



60
years of

Educational Excellence &
Compassionate Care

 **Bon Secours**
Memorial College of Nursing



MISSION

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

VISION

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

VALUES

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

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

QUALITY — Commitment to educational 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 that 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 CHANCELLOR

It has been an exciting year for the College of Nursing and across the Richmond Higher Education Institutions, which also includes Southside College of Health Sciences and St. Mary's Hospital School of Medical Imaging. To foster collaboration and unite in our shared purpose, we kicked off the academic year with Convocation, which brought together the staff, faculty and administration from each institution for a morning of history, purpose and a renewed sense of belonging under the theme "Stronger Together." Convocation sets the tone for the year, and I have been privileged to see our campuses come together to deliver exceptional health care education to our students.

We kept that momentum going by celebrating a milestone anniversary. It has been 60 years since our first class of graduates received their nursing diplomas in 1964. It was an inspiring evening on Oct. 19, 2024, at The Westin Richmond, where alumni gathered to reunite and rejoice as former classmates and to honor each other as nurses. A highlight of the evening recognized alumni who have made significant impacts — in their profession, to the College and to the communities they serve. Read more about these inaugural Alumni Awards and the entire event on page 17.



With gratitude,
Melanie H. Green, PhD, RN
Chancellor,
Bon Secours Mercy Health
Higher Education Institutions

This past year also brought a farewell, but it provided another reason to celebrate. Our esteemed colleague and friend, Holly Pugh, dean of the Clinical Simulation and Learning Center, announced her retirement after 35 years with Bon Secours. Pugh joined the College in 2008, and as we transitioned to a baccalaureate degree-granting institution, transformed our simulation education into the accredited, world-class center it is today at both the College of Nursing and Southside College of Health Sciences. She reflected on her long and respected career in this issue. Pugh's dedicated service and steadfast commitment to nursing education are deeply felt and appreciated.

Our spring semester is well underway, and we look forward to all the wonderful things that spring brings: new students on campus, Alternative Spring Break (ASB), study abroad and Global Outreach opportunities, and continued alumni programming. Maintaining strong alumni connections is an important part of our legacy. Keep in touch by visiting our alumni webpage at bsmcon.edu/alumni, following us on Facebook and Instagram (@BSMCONalumni), or emailing our alumni relations team at alumni@bsmcon.edu.



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ANNUAL REPORT 2024

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

CHANCELLOR, BON SECOURS MERCY HEALTH HIGHER EDUCATION INSTITUTIONS
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Dailey



Hill

ADMINISTRATION, FACULTY & STAFF NEWS



Davis



Harmon



Hinkle



Medina

NEW FACULTY

Browning Dailey, MSN, RN, Instructor

Dailey began her nursing career as an emergency department nurse at Bon Secours Memorial Medical Center after receiving her bachelor's degree in nursing from BSMCON in 2015. She spent six years in labor and delivery before becoming a family nurse practitioner in the pain management unit in 2022. She is certified by the American Association of Nurse Practitioners and received her master's degree in nursing from South University. She teaches NUR 2102 Lifespan Health Assessment and Clinical Prevention and Competencies for Nursing Practice Practicum.

Katelyn Davis, MSN, RN, Instructor

Davis's nursing career has been in cardiac pulmonary intermediate care. During that time, she was a charge nurse and clinical care lead before transitioning to higher education. She earned a Bachelor of Science in nursing and a master's degree in nursing with a concentration in clinical nurse leadership, both from James Madison University. Davis teaches Adult Nursing Science II Practicum and Competencies for Nursing Practice Practicum.

Amber Harmon, MPH, RN, Clinical Associate Professor

Harmon started her nursing career with Bon Secours at Mary Immaculate Hospital on the cardiac telemetry unit more than a decade ago. After several years, she transitioned to a public health nurse in the role of a tuberculosis nurse case manager. She was in the first graduating class at Longwood University's BSN program and completed a Master of Public Health at the University of New England. Harmon is currently working on her doctoral dissertation in nursing at Duquesne University and hopes to spark others' interest in public health nursing. She teaches Competencies for Nursing Practice Practicum, Adult Nursing Science I Practicum, and Population and Global Health.

Cecily Hill, MSN, RN, Assistant Professor

Hill is teaching Lifespan Health Assessment and Clinical Prevention as well as Competencies for Nursing Practice Practicum. She received her bachelor's degree in nursing from Walden University and her master's degree in nursing with a concentration in nurse education from Chamberlain University. Her areas of specialty include emergency medicine, medical-surgical, progressive care and perioperative services. Before accepting a position with the College, Hill served as a nurse residency program coordinator.

Brittany Hinkle, MSN, RN, Clinical Associate Professor

Hinkle has 10 years of nursing experience in both pediatrics and nurse education. She earned a bachelor's degree from James Madison University, a Bachelor of Science in nursing from Shenandoah University and a Master of Science in nursing with a concentration in nurse education from Chamberlain University. Hinkle is pursuing a doctorate in nursing at Virginia Commonwealth University, where she is studying education methods to promote successful transitions for adolescents with congenital heart disease. She teaches Lifespan Health Assessment, and Clinical Prevention and Competencies for Nursing Practice Practicum.

Victoria Allen Medina, MSN, RN, Instructor

Medina teaches the practicum courses for Adult Nursing Science II and Behavioral Health Across the Lifespan. She earned her bachelor's degree in nursing from the University of South Carolina Upstate and her master's degree in nursing education from Western Governors University. Additionally, Medina holds degrees in Spanish and chemistry from the College of Charleston. An emergency room nurse for eight years, she continues to work as a PRN at the Bon Secours Chester Emergency Center.

ADMINISTRATION, FACULTY & STAFF NEWS



Parks



Bullen



VanHouten



Ramirez



Bishop



Semo

Sarah Parks, MSN, RN, Instructor

Parks has worked for Bon Secours in various care settings over the last five and half years, and has experience in med-surg, orthopedic and pediatric nursing. She received her Bachelor of Science in nursing and her master's degree with a nurse educator concentration from Liberty University. Parks is currently teaching sophomore students in Competencies for Nursing Practice, as well as junior students in Adult Nursing Science I Practicum. She enjoys helping students connect clinical concepts learned in the classroom setting to the hospital setting, which brings confidence in delivering patient care.

Katie VanHouten, MSN, RN, Simulation Faculty

VanHouten began her nursing career 20 years ago in the renal/respiratory intensive care unit at Chippenham Medical Center before moving to labor and delivery for several years. She also spent time in the mother/infant unit before she switched gears to nursing education, where she was both a faculty member and a tutor. Before joining the College, she worked as a women's clinical educator. VanHouten earned a master's degree in nursing education from Walden University and a bachelor's degree in nursing from Liberty University, and began her education with an Associate of Applied Science in nursing from John Tyler Community College. She teaches Competencies for Nursing Practice and Clinical Immersion.

NEW STAFF

Patty Bishop, Academic Operations Coordinator

Bishop joins the College from St. Mary's Ambulatory Surgery Center, where she worked in accounts payable and credentialing. As the academic operations coordinator, she will handle a multitude of processes, including student compliance, attendance verification, affiliation agreements, exam proctoring and video review.

Paige Bullen, BA, Senior Gift Officer

A senior gift officer with Bon Secours Richmond Foundation for two years, Bullen is now serving as the fundraising liaison for Memorial College of Nursing and Southside College of Health Sciences. Prior to joining the Foundation to focus on major gift fundraising, she served in fundraising leadership roles at several organizations, including Make-A-Wish of Greater Virginia and the United Way of Greater Richmond & Petersburg. Bullen earned a bachelor's degree in history from the University of Virginia.

Jacobi Ramirez, Clinical Simulation and Learning Center Assistant

Ramirez has worked in hospice care as an administrative assistant, in medical records and as an intake coordinator. As the CSLC assistant in the simulation center, she coordinates schedules, manages participant registration and provides logistical support during clinical simulation education. She and Sharlie Yanez at Southside College of Health Science oversee the Standardized Patient Program, recruiting and training students and coordinating the program to provide realistic training scenarios.

Julie Semo, MEd, Student Onboarding Coordinator

Semo joined the admissions team with more than two decades of experience in instruction and curriculum design, with unique expertise in navigating compliance and regulation. In this newly created role, she works primarily with new students as they begin the clinical compliance process. She also plans and implements new student onboarding events across each campus. Semo earned a master's degree in education curriculum and instruction from Northern Arizona University and a bachelor's degree in elementary education from Arizona State University.



Jaquez



Abraham



Perkins



Hence



Williams



Windlemese



Baird



Stubblefield



Chidley



Newcomb

APPOINTMENTS

Leah Jaquez, MSN, RN, assistant professor, is serving as chair of philanthropy for the Sigma Gamma Omega at-Large Chapter, the honor society for global nursing excellence.

Chris-Tenna Perkins, PhD, RN, campus director and dean of academic affairs, serves on the 2024-2025 executive committee of the Virginia Association of Colleges of Nursing (VACN) as president-elect. VACN's mission is to advance the quality of baccalaureate and graduate nursing education in Virginia to improve health care.

Marcella Williams, DNP, RN, associate professor, was selected to serve a three-year term on the Academy of Medical Surgical Nursing Item Writers committee and attended the first item writing event in January 2024.

AWARDS

Chris-Tenna Perkins, PhD, RN, received the Dean of the Year award from the Virginia Nurses Foundation. Perkins was recognized for her transformative contributions to nursing education and innovative leadership in curriculum development.

CERTIFICATIONS

Brian Baird, PharmD, BCPS, associate professor, passed the recertification exam for Board Certification in Pharmacotherapy.

Kaitlin Chidley, MSN, RN, assistant professor and adjunct faculty member, and **Sharlene Chapman, MSN, RN**, obtained a Quality Matters (QM) Online Teaching

Certificate. The QM Teaching Online Certification enables instructors to demonstrate their knowledge mastery of online teaching. Chidley also completed the Certification for Nurse Educator (CNE). For academic nurse educators, CNE establishes nursing education as a specialty area of practice and creates a means for faculty to demonstrate their expertise in this role. It communicates to students, peers and the academic and health care communities that the highest standards of excellence are being met.

DEGREES

Rachel Abraham, MSM, digital marketing specialist, completed a Master of Science in Management from Wilmington University.

L. Michelle Hence, DNP, RN, assistant professor, completed a Doctor of Nursing Practice from the University of Phoenix.

Katie Windlemese, MS, digital marketing specialist, completed a Master of Science in strategic communications from the University of Maryland, Global Campus.

LEADERSHIP

Chris-Tenna Perkins, PhD, RN, campus director and dean of academic affairs, was selected to join the Leadership Metro Richmond (LMR) Class of 2025. LMR is a yearlong leadership program that develops, connects and empowers diverse leaders throughout the Greater Richmond area, inspiring them to tackle key regional challenges and pilot positive change in the community.

Perkins was also an invited speaker at the AACN Dean's Meeting.

Erica Stubblefield, MEd, assistant director, Center for Student Success, recently completed the National Academic Advising Association Emerging Leader Program, an initiative that promotes personalized pathways to leadership in academic advising. As a participant, Stubblefield served on her regional steering committee, chaired the region's mentoring program and held leadership roles within the Health Professions Advising Community, demonstrating her commitment to advancing academic advising.

NEW ROLE

Melanie H. Green, PhD, RN, has been named chancellor, Bon Secours Mercy Health Higher Education Institutions. As chancellor, Green serves as a liaison between the four health system colleges — Bon Secours Memorial College of Nursing, St. Mary's Hospital School of Medical Imaging, Southside College of Health Sciences and Mercy College of Ohio — the Culture & Talent team, ministry leadership and external stakeholders, fostering stronger partnerships and collaboration.

Carrie Newcomb, EdD, is serving as the interim dean of academic affairs and campus director at Southside College of Health Sciences, which began in August 2024. While Newcomb is predominantly located at the Southside campus, she continues to support both the Richmond and Southside campuses as the associate dean of student affairs.

ADMINISTRATION, FACULTY & STAFF NEWS



Whelpley



Allison



Kiplagat



Feurer



Gardner



Ratliff



Pugh



Mikelaites

PRESENTATIONS

Deanna Allison, MSN, RN, clinical associate professor, presented a poster titled “Coaching for NCLEX Success” at the American Association of Colleges of Nursing (AACN) Transform Conference in December 2023. The poster reviewed the success of the individual coaching program that we implement in the NCLEX preparation class.

Brian Baird, PharmD, BCPS, associate professor, presented a “New Drug Update” at the 2023 Fall Seminar for the Virginia Society of Health-System Pharmacists. Baird also presented “Vaccination Updates Including RSV Vaccines” to the Central Virginia Chapter of the Academy of Medical Surgical Nursing in November 2023.

Amy Feurer, PhD, RN, associate dean of academic affairs, delivered a podium presentation at the 2023 AACN Transform Conference titled “Implementation of Remote Testing in Pre-Licensure Nursing Education.” The presentation highlighted best practices and guidelines for successful implementation, with a focus on test security and maintaining academic integrity. Feurer also delivered a poster presentation with clinical associate professor and NCLEX coordinator **Lara Ratliff, MSN, RN**, at the ATI National Summit in April 2024. Their presentation was titled “Implementation of Remote Testing in Pre-Licensure Nursing Education.”

Catherine Mikelaites, DNP, RN, associate dean of faculty affairs, and **Chris-Tenna Perkins, PhD, RN**, dean of academic affairs

and campus director, delivered a podium presentation at the 2023 AACN Transform Conference titled “Creating a Work Environment That Promotes Faculty Recruitment and Retention.” The poster explored how to create a positive work environment through purposeful programming.

Chris-Tenna Perkins, PhD, RN, dean of academic affairs and campus director, and **Michelle Hence, DNP, RN**, assistant professor, presented a poster titled “100% Increase in BSN Admission Goals and Maintain Quality: A Successful Academic Practice Partnership” at the December 2023 AACN Transform Conference.

Associate professor **Robin Whelpley, PharmD, BCPS**, delivered a podium presentation at the 2023 Nursing World Conference. The presentation was titled “Neurodiversity in Nursing Curriculums: The Need to Enhance Autism Spectrum Disorder Content.” Whelpley and Baird presented a poster on “Bridging Didactic Information to Patient Application: Pharmacists as Part of Interdisciplinary Nursing Practicums” at the Virginia Society of Health-System Pharmacists’ 2023 Fall seminar.

PUBLICATIONS

Augustine Kiplagat, PhD, RN, clinical associate professor and post-licensure program chair, co-authored a published work in the July 2023 Online Journal of Nursing Informatics titled “Mobile Health Interventions to Enhance Self-Management of HIV and

Non-Communicable Disease in Sub-Saharan Africa: A Systematic Literature Review.”

Marcella Williams, DNP, RN, clinical associate professor, and **Michelle Hence, DNP, RN**, assistant professor and practicum coordinator, published an article titled “Revising Reflection Assignments to Align with Clinical Judgment Measurement Model Language: Maximizing Critical Thinking, Feedback, and Measurement in Simulation” in the May 2023 issue of Nursing Education Perspectives Journal.

TRAINING

Trina Gardner, MSN, RN, assistant professor, completed training to become a Remote Area Medical Triage Core Leader. As a member of the Central Virginia Nursing Honor Guard, she participated in several honor guard ceremonies for deceased nurses.

RETIREMENT

Holly Pugh, MSHA, RN, dean of the Clinical Simulation and Learning Center, retired in December. Pugh enjoyed a successful 35-year career with Bon Secours, with the last 16 years at the College, advancing our simulation education to world-class status. Read more about her journey from registered nurse to clinical simulation education and her commitment to the ministry on the next page.



A WELL-WALKED PATH: Dean of Simulation Holly Pugh Welcomes Retirement

For more than three decades, Holly Pugh has been an integral part of Bon Secours, living its mission and values through her dedication and compassion. Her career is not merely a testament to longevity but also a story of transformation, resilience and a passion for shaping the future of nursing. From her beginnings as a staff nurse to her pivotal role in revolutionizing simulation education, Pugh's journey inspires all who have had the privilege of working alongside her.



Pugh's story with Bon Secours began long before her first day as an RN. As a nursing student, she completed her clinical rotations at St. Mary's Hospital, where she felt an unmistakable sense of belonging. "The overall environment of caring drew me in," she shared. "I applied and began working as an RN in 1989. Over the years, I worked at nearly every hospital in Richmond through agency shifts, and I quickly realized the grass wasn't greener anywhere else. Bon Secours' mission wasn't just words — it was lived." That sense of mission became the foundation of her career.

Her early years at St. Mary's Hospital were marked by hands-on nursing care and leadership roles, including managing pediatrics and the pediatric intensive care unit. With the support of mentors like Francine Barr, she transitioned to an evening supervisor role while completing her master's degree. It was a friend, Juliet Chamberlain, who encouraged her to take a leap into education.

"I had never considered teaching before, but once I arrived at the College, I loved it," Pugh said. It was there she discovered her knack for blending technology and education. When the College's simulation lab called for a much-needed overhaul, Pugh took on the challenge of transforming it. "We received a grant from HRSA, and that seed money allowed us to build something extraordinary," she recalled. Today, the simulation centers she helped establish are recognized as some of the best in the region, shaping the hands-on learning experiences of countless students.

Pugh's innovative spirit didn't stop there. She led the implementation of Heart Code training across Bon Secours, completed the Simulation Leaders Program with the National League for Nursing and developed robust faculty training programs to ensure high-quality simulation-based learning. Under her leadership, the Clinical Simulation and Learning Center earned accreditation from the Society for Simulation in Healthcare, a crowning achievement in her career.

For Pugh, the importance of simulation goes beyond technical skills. "Our labs are

a safe space for students to learn through mistakes," she explained. "Some of the greatest lessons come from falling short. If you learn and grow from those moments, they're not mistakes — they're moments of grace." She wants students to leave the program with a deep sense of pride in their profession and a commitment to shaping patient experiences and communities for the better.

That pride in nursing is rooted in her family history. Inspired by her grandmother, who graduated as an RN in 1923, Pugh sees nursing as a noble calling. "My grandmother's stories of nursing were always so inspiring. Nursing is a profession that evolves, but the heart of it remains the same: a dedication to care and a commitment to making a difference in people's lives."

Pugh's colleagues speak of her as a compassionate and visionary leader, someone who listens to understand and advocates tirelessly for students and



faculty. Her leadership is marked by authenticity and a relentless pursuit of excellence, always with an eye on creating a better future for the College and its students.

As Pugh reflects on her journey, she does so with gratitude and a sense of fulfillment. Her legacy is not just in the state-of-the-art facilities she helped create or the programs she shaped but also in the countless students and colleagues she has inspired. Bon Secours is better because of her dedication, and her impact will continue to ripple through the profession she has so deeply enriched.



BRIDGING THE GAP: Dr. Robin Whelpley's Work on Medication Learning in Clinical Settings



Dr. Robin Whelpley, a pathopharmacology professor, has made it her mission to bridge the gap between classroom concepts and bedside application for nursing students. Over the past six years, her project on medication learning in clinical settings has transformed the way students connect didactic content with real-world practice.

"Pathopharmacology is not an easy subject," Whelpley said. "I noticed students were struggling to apply classroom concepts in clinical settings. My goal was to help them bridge that gap and use what they learn to provide better patient care." Whelpley began her initiative through pilot work and, for the past two semesters, has collaborated with fellow pathopharmacology faculty Brian Baird and Carrie Suders to integrate their expertise into junior-level practicums. Their efforts, centered on NUR 3112P practicums, have received overwhelming support.

"We've had 100% satisfaction from practicum faculty and nearly 100% satisfaction from students," Whelpley said. "Eighty-three percent of students surveyed said that interacting with a pharmacist in the practicum setting significantly impacted their learning and exam performance. Using my clinical expertise and teaching skills to bridge this gap truly fills my bucket."

The impact of this program is perhaps best captured by the students themselves. One student noted, "Dr. Whelpley was able to sit down and break down my patient MAR, answering in-depth questions beyond normal nursing knowledge. It was great to critically think with her, and it made a large impact on my learning." Another reflected, "Having Dr. Whelpley there to explain medications using the patient chart as a reference was invaluable. I now feel more confident administering medications and making connections between drugs and their use."

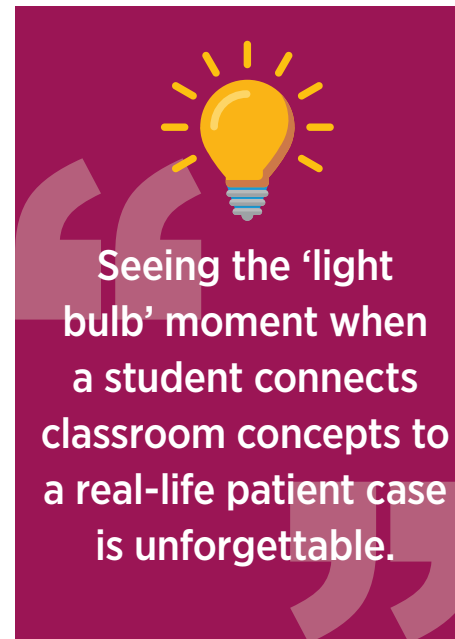
For Whelpley, the moments when students experience breakthroughs in understanding are among the most memorable. "My favorite thing about teaching is empowering students to use their clinical judgment," Whelpley said. "Seeing the 'light bulb' moment when

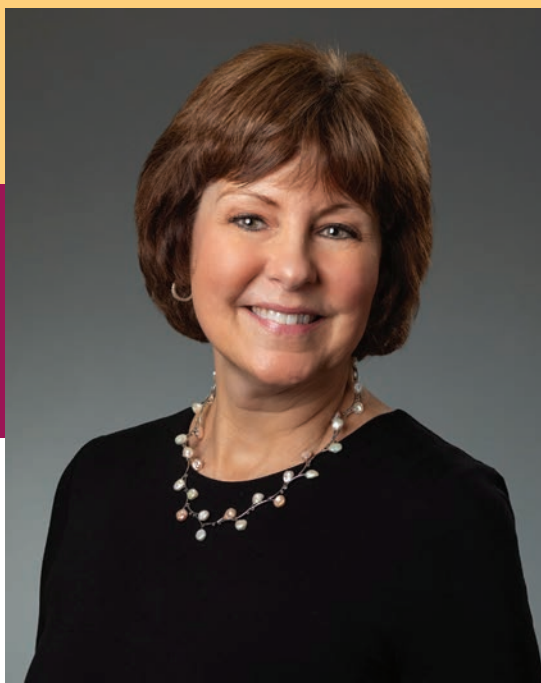
a student connects classroom concepts to a real-life patient case is unforgettable." One student recounted how Whelpley's insights helped solidify their understanding of medication administration. "I'll never forget why a Heparin IV drip is used for anticoagulation in a hospital setting instead of a home medication like Eliquis. That knowledge is tied to a specific patient case, and it's now part of my critical thinking as a nurse."

Whelpley acknowledges the challenges of integrating research and practical learning in nursing education, from the time-intensive nature of research projects to the resources needed for dissemination. Despite these

challenges, she finds the work immensely rewarding. "It takes a village to make it happen," Whelpley said. "But it's all worthwhile to enhance our repertoire of knowledge. If embraced with patience and grace; it's an incredible journey."

Whelpley's dedication to bridging theory and practice is not only improving student outcomes but also advancing the field of nursing education. Her efforts exemplify the power of innovation and collaboration in preparing the next generation of nurses.





Helping students achieve their goals is more than a job for Allison Peterson. As manager of career services, Peterson is dedicated to students' success, guiding them toward fulfilling careers in health care. Her work reflects a deep commitment to empowering future nurses and imaging specialists.

STAFF SPOTLIGHT: Allison Peterson's Commitment to Student Success

Peterson began her career with Bon Secours in human resources, recruiting nursing and imaging staff for St. Mary's Hospital. The experience gave her insight into the dedication required for these careers as well as a deep understanding of various nursing specialties and imaging modalities.

"Working on-site at the hospital gave me a strong foundation," she said. "I've had the unique experience of recruiting for the same roles our students aspire to, which now helps me guide them more effectively."

Her path to the College began when a dean invited her to join the admissions and marketing team. Given Peterson's experience in college career services and marketing, this was a natural fit. When an opportunity opened in career services, she eagerly accepted.

"Seeing students realize their career goals is, by far, the most fulfilling part of my job," she said. "I'm just as

thrilled as they are when they land their top-choice job or get into graduate school."

Peterson supports students by providing resources such as resumé workshops, mock interviews and one-on-one career counseling. She also collaborates with Bon Secours' talent acquisition team to organize hiring events for graduating students.

"I'm here every step of the way," she said. "I help students make informed decisions about their careers and cheer them on during hiring events." Students also benefit from strategic partnerships with health care organizations. Summer externships and the Early Career Decision Program offer valuable opportunities, and on-site hiring events provide imaging students with access to inpatient and outpatient job openings.

Graduates of the College have a strong track record of success, with approximately 95% securing full-time jobs after graduation. Many alumni have moved into leadership roles or pursued advanced practice nursing education. Others have returned to the College as faculty members.

"Think of me as your strategic partner in achieving your career goals. Whether by Zoom, phone or email, I'm here to support you on your schedule," Peterson said.



I'm here every step of the way. I help students make informed decisions about their careers and cheer them on during hiring events.



A newer tradition that embodies the legacy of the College is the White Coat Ceremony, a rite of passage that emphasizes the importance of compassionate patient care at the very beginning of the nursing school journey. The College began this tradition in December 2019 when the administration received funding from the Gold Foundation that helped provide resources to begin this ceremony, which continues in both fall and spring semesters.

Celebrating Tradition with The White Coat Ceremony

This most recent event was held at St. Mary's Catholic Church in Richmond, Va., where nursing students at both the College of Nursing and Southside College of Health Sciences were presented with their white coats. The event highlights Bon Secours' rich history and reflects both institutions' commitment to compassionate, patient-centered care. This meaningful tradition highlights the values that guide Bon Secours, emphasizing the human connection at the heart of nursing.

A highlight of the evening is the Blessing of the Hands, which symbolized the sacred trust and skill nurses bring to their profession. The blessing reminds students of the responsibility and privilege of caring for others during their most vulnerable moments. The ceremony concludes with students reciting an oath of compassionate care, pledging their dedication to the highest standards of integrity, compassion and service.

"Our students are educated in the tradition of Bon Secours, which emphasizes compassionate care and integrity in nursing care," said Dean of Academic Affairs and Campus Director Dr. Chris-Tenna Perkins. "The White Coat Ceremony is a commitment to that care, and we are proud to carry on this tradition."

The White Coat Ceremony serves as a milestone for our students and a testament to the strength and purpose of the nursing community. It is an occasion of pride and joy, celebrating the achievements of our future nurses as they step forward into their calling.



STRONGER

Together

RHEI SCHOOLS UNITE FOR INAUGURAL CONVOCATION AT LEWIS GINTER BOTANICAL GARDENS

The Richmond Higher Education Institutions (RHEI), comprising Bon Secours Memorial College of Nursing, Southside College of Health Sciences and St. Mary's Hospital School of Medical Imaging, held their inaugural convocation on Aug. 5, 2024, at Lewis Ginter Botanical Gardens. For the first time, associates from all three institutions gathered for this important event, which is a traditional ceremony in higher education designed to launch and celebrate a new academic year. The theme for the academic year has been “Stronger Together.”

The three RHEI schools began their shared journey in 2021. Through a collaboration on resources and technologies, the RHEI shared services model aims to ensure students receive the best education in their selected career paths as well as the support they need to succeed in reaching their goals.

The convocation agenda focused on the history and mission of Bon Secours and the instrumental purpose and roles of all associates, illustrated through a video showcasing students, faculty and staff describing what “Stronger Together” means to them. In addition, associates engaged in exercises focused on identifying individual strengths and how these strengths and our common calling as a ministry unite our campus communities. Stronger Together served as a reminder of how RHEI members come together to unite, reaffirm and celebrate their shared purpose.



Richmond Higher Education Institutions Collaborate to Streamline Admissions and Onboarding Processes

This year, the RHEI — Bon Secours Memorial College of Nursing, Southside College of Health Sciences and Saint Mary's Hospital School of Medical Imaging — launched a new initiative to enhance both their admissions and onboarding processes, aimed at improving the applicant experience and setting students up for success from day one. Spearheaded by Rachel Ensing Evans, director of admissions for the RHEI, these efforts underscore the power of collaboration in advancing health care education across the Richmond region.



Rachel Ensing Evans

Our goal is to make the journey to joining a health care program as clear and welcoming as possible.

The RHEI schools share a unified mission to prepare the next generation of health care professionals. The updated admissions and onboarding processes are designed to align with this mission and better support student success. By identifying common challenges faced by applicants and new students, the admissions teams worked together to create a streamlined approach that balances the unique characteristics of each institution with a consistent and simplified experience.

The admissions initiative sought to create a smoother and more transparent process for prospective students. “Our goal is to make the journey to joining a health care program as clear and welcoming as possible,” Evans said. “Applying to college can be a daunting process, especially in such specialized fields. This initiative is about reducing barriers and ensuring students feel supported every step of the way.”

The new admissions process, developed through months of planning and collaboration among leadership teams and admissions staff, introduces consistent elements such as improved

communication and a clearer roadmap for applicants. By making the process less stressful and more transparent, the RHEI hopes to attract a diverse group of dedicated students ready to serve their communities.

Recognizing the need for a more cohesive onboarding process, the RHEI schools also worked together to create a unified framework that bridges the gap between acceptance and the start of classes. Historically, onboarding has varied across the three institutions, so the updated process focuses on three key areas: clear communication, accessible resources and a welcoming transition into health care education. “Onboarding is about more than just paperwork; it’s about fostering a sense of belonging and setting a strong foundation for academic success,” Evans said.


The new onboarding process introduces a standardized schedule for activities like registration, orientation and clinical placements, ensuring students can confidently plan their next steps. Enhanced communication tools provide timely and accurate information, while unified messaging addresses common

questions and reduces the stress typically associated with starting college. This streamlined approach ensures students feel supported whether they are navigating financial aid, meeting faculty or preparing for their first clinical experience.

Both the admissions and onboarding initiatives highlight the power of collaboration among the RHEI schools. While each institution retains its individual identity, the shared processes reflect a collective commitment to student success. “The strength of the RHEI lies in our ability to work together while celebrating what makes each school unique. By aligning our admissions and onboarding processes, we’re demonstrating to students that they’re entering a community that values their success,” Evans said.

The impact of these initiatives is already being felt. Feedback from incoming students indicates a greater sense of clarity and preparedness, while faculty and staff have noted improved efficiency in managing the transition to college life.





Buddy Program Shines as a Beacon of Light and Connection

When the Buddy Program launched in the fall of 2020, it was born out of a pressing need to combat the social and relational disconnection that permeated campus communities during the COVID-19 pandemic. Designed to bridge these gaps, the program fosters connection, mentorship and resilience among students at the Bon Secours Memorial College of Nursing and Southside College of Health Sciences.

The Buddy Program offers all first-semester BSN nursing students the opportunity to be paired with a College Ambassador who serves as their mentor and guide for the first six to eight weeks of their journey. For many, these relationships grow into lasting friendships that endure throughout their time in the program. According to program feedback, 89% of participants appreciate the opportunity to connect with their buddy and value the support they receive during this pivotal transition.

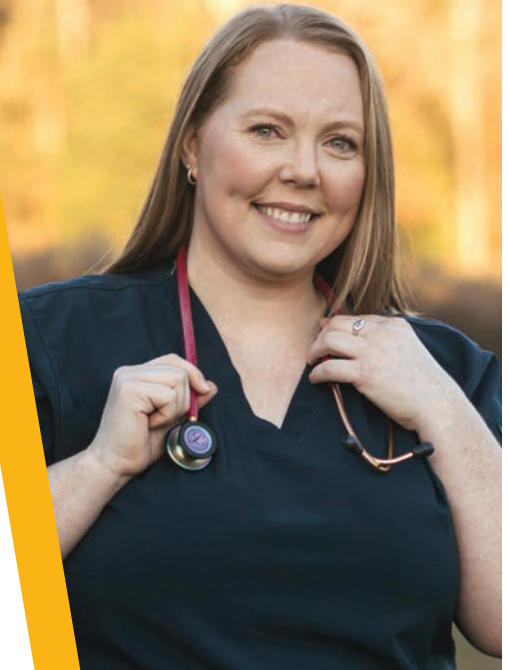
For Chelsea Aaron, a College Ambassador and program participant, the chance to mentor new students has been an incredibly rewarding experience. “I really enjoyed connecting with other students and being able to lift them up and give them insight and inspiration as they begin their journey,” Aaron said.

Aaron recalled a particularly impactful experience that underscores the program’s strength in fostering meaningful connections. “Having the opportunity to connect with other students, discover some things about them and their life, and then share my story allowed them to know they can truly do anything,” she said. “Our journeys may be different, and we all go through hardships, but it’s all about how you persevere and weather the storm.”

The program also provides a vital support system for students as they navigate the challenges of their first semester. “I think it gives students comfort knowing they have someone they can reach out to with questions or even just someone to give them a pep talk,” Aaron said. “Nursing school is difficult, and being able to help someone navigate that first semester can really help someone find their footing.”

Beyond supporting new students, Aaron noted that the program has helped her grow personally and professionally. “This program has helped me with mentoring and leadership skills. I have carved out time in my calendar to check in on students, provide resources and simply be a friend,” she said.

For Aaron and others involved, the Buddy Program is about more than guidance — it’s also about being a mentor. “Just trying to be a light when things get dark” is how Aaron sums up her role. For the students who find comfort and strength in this program, that light often makes all the difference.



Nursing school is difficult, and being able to help someone navigate that first semester can really help someone find their footing.

Celebrating 60 Years of Excellence:



BON SECOURS MEMORIAL COLLEGE OF NURSING Honors Legacy and Alumni at Anniversary Gala

Imagine the excitement when Bon Secours Memorial College of Nursing alumni from the last six decades gathered with faculty, staff and the Sisters of Bon Secours to celebrate the 60th anniversary of their alma mater with a gala held on Saturday, Oct. 19, 2024, at The Westin Richmond.

It was an evening to remember!

A Rich History

In 1920, the first Bon Secours hospital in the United States opened in Baltimore with the intention of also being a training school for nurses. Nearly 20 months later, the Bon Secours Hospital School of Nursing opened, offering a three-year nursing program to the Sisters of Bon Secours. Enrollment was later expanded to include the public. The school graduated its last class in 1970, educating nurses in the spirit and traditions of the Sisters of Bon Secours. These principles have been passed down and are carried out every day at the Bon Secours Memorial College of Nursing, whose foundation began with the creation of Richmond Memorial Hospital (RMH).

Built in 1957, RMH was established to honor the Richmond community members who lost their lives during World War II. The Richmond Memorial Hospital School of Nursing opened in 1961 to serve as a source of nurses for the hospital and to raise the level of health care in the community.

The first class of nurses graduated in 1964, marking the beginning of a proud tradition. Although Richmond Memorial Hospital closed in 1993, its successor, Bon Secours Memorial Regional Medical Center, opened in 1998, carrying forward the same values.

The school evolved with these changes, becoming the Bon Secours Memorial School of Nursing, and in 2010 launched a baccalaureate degree program, becoming a College of Nursing. The College recently recognized its esteemed history with the 60th anniversary celebration.





Eck

The Celebration

As part of the 60th Anniversary Gala, four Bon Secours Sisters were invited to speak. Sister Elaine Davia delivered the blessing. Sister Pat Eck provided a welcome emphasizing the connection between the ministry and the College. Sister Rose Marie Jasinski offered closing remarks, followed by Sister Pat Dowling giving the closing prayer that concluded the evening.

In addition, guests heard from alumna Amber Eck, BSN, RN, Class of 2021, who shared her personal story. During a difficult wait on the heart transplant list, Eck credits several Bon Secours nurses for comforting, encouraging and advocating for her during her difficult wait on the heart transplant list, leading

to her decision to pursue a career in nursing. Eck reflected on the important lessons she learned at BSMCON and said, “I am constantly reminded of the importance of servant leadership and the honor of putting others above myself. These values have shaped my approach to patient care.”

Before the dinner, guests were invited to reminisce in breakout rooms for each of the decades, where yearbooks, scrapbooks and student nursing uniforms were on display. Guests also were treated to a video showcasing members of the College community. Faculty, current students and alumni shared stories about on their experiences at BSMCON and the impact those experiences have had during their time at the College and beyond. Following the video, donors at three tier levels were honored for their contributions to the Laura Murphy Student Relief Fund. Named after a former dean of nursing, the fund supports students experiencing financial crises such as emergency vehicle repairs and lack of money to pay housing, utilities and grocery bills, events that might prevent them from continuing their education.



Davia



Eck



Jasinski



Dowling

Presenting the Alumni Awards

One highlight of the evening was the presentation of the inaugural Alumni Awards. Three awards were given to alumni nominated by their peers. These awards were presented by Casey Shinualt, MSN, RN, chair of the Alumni Advisory Board and Class of 1998.

The first award presented was Contribution to the Profession. This award honored an alumnus who exemplifies lifelong learning, servant leadership and dedication to advancements in nursing. The recipient demonstrates leadership, promotes nursing scholarship and best practices, advocates for supportive policies, raises awareness of nursing challenges and serves as a role model of excellence for colleagues.

Alumna Kristen Prince, MSN, RN, was the recipient and was recognized for prioritizing her staff and patients. Prince’s roles included nurse manager and director of endoscopy at Bon Secours Richmond, and she contributed to the University of Virginia, opening a new endoscopy center, creating a technician council and implementing the “Manage My Surgery” application. A recipient of the DAISY Leadership Award, Prince believes, “People may

forget what you said or what you did, but not how you made them feel!”

The Contribution to the College award honors an alumnus for their dedication to advancing the College’s mission. Through efforts in fundraising, student engagement and advocacy, they consistently champion BSMCON within their personal and professional networks. This award recognizes their commitment to supporting the College’s community and promoting its mission through their time, talents and treasure.

Kimberly Brownie, MSN, RN, recipient of the Contribution to the College award, exemplifies exceptional dedication to fostering growth and engagement within the College. A former clinical coordinator, and clinical educator in the endoscopy department at Bon Secours Memorial Regional Medical Center, she earned her master’s degree in nursing education in 2016 and transitioned to teaching at BSMCON.

An assistant professor since 2019, Brownie has played a key role in student success through mentorship, practicum leadership and student orientation. Beyond teaching, she has made significant contributions to college

INAUGURAL ALUMNI AWARDS



CONTRIBUTION TO THE PROFESSION
Kristen Prince, MSN, RN
Class of 1984



CONTRIBUTION TO THE COLLEGE
Kimberly Brownie, MSN, RN
Class of 1996



OUTSTANDING ALUMNI
Kathy Faw, MSN, RN
Class of 2005

committees and outreach efforts, including Remote Area Medical trips and local community service. A leader in her field, she is active in professional organizations, presenting at national conferences and promoting education and professional growth. Brownie's commitment to her students, colleagues and community embodies the College's mission of care and service.

The Outstanding Alumni award honors an alumna who embodies the mission and values of the College through professional excellence, leadership and contributions to the nursing community. They reflect the spirit of the Sisters of Bon Secours by demonstrating service, quality and compassion while fostering health and wholeness in their community. With a commitment to lifelong learning, they continually expand their knowledge and skills. The recipient exemplifies servant leadership and inspires others to do the same, achieving notable professional or academic success.

Kathy Faw, MSN, RN, the recipient of this award, is described by her two nominators as someone who has epitomized the mission and values of the College and Bon Secours Mercy Health during her 20 years of service. Faw served as an alumni lead for seven years before becoming full-time faculty, dedicating countless hours to driving Global Outreach fundraising initiatives. On a mission trip to Haiti, she inspired students by demonstrating compassion and service, speaking to villagers in their native Creole and providing quality care under challenging conditions. A lifelong learner, she co-authored a 2023 article with another faculty member, JeanMarie Digges, MSN, RN, highlighting how Global Outreach fosters collaboration, cultural humility and spiritual growth. Though no longer full-time faculty, she remains committed to serving Global Outreach and the College, stating she is "still here, willing and able to serve."

Each award recipient received an engraved trophy commemorating their inaugural award. Gala attendees congratulated Prince, Brownie and Faw, and look forward to nominating other worthy individuals in the coming years.

As the College celebrated its 60th anniversary and honored the first graduating class, BSMCON reflected on its rich history and looked to the future. Bon Secours Memorial College of Nursing continues to shape health care by educating nurses with compassion, excellence and purpose, building a legacy that will continue to impact countless lives.



60

years of

of educational
excellence and
compassionate
care in nursing



Original School

1960s

▶ **1961**

Original officers of the Student Government Organization (SGO).



▶ **1962**

First capping ceremony



▶ **1964** Students in clinical education.



▶ **1968** Student Nurses Association student members.



1970s



▶ **1970** The Pinning ceremony, a nursing tradition.

▶ **1973** First Black students and first male student graduates.



▶ **1974** Students in class.



▶ **1978** Clinical education.



1980s

▶ **1980**

Bandaging techniques.



▶ **1982**

The candle lighting ceremony.



▶ **1984**

Students in skills lab.



▶ **1986**

Studying for exams in the library.



1990s

► **1991**

Mother/infant clinical training.



► **1993**

30 years later, the SGO is still representing students.

► **1998**

RMH and the affiliated nursing school join the Bon Secours Health System. The school is renamed Bon Secours Memorial School of Nursing.



► **1999**

New uniforms to reflect the name change and ministry connection.

2000s

► **2000**

Bon Secours Memorial School of Nursing moves to Magellan Parkway, the current campus.



► **2000**

First mission trip to Haiti; sparks Global Outreach which continues today.



► **2007**

Students conduct research, present findings.



► **2009**

State-of-the-art clinical simulation education.



2010s

► **2013**

The school transitions to a baccalaureate degree-granting college in 2010, graduates its first BSN class in 2013.



► **2015**

DAISY Faculty Award is launched.



► **2019**

First White Coat Ceremony is held.



2020s

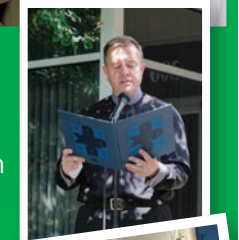
► **2020**

COVID-19 brings socially distant graduation, including a lighting ceremony.



► **2021**

Opening and blessing of new Clinical Simulation and Learning Center.



► **2022**

Global missions return; students serve in Dominican Republic.



► **PRESENT**

Hybrid learning, study abroad, independent study, externships and service learning to complement classroom education that prepares students for today's health care landscape.



EMPOWERING FUTURES: Stories of Resilience and Gratitude at Scholarship Reception

Nearly 200 scholarship donors, student scholarship recipients and their guests gathered for the annual Bon Secours Memorial College of Nursing Scholarship Reception last September at the Country Club of Virginia. This event served as a heartfelt celebration of generosity and resilience, bringing together those who support nursing education and the dedicated students who benefit from their kindness.

The program kicked off with a warm welcome and inspiring remarks from Dr. Chris-Tenna Perkins, the campus director and dean of academic affairs. Perkins highlighted the importance of community support in fostering the next generation of health care professionals. Following her address, Dr. Brian Baird shared a moving reflection, setting a tone of gratitude and hope for the evening. One of the standout stories came from recent graduate Autumn Little, who candidly shared her personal journey through nursing school and the profound impact that receiving a scholarship has had on her educational path. Little, who received the Edna Marie Reader Nursing Scholarship, accepted a position in the oncology unit at St. Mary's Hospital.

This gathering offered donors a unique opportunity to connect with the students who directly benefit from their generosity. Among the attendees was senior nursing student Chelsea Aaron, who had the chance to meet and express her gratitude to members of the Randolph family, the donors behind the Randolph Family Scholarship. This scholarship, originally established to honor the parents of Malcolm Randolph, is awarded to a student committed to the values of Bon Secours and enrolled in the BSN program.

Aaron, the 2024 recipient of the Randolph Family Scholarship, was especially pleased to connect with Malcolm Randolph's daughters, Beverly Campbell and Margaret Pace, during the reception. She took the opportunity to share her inspiring story. Aaron's nursing journey began in 2020 during a challenging time in her life when she was grappling with depression. Overjoyed to be accepted into the program, she began her studies during the pandemic and soon discovered she was pregnant.

Relocating two hours away from campus, she faced the daunting task of traveling four hours round trip for clinicals. On Jan. 8, 2022, Aaron welcomed her son Wyatt into the world, but not without facing the trauma of a difficult delivery that required a NICU stay for her newborn. Though she took a semester off to recover, her determination to continue her education never wavered.

As life presented further challenges, including an unhealthy home environment, Aaron leaned on her academic advisor for support. She managed to stay focused on her studies while juggling her responsibilities as a new mother, often completing assignments with Wyatt by her side in a pack and play. Driven by her passion for nursing and the desire to create a

better life for herself and her son, she made the brave decision to leave her difficult situation and is now thriving as a new BSN graduate.

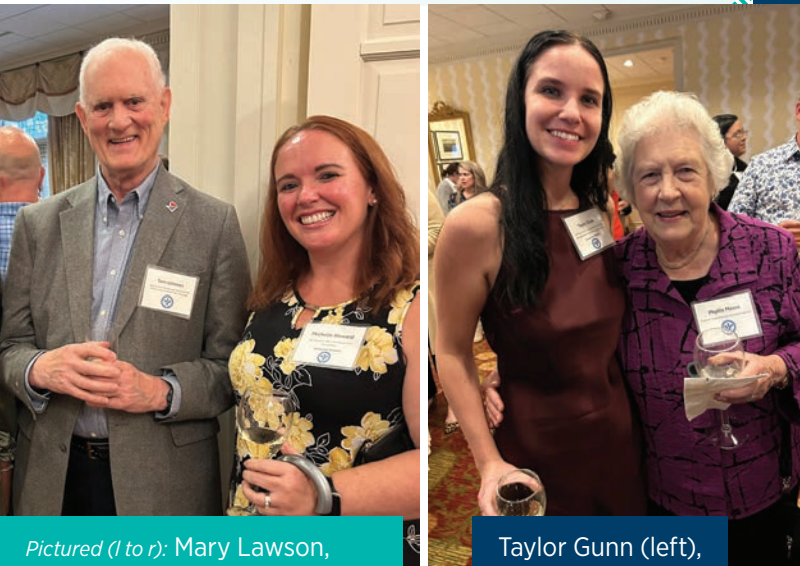
In her heartfelt message to the Randolph family, Aaron expressed deep gratitude: "I believe it's important for you to understand that while we know that everyone has a different story, a different 'why,' and a unique series of hurdles, I am profoundly thankful for individuals like each of you who contribute to the Randolph Family Scholarship; your support has been instrumental in my journey. I proudly crossed the graduation stage with my head held high, knowing I persevered through some of the darkest times in my life. With

Chelsea and Wyatt Aaron
with the RANDOLPH FAMILY



God's guidance and the support of the Randolph Family Scholarship, I am reminded that there are incredible people willing to help single mothers like me. Your generosity goes far beyond financial assistance; it empowers me to change my life so that I can, in turn, help others transform theirs."

The scholarships available to our students are made possible through the generous contributions of our donors, and their impact can be truly transformative. Nursing scholarships are essential in shaping the future of health care by breaking down financial barriers, nurturing a commitment to the profession, encouraging academic excellence and inspiring the next generation of health care leaders. By promoting equity, excellence and innovation within the health care system, these scholarships ultimately enhance patient care and contribute to healthier communities. Additionally, they offer a meaningful way to honor a loved one or to give back, creating a legacy that benefits future generations. To learn more about establishing a scholarship, contact Paige Bullen at paige_bullen@bshsi.org.



Pictured (l to r): Mary Lawson, Tom Johnson, Michelle Howard

Taylor Gunn (left), Phyllis Moore

Scholarships

The following scholarships were awarded to students during the 2023–2024 academic year.

MERIT-BASED SCHOLARSHIPS

Gloria H. Booker Scholarship:

This scholarship was established in honor of 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.

Walter H. Hilburn Endowed

Merit Scholarship: This is a merit scholarship available to full-time students with demonstrated academic merit. It was established to honor the life of Walter H. Hilburn, father of Dr. Melanie H. Green, RN, chancellor, Bon Secours Mercy Health Higher Education Institutions.

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.

George M. Modlin, PhD

Scholarship: Established to honor Dr. George Matthews Modlin, former president of the University of Richmond and a founder of the Richmond Memorial Hospital School of Nursing, this scholarship is awarded to a student who shows promise and has the 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% of his or her class.

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.

Turner Memorial Scholarship:

Established to honor the memory of Betty Jane Turner, RN, this scholarship is awarded to a student who is actively enrolled at the Bon Secours Memorial College of Nursing and who has demonstrated merit and financial need.

The Oscar Frommel Smith Nursing Merit Scholarship:

This endowed nursing scholarship honors the life and legacy of Oscar Frommel Smith, a prominent Norfolk, Virginia, businessman. He was president of Smith-Douglass Company. He was known for his community work and in 1947 was named Norfolk's First Citizen by the Cosmopolitan Club for his work as head of the United War Fund. It is funded by grants from the Oscar F. Smith/Marjorie Smith Chase/Angie Newman Johnson Fund, held by the Charlottesville Area Community Foundation. The trustee for the fund is Thomas N.P. Johnson III, who is thanked for the scholarship. Recipients must be enrolled full time, maintain a GPA of 3.0 and make satisfactory academic progress. Funds will be directly deposited into the recipient's account and may only be used for the cost of education at Bon Secours Memorial College of Nursing.



MERIT-/NEED-BASED SCHOLARSHIPS

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 full time in the BSN program with satisfactory academic progress, demonstrate financial need and maintain a GPA of 3.0.

Louise T. Cole Scholarship:

This scholarship was established by Dr. Melanie H. Green, chancellor, Bon Secours Mercy Health Higher Education Institutions, in honor of her mother, Louise T. Cole. It is awarded to students who demonstrate financial need and exhibit academic achievement.

Alberta Fulper Endowed Nursing Scholarship:

This scholarship was established by Fulper's husband, Richard Fulper, Jr. and daughter, Dr. Diane Smith, to honor her memory and to pay it forward to support future nurses. The scholarship is awarded to students who demonstrate financial need and have successful academic performance. "This is my way of showing gratitude and giving back to the profession which has afforded me rich opportunities and experiences in lifelong learning," said Smith, RN, assistant professor at Bon Secours Memorial College of Nursing.

Sidney R. Jones III, MD Nursing Scholarship:

This scholarship was 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.

Phyllis A. Moore Endowed Nursing Scholarship:

This endowed nursing scholarship honors Phyllis A. Moore, former president of the Stuart Circle Hospital School of Nursing Alumnae. It is granted to students who meet both financial need and merit-based requirements.

Pauley Family Foundation Scholarship:

This scholarship is a gift from the Pauley Family Foundation for full-time nursing students with demonstrated merit and financial need.

Jean Ritz-See Scholarship:

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

Ed and Susan Scott Endowed Nursing Scholarship:

Established to honor the memory of Ed Scott, this academic merit scholarship is awarded to a student with demonstrated financial need.

The Virginia Hunter Marshall Simpson Endowed Nursing Scholarship:

Established in memory of Virginia Hunter Marshall Simpson, by her loving husband, John Simpson, the scholarship is award to students exhibiting financial need and academic merit.

Stansbury-Binns Scholarship:

Established by the Binns family in honor of the great care their parents, Frances and Bob Stansbury, received from Bon Secours providers during their lifetime of 90-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

Bon Secours Richmond Health Care System Medical Executive Nursing Scholarship:

This scholarship, sponsored by the Medical Executive Committee of Bon Secours Richmond Health Care System in honor of National Doctor's Day 2024, is to be distributed based on student need.

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.

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

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.

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.

Klaus Family Scholarship:

This scholarship honors the Klaus family and is available to all pre-licensure BSN students who demonstrate financial need.

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.

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, 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. The recipient possesses and demonstrates leadership ability and exhibits good citizenship and College spirit.

Sarah F. Richardson Endowed Scholarship: Richardson was a longtime member of the Bon Secours Memorial College of Nursing faculty who had also served in the U.S. Army.

Created by her parents, this scholarship was established 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.

Mary Catherine Rotert Endowed Scholarship: Believing that “nurses help nurses,” this endowed scholarship was established to give back. It is awarded to students who demonstrate financial need as well as a desire to give back to the community and/or plan to continue their nursing careers by pursuing an advanced degree.

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.

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

family connections to the Stuart Circle Hospital School of Nursing.

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

James M. Wilson III and Peggy A. Wilson Endowed Scholarship: This scholarship was established by Peggy Wilson in loving memory of Jim Wilson. It is awarded to students who are actively enrolled at Bon Secours Memorial College of Nursing, demonstrate financial need and are meeting the requirements of satisfactory academic progress.

GENERAL SCHOLARSHIPS

Ralph and Alfretta Ardabell Nursing Scholarship: Established by Toni R. Ardabell, former president of the Bon Secours Richmond Health System, to honor her parents, this scholarship is awarded to traditional BSN students who are actively enrolled at the College and are meeting the requirements of satisfactory academic progress.

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.

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

The Randolph Family Scholarship: This scholarship was established to honor the parents of Malcolm Randolph, who were longtime supporters of Bon Secours St. Mary’s Hospital. After their father’s passing in 2023 the Randolph family continues to support this scholarship in loving memory of their father and in honor of their mother. The scholarship is awarded to a student who demonstrates a commitment to Bon Secours values.

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 that nursing care is holistic, compassionate, innovative and “good help” to those in need.

RESTRICTED GENERAL SCHOLARSHIPS

Glenn LeBlanc Men in Nursing Scholarship: 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.”

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

RESTRICTED NEED-BASED SCHOLARSHIPS

Sophie Guillot Excellence in Nursing Scholarship: This scholarship was established by the family and friends of Sophie Guillot, a 2016 graduate of Bon Secours Memorial College of Nursing and a clinical instructor at Bon Secours Southside College of Health Sciences, to perpetuate her love of nursing and compassionate caring. This scholarship is awarded to students enrolled full time with

demonstrated financial need, a minimum GPA of 2.5 and demonstrated participation in community service initiatives.

Edna Marie Reader Nursing Scholarship: Edna M. Reader was a career certified nursing assistant (CNA). This scholarship was established to honor her memory by her children. The donors wish for preference to be given to students with financial need, CNAs seeking their BSN and single parents.

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.





WHERE CARE MEETS COMMUNITY:

The Heart of Global Outreach

The College of Nursing's Global Outreach program exemplifies the power of purpose-driven health care, providing students with meaningful experiences that go beyond the classroom while offering critical services to vulnerable populations. Through partnerships with organizations like Remote Area Medical (RAM), Mountain Mission School and the community of Tangier Island, the program fosters a deeper understanding of health care disparities and a commitment to compassionate care.

Remote Area Medical offers the opportunity to serve rural communities across Virginia, including Emporia, Luray, Montross and Grundy. During a fall break trip to Grundy, 16 students and faculty members, including Robin Whelpley, PharmD, BCPS; JeanMarie Digges, MSN, RN; and Deanna Allison, MSN, RN, provided medical, dental and vision services to residents in need. The group stayed at Mountain Mission School, where they connected with children from challenging backgrounds through crafts, games and educational activities.



Senior nursing student Samantha Osterman felt the experience was transformative:

The most impactful experience I've had thus far was my trip to Grundy as part of my Global Health Practicum. I attended two days of RAM, where hundreds of other health care professionals delivered services to the population. During our stay, we slept at Mountain Mission School, where we interacted with children of all ages who came from broken homes.

The Emporia RAM service trip included faculty members Diane Smith, DNP, RN; Kathy Ingersoll, MSN-Ed, RN; and Carrie Butler, MSN, RN, who led students in delivering care to hundreds of people in need. Additional clinics in Montross and Luray brought together faculty members Susan Wilkins, MSN, RN; Angela Shibley, MSN, RN; and staff member Erica Stubblefield, MEd, along with Arlene Holowaychuk, EdD, RN; Kathy Pedersen, MSN, RN; and Trina Gardner, MSN, RN, who guided students through the challenges of addressing health disparities in rural settings. These partnerships not only provided essential services but also gave students valuable opportunities to apply their skills in real-world environments.

On Tangier Island, a Chesapeake Bay community with fewer than

400 residents, students and faculty witnessed a way of life shaped by isolation and resilience. Five students — Alana Foster, Rihab El Jaouhari, Tineka Quarles, Brianna Ross and Vanessa Young — traveled to the island with faculty leaders Amy Feurer, PhD, RN and Kaitlin Chidley, MSN, RN. Before arriving, they studied the island's health care history through reading "Dr. Coptr," a book detailing the work of Dr. David Nichols, who flew his plane to the island weekly for over 30 years to care for residents.

The group spent two days immersed in the community. They worked at the Dr. David B. Nichols Clinic alongside physician assistant Inez Pruitt and her medical assistant, learning about the challenges of providing care in a remote setting. They also engaged with residents, experiencing the island's unique

culture and learning about the environmental pressures threatening its future. For Feurer, the visit was particularly meaningful. She had served as Nichols' nurse from 1995 to 2000 and flew with him on the same plane that carried her back to the island with this group.

Through these outreach efforts, the College of Nursing strengthens its mission to prepare students to serve others with empathy and excellence. The program equips students with practical experience, cultural awareness and a deeper sense of purpose while meeting critical health care needs in underserved communities. These initiatives leave a lasting impact, inspiring students and reaffirming the importance of community-focused care.



Bridging the Classroom and to Community

with Alternative Spring Break

As Bon Secours Memorial College of Nursing celebrates 60 years of excellence, the Alternative Spring Break (ASB) program remains a cornerstone of its mission to prepare nurses to lead with empathy, compassion and purpose. In March 2024, the program once again proved its profound impact, inspiring students and alumni to serve their communities in meaningful ways.



ASB students, alumni and staff participants provided over 150 combined hours of service in partnership with seven local organizations: The Sacred Heart Center, Richmond CARITAS, United Methodist Family Services, the Ronald McDonald House, Shalom Farms, Evelyn D. Reinhart Guest House and Housing Families First.

For nursing student Renika Starks, ASB was a life-changing experience. She joined the program to explore how nurses can connect patients with community resources, a skill she believes is essential to holistic care. One experience that stood out to Starks was visiting a shelter offering a safe haven for individuals in need. “It felt like a real home,” she said. “Seeing the shelter inspired me to think about how I can make a difference in the community, not just as a bedside nurse.”

Starks credits ASB with helping her develop critical leadership and public speaking skills while forming relationships that continue to shape her view of service. Since participating, she has traveled to Ireland to learn about the Sisters of Bon Secours and helped build a playground in Baltimore, deepening her commitment to creating meaningful change.

For six decades, BSMCON has cultivated a culture of excellence and service, producing nurses who are both skilled caregivers and compassionate leaders. Programs like ASB embody this legacy, bridging the gap between academic learning and real-world impact. By instilling in students a lifelong commitment to service, ASB has become a powerful testament to the College’s mission, empowering students and alumni to create meaningful change in their communities and beyond.



Renika Starks

A Lasting Impact of the Laura Murphy Fund

From his humble beginnings in Sierra Leone, West Africa, to becoming a dedicated nurse and educator, Alusine “Al” Komeh’s story is a powerful testament to resilience, perseverance and the life-changing impact of compassion and generosity.

Growing up, Komeh, BSN, RN, aspired to a career in medicine, but financial constraints put that goal out of reach. After relocating to the United States, he found a new opportunity to pursue his dream and build a career focused on helping others.

After completing his Bachelor of Science in Nursing at BSMCON in May 2020, Komeh began a nursing journey that not only changed his life but also shaped his passion for helping others during their most vulnerable moments.

“Nursing is not just a career for me,” Komeh said. “It’s a calling.” His academic journey, however, was not without challenges. Personal and financial obstacles nearly forced him to abandon his dream.

“There was a point when I almost dropped out,” he said. “However, the faculty and staff saw my potential as more than just a student. They encouraged me and provided resources that helped me persevere.”

Among those resources was the Laura Murphy Fund, an emergency fund available to students that became a lifeline for him during a time of immense hardship. In the face of homelessness and uncertainty, the Laura Murphy Fund became a symbol of hope and determination.

“When I learned about the fund through the College’s student advising and financial aid offices, I was at my lowest point,” Komeh said. “The financial assistance gave me the confidence to continue my education and achieve my dream of becoming a nurse.”

For Komeh, the fund was more than just financial aid. It also was a reminder of the kindness and generosity of others. “I remember the moment I was told my application was approved. It was a wave of relief and gratitude. That

support reaffirmed my belief that people genuinely care and want to see others succeed.”

Since graduating, he has dedicated himself to making a difference, both in his role as a weekend charge nurse in the progressive care unit and as a recent adjunct faculty member at BSMCON.

“As a charge nurse, I lead and mentor a team to ensure the best outcomes for our patients. As an educator, I guide the next generation of nurses, watching them grow into confident professionals,” Komeh said.

Currently in the final semester of his Doctor of Nursing Practice program at Virginia Commonwealth University School of Nursing, he is set to graduate in spring 2025. His commitment to patient care and mentorship has been shaped by the generosity he received.

The Laura Murphy Fund inspired me to give back and support others facing challenges like I did. It taught me the importance of community and compassion.



RN-BSN Student Spotlight:

Rachel Newcomb

Registered nurse Rachel Newcomb's passion for nursing was sparked by a desire to help others, particularly her family. She enrolled in her high school's LPN program, which solidified her decision to pursue a nursing career, and then completed an associate degree in nursing from Reynolds Community College.

As an operating room nurse in the Ambulatory Surgery Unit at St. Mary's Hospital, she wanted to pursue leadership roles in her future and knew that earning a bachelor's degree in nursing would give her the skills and confidence to reach her career goals.

As a student in the College's RN-BSN program, she has received support and access to resources that have been key to her success. "I appreciated having

access to the library, advisors and faculty whenever I needed support," she said. "The kindness and professionalism of the staff made my experience truly enjoyable."

For Newcomb, enrolling in two courses per semester was ideal for balancing work and school. She encourages prospective students to embrace the opportunity to grow. "Take the courses at a pace that works for you, and don't rush the

process," she said. "The program is exemplary and worth every effort."

Reflecting on her experience, Newcomb said the greatest reward has been achieving her BSN and the personal growth that came with it. "Finishing with my BSN feels like such an accomplishment," she said. "I set a goal for myself, and now I have a new skill set to build on for the future."



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Serving Locally, Learning Globally:

Recent BSN Graduate Autumn Little's Journey in Nursing and Service

Autumn Little's decision to pursue nursing as a second degree was driven by a lifelong passion for health care and a desire to make a difference. Her journey began with a fascination for the human body and a drive to understand how it works. She knew early on that a career outside of medicine would not capture her attention the way nursing could.

Her older sister, an experienced nurse, played a significant role in shaping her path. Little would listen intently as her sister shared stories from the hospital, and it became clear to her how impactful the work could be. "I was amazed by how much of a difference she was making in people's lives," Little said. "From there, I knew nursing was for me."

Choosing Bon Secours Memorial College of Nursing felt like a natural step. Little was drawn to the College's strong mission to serve others, which resonated with her own values. She saw it as the ideal environment to foster her growth as a nurse and as a person. "Nursing school is tough, but when you come in with the mindset that you want to better not just your patients but yourself, it changes how you approach everything," she said. "The assignments, the exams — they're all just part of the process of becoming the kind of nurse I want to be."

A transformative experience for Little came in the form of study abroad opportunities. Her trips to Paris and Ireland expanded her understanding of both the Bon Secours mission and global health care systems. In Paris, she had the chance to connect with the Sisters of Bon Secours, who have dedicated their lives to serving others through healing. "Spending time with the Sisters and seeing the roots of Bon Secours firsthand made me appreciate the mission on a deeper level," Little said. "It was an honor to learn about their legacy of care."

In Ireland, Little had the opportunity to explore the Bon Secours health care system abroad. Comparing it to the system in the U.S. gave her precious insights into the challenges and opportunities of delivering care in different contexts. Both trips highlighted the importance of service, collaboration and the power of health care to bring about meaningful change. "It was amazing to see how the mission has grown

from its origins in Paris to the global network it is today," she said. "I came back with a renewed sense of purpose and a deeper understanding of what it means to be part of this healing mission."

Little has also made time to serve with Remote Area Medical and as an officer in the Student Government Organization. Her time at the RAM clinic, where she worked alongside seasoned nurses, was particularly eye-opening. "It was humbling to work with nurses who have been in the field for years, many of them retired and still willing to volunteer their time to help others," she said.

As a December 2024 graduate, Little will begin her career as an oncology nurse while also serving as a participant in the Nurse Corps, working in underserved communities in the greater Richmond area. Her long-term goal is to become a women's health nurse practitioner.

My advice to other nursing students would be to remember why you wanted to become a nurse in the first place. Nursing school can be tough, and there will be times when you feel exhausted, but pushing through and keeping your focus on the bigger picture is key.



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