit, which helps guide you for your immersion experience and even upon graduation,” she said.

As she prepares for her own graduation in May 2023, Harris is grateful for her time as student and wants to encourage others to get involved. She joined the national service fraternity, Alpha Phi Omega and is the chapter's president-elect. She is also excited to share that upon graduation, she will be working as a critical care nurse in the intensive care unit at St. Mary's Hospital.

# EXTENDING A HELPING HAND

## The Center for Student Success



## Launches the Little Hope Pantry

The Little Hope Pantry (LHP) is a justice, equity, diversity and inclusion initiative piloted across all campuses under the Richmond Higher Education Institutions (RHEI), which includes Bon Secours Memorial College of Nursing, St. Mary's Hospital School of Medical Imaging and Southside College of Health Sciences this past fall.

Proposed by members of the Center for Student Success (CSS), Erica Stubblefield and Dayna Scarberry, the idea stemmed from conversations the Student Success team had with students, leading them to realize students had a common need. When advisors reached out to students in need of academic support, many students were sharing with their advisor that they were struggling to balance working hours with their academics. To ensure bills were paid and food was on the table for their families, students shared they were not able to commit the amount of time they'd like to their classes because they needed to guarantee their paycheck would cover their expenses for the month.

Members of the CSS team began to offer snacks openly in their offices and quickly found students were coming back for them on a consistent basis. These conversations and interactions solidified the need for a support resource that would allow students the opportunity to access food and other necessities.



"What a great resource for us. Thank you for making this support happen... This is awesome."

The idea for the Little Hope Pantry is simple; much like a "little free library," members of the campus community can take items as needed and community members with extra resources can leave items for others to use. Located within each campus student lounge, the goal for the pantry is to become a self-sustaining resource committed to ensuring access to food and other products needed by any member of our campus community.

The pantry has seen success in its pilot semester. Faculty and staff on all three campuses contributed donations in September to initially stock the pantries. The volume of donations collected in September allowed the pantries to be restocked each month, replacing items that were used. Popular items included tuna, peanut butter, jelly, boxed milks, snacks and personal hygiene items. Student feedback is uniformly positive with one student stating, "What a great resource for us. Thank you for making this support happen. There are times when I'm not sure my groceries will make it through the week. This is awesome."

The Student Success team is currently exploring how our campus student organizations and community resources can partner with the RHEIs to continue to offer this non-threatening, low risk opportunity for students to get the help they need. Your support can help this important Bon Secours mission.



## Veteran, Nurse, RN-BSN Graduate: **Monique Rolle, BSN, RN**

**“I like to say I didn’t choose nursing, it chose me,” Monique Rolle said, when asked why she decided on nursing as a career path. Rolle was a late bloomer, entering the field of nursing after serving in the United States Army. She transitioned from being a military hero to a health care hero knowing that nursing would fill a void. After completing a program to become as a licensed practical nurse, she passed the boards and worked as an LPN for 10 years. Later, she graduated Cum Laude from Norfolk State University earning an associate degree in nursing. It would be another 10 years before she would embark on the journey to earn a bachelor’s degree in nursing, enrolling in the College’s RN-BSN program.**

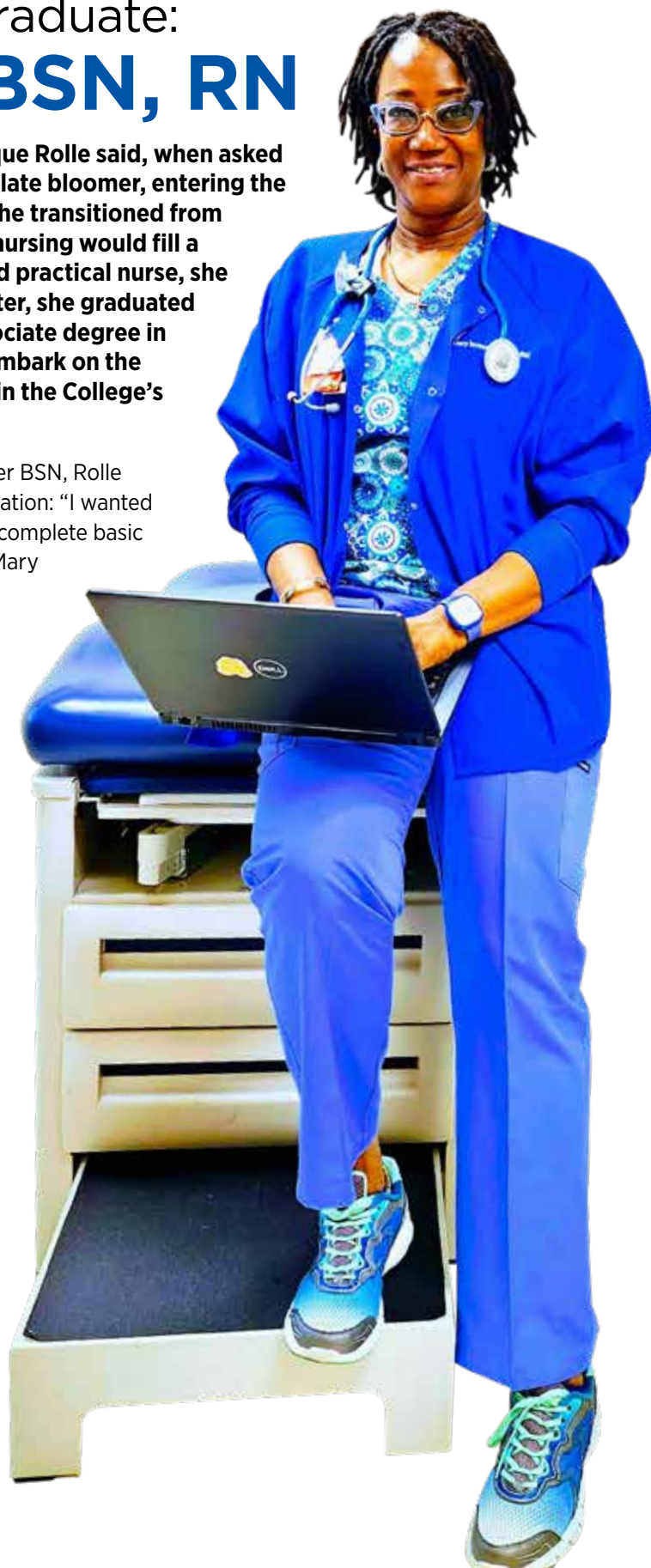
When asked about the decision to go back to school and earn her BSN, Rolle exhibited her champion mindset through ambition and determination: “I wanted to prove I could do it. I always said I could do anything if I could complete basic training and nursing school. Following her time at Bon Secours Mary Immaculate Hospital, she expressed how the decision to attend Bon Secours Memorial College of Nursing was a natural choice. “I learned a lot from previous graduates and wanted to experience a servant leadership-focused education. That was important to me, and I enjoyed every bit of it,” she said.

Rolle placed emphasis on her success advisor for making the advancement of her education in the RN-BSN program worthwhile. “I had Zoom meetings with my advisor every semester which kept me on track. She checked in on my mental health and educational progress while always being accessible when I was in need. That was the most significant part of this program for me — knowing I had someone checking in on my behalf,” Rolle said. As an experienced RN, she highlighted the importance of teamwork with her classmates and instructors and how it enhanced her learning and understanding of the work. “I felt the instructors cared for my success and encouraged me when I needed it the most.”

She had the opportunity to work at a women’s shelter for domestic violence as her service-learning experience. Rolle used her time at the shelter to emphasize the importance of compassionate patient care while also upholding the mission, values and practices of the College.

After working for Bon Secours Mary Immaculate Hospital for 16 years, she opted for an early retirement in 2021. She currently works at Langley Air Force Base Hospital where she is one of four triage nurses at the Operations Medicine Clinic.

As a December 2022 graduate, she leaves these parting words of encouragement. “This program is for you. I was never made to feel as if I was out of touch with the technology and the instructors are phenomenal. If I can do it, so can you!”





Carolyn Marshall, DDiv, RN, better known as ‘Nippy’ throughout the hospitals and communities, is a proud Richmond Memorial Hospital (RMH) School of Nursing graduate (now Bon Secours Memorial College of Nursing). Marshall endured many challenges in life but persevered to follow her passion and purpose to serve. These challenges made her stronger in faith and a blessing to others with the educational gift and professional talents that she has worked diligently to achieve.

“I am very blessed to be able to uphold the morals and values that God has given to the Bon Secours Mercy Health ministry and mission to improving the health and well-being of our communities. As a medical professional, I want to help those in need by giving them the care they deserve, especially those who are underprivileged and underserved,” Marshall said.

**Q: What drew you to Bon Secours for your nursing education and nursing career?**

A: After graduating from high school, I attended Virginia Commonwealth University (VCU), focusing on a nursing career. I encountered financial challenges that prevented me from continuing this specific path, but I persevered, nonetheless. For financial support, I had to secure a full-time job to continue my journey towards a career in nursing. I chose RMH School of Nursing to continue my journey because many of my family members had received patient care and services at Richmond Memorial Hospital. This program provided financial aid options to cover tuition costs post-graduation. I interviewed and was accepted into this amazing program. I believe this was a godsent opportunity to further my goal of becoming a nurse. I chose the option to work at the school’s hospital for a certain

## NURSE, REVEREND, COUNSELOR, MENTAL HEALTH ADVOCATE:



## MEET ALUMNA Carolyn ‘Nippy’ Marshall, DDiv, RN

number of years to not only pay off the debt but to also take advantage of an unmatched professional opportunity to advance my career. The structure of the program allowed me to surpass the courses that I had previously taken at VCU and allowed me to work on weekends at the hospital to obtain clinical experience as a nursing assistant. Forty years later, I am still with Bon Secours providing good help to those need.

**Q: How has your time with the RMH School of Nursing influenced your work as a nurse?**

A: Being part of the RMH School of Nursing instilled great work ethic and accountability within me for my clinical performances. It gave me a sense of pride to work together with a team of professionals who were essentially your family away from home. Being a member of this organization taught me to consistently give my best. I believe the greatest concept taught was to treat each patient as though they were your own family member. The instructors took us under their wings and instructed us on the basics of nursing care, which later built our confidence and competency to care for patients with more complex health care needs. The instructors held very high expectations of the students because they wanted us to learn the proper and professional way of delivering excellent nursing care.

**Q: What other influences have informed your work as a nurse?**

A: Ever since I was in high school, I had the compassion and ambition to help others. Taking care of my own family members when they were sick always gave me joy, especially because I knew they appreciated my help. This help to others enabled me to apply my clinical expertise into the communities and faith-based organizations. As a nurse, our primary focus is mainly on the medical facets of a patient; this being physical, emotional and mental aspects. However, to completely take care of a patient — the body, mind and spirit needs to be addressed. This concept influenced me to start a health and wellness ministry in my church that expanded to nearby churches in the community. I completed a program through the hospital’s organization and became a “faith

community nurse,” formerly known as a “parish nurse,” to provide preventive medical education and wellness care for the congregations. Seminars, blood pressure and glucose checks were performed after services for the worshippers. This made a huge impact on focusing on the wholeness and the total well-being of a person.

**Q: How has your career unfolded since graduation?**

A: My health care career path has developed in various seasons in my life according to the plans of God. Starting as a nursing assistant, I graduated with a diploma in nursing from RMH School of Nursing. I was employed as a staff nurse for six years and later became a nurse manager in critical care. I had the privilege to work in different clinical areas which included behavioral health, telemetry, stepdown, neuro-surgical and endoscopy, which helped build my knowledge to efficiently take care of patients.

Currently, I work in the quality department at Memorial Regional Medical Center (MRMC) which still gives me a “pulse” on the accountability, competency and quality of care that is provided by the providers and nursing staff.

**Q. Nurses have had a lot to manage since the pandemic. How have you made a positive impact?**

A. Nursing is a stressful job all by itself. When added stressors such as the COVID-19 pandemic, lack of personal protective equipment, high acuity of patients, and the nursing shortage took a toll on our colleagues, the meaning of patient care went to a different level. These factors caused many to suffer with compassion fatigue which can alter one’s well-being. As a nurse, this is very close to my heart and I strive to be a blessing to those in need.

Along with being a health care professional, I am an ordained

reverend. I am concerned about the spiritual and emotional component of these hardworking professionals. To further assist my colleagues to maintain that wholeness or well-being, I went back to school and obtained my master’s degree in pastoral counseling as well as a doctorate in divinity. I also became a certified mental health instructor to further assist those struggling personally, clinically and socially. I currently volunteer as a spiritual care partner with the chaplains at MRMC to minister patients, families and fellow nurses in the hopes of bringing inspiration into their lives.

**Q: What advice would you give to nursing students?**

A: My advice to nursing students is to stay the course to follow your dreams and aspirations no matter how hard it may seem. It will take sacrifice and prioritization, but it will be worth it. Study and work hard. Always be ready to take advantage of learning opportunities — large or small — that you may encounter. These learning experiences will prepare you for challenging situations in the future. Be curious and never be afraid to ask for help. Question something you do not understand, this can prevent errors happening with your patients. Seek out your experienced nurses to help guide your decision making. We all work as a team and no one is alone on this island with patient care. Always be consistent in showing compassionate care and be respectful and professional to all. Remember you are a human being and need self and soul care to be replenished as you empty out yourself for your patients. You are called to serve for a purpose and that is to be good help to those in need.

**Q. Any last words?**

A. The development of my career has truly been a journey these past 40 years and every moment has been worth the ride. My current ambitions are leading me to provide a resource for the medical professionals (especially nurses) to maintain their well-being while working.



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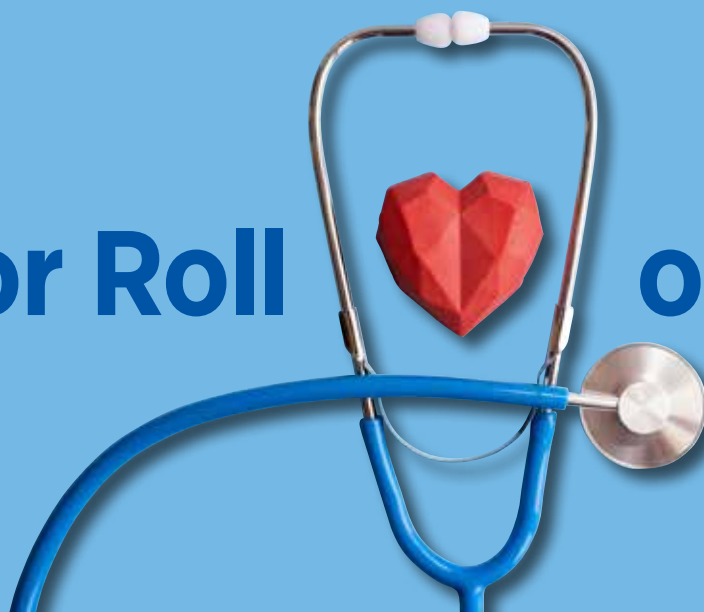
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