

Strengthening Our Impact



2025
ANNUAL REPORT



 **Bon Secours**

Memorial College of Nursing
Southside College of Health Sciences
St. Mary's Hospital School of Medical Imaging

BON SECOURS RICHMOND HIGHER EDUCATION INSTITUTIONS



MISSION STATEMENT

Our mission is to develop compassionate health care professionals to fulfill the workforce demands of tomorrow.

VISION STATEMENT

Inspired by God's hope for the world, we will be a ministry where students want to learn, faculty want to teach, associates want to work and graduates flourish.

VALUES

We affirm the values of Bon Secours Mercy Health:

HUMAN DIGNITY

We commit to uphold the sacredness of life and to be respectful and inclusive of everyone.

INTEGRITY

We commit to act ethically and to model right relationships in all of our individual and organizational encounters.

COMPASSION

We commit to accompany those we serve with mercy and tenderness, recognizing that "being with" is as important as "doing for."

STEWARDSHIP

We commit to promote the responsible use of all human and financial resources, including Earth itself.

SERVICE

We commit to provide the highest quality in every dimension of our ministry.

Bon Secours Richmond Higher Education Institutions Annual Report 2025

The Bon Secours RHEI annual report is published by the Office of Enrollment Services.

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BSMCON



A LOOK BACK AT 2025-2026



SCHS



SOMI



You may notice that our 2025 Annual Report brings together, for the first time in print, all three Bon Secours Richmond Higher Education Institutions (RHEIs), highlighting our programs in nursing, radiologic technology and diagnostic medical sonography. The RHEIs are Bon Secours Memorial College of Nursing, St. Mary's Hospital School of Medical Imaging and Southside College of Health Sciences. Within these pages, you will meet the dedicated teams who lead our programs and guide our students, keeping service, compassion and care at the heart of every curriculum.

LETTER FROM THE CHANCELLOR



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

As we continue to grow across the greater Richmond region, so does our faculty and staff. We are proud to welcome talented, service-minded associates who are committed to supporting the next generation of health care professionals. We invite you to read about our newest colleagues and how their varied backgrounds and experiences brought them to the RHEIs.

Last August, our united campus community came together at Convocation to launch the academic year under the theme Strengthening Our Impact, a message that has guided our work throughout the year. Our goal is simple: to strengthen our mission. We do this by expanding our reach, deepening outcomes, building meaningful partnerships and ensuring long-term sustainability, so that both our graduates and the communities they serve are better supported.

With this goal in mind, we recently launched the Direct Entry Master of Science in Nursing (DE-MSN) program at Memorial College of Nursing, designed to accelerate the entry of new registered nurses into the workforce.

This program addresses the ongoing nursing shortage in the U.S., focusing on both the quantity and quality of nurses. Qualified applicants have earned a bachelor's degree in a non-nursing field and are ready to become graduate-level prepared registered nurses. Instruction is delivered in a hybrid format, combining online coursework with in-person clinical experiences, equipping students with the clinical, leadership and professional competencies needed to succeed in just two years. The inaugural class begins this fall. We are proud to be among just a handful of institutions to offer such a program. Learn more at www.bsmcon.edu/de-msn-interest.

As this issue reaches you, our Global Outreach and Students in Service teams are delivering compassionate care to communities both near and far, from right here in Richmond to Puerto Plata, Dominican Republic. Last year's global mission took students to Eldoret, Kenya, for an immersive experience in partnership with the Moi University School of Nursing. Read more about this cultural experience on pages 18-19.

These dedicated servant leaders — our students, colleagues and community partners — embody our shared commitment to service. Together, we are strengthening our impact and continuing to move our mission forward.

Staff and Faculty News and Developments



Bayton



Carmona



Das



Greene-Decambre



Harry

BON SECOURS RICHMOND HIGHER EDUCATION INSTITUTIONS

NEW STAFF

Amber Bayton, MA, Alumni Relations Coordinator

In this role, Bayton will leverage her experience and skills in support of our alumni engagement efforts through strategic communications, programming and relationship building. Bayton has a background in development and community building in support of athletic and charitable organizations including Special Olympics Virginia, the Washington Commanders and the Washington Nationals. She earned a Master of Arts in strategic communications from National University and a Bachelor of Science in sport management and marketing from Methodist University.

Purcell Bowles Simulation Technical Specialist

Bowles joined the Clinical Simulation and Learning Center last April. As a technical specialist, he prepares and executes clinical simulations for student learners as well as provides technical support to faculty and students. He continues to gain knowledge and experience with the simulation software (LLEAP) to improve the immersive training experience for the learners and with the simulation family of manikins. Bowles earned a certificate from ECPI in computer technology. Prior to joining the College, he worked as both a surveillance technician and electronic technician in private industries.

Elinor Carmona, BS Institutional Effectiveness Coordinator

As a member of the Institutional Effectiveness team, Carmona supports institutional and regulatory accreditation, survey administration, and policy and compliance processes for the RHEIs. Before joining Bon Secours, she served as a membership analyst at the United Network for Organ Sharing (UNOS), where she supported hospitals and physicians in maintaining organ transplant programs in compliance with Organ Procurement and Transplant Network (OPTN) policies. Carmona graduated from Purdue University with a Bachelor of Science in public health, with a concentration in behavioral social sciences.

Dilip Das, PhD, Director of Dignity and Unity, Mercy College of Ohio and Bon Secours Richmond Higher Education Institutions

In this role, Das collaborates with associates across the colleges to align BSMH's mission and values with actions, policies and practices. Prior to joining BSMH, he spent a combined 20 years

as part of administration and leadership of student, faculty and staff programs in the Office of the Provost at the University of Michigan and served as vice president and cabinet member of the University of Toledo. Das earned a doctorate in higher education administration from the University of Toledo, a master's degree in curriculum and instruction from Northern Illinois University, and a bachelor's in biology from St. Olaf College.

Clifford Ford, BS Information Technology Manager

Ford manages our information technology (IT) desktop support team for all three campuses. He has worked in IT for many years as a government contractor, with Virginia ABC, at the Graduate Management Admission Council and most recently at Bon Secours Memorial Regional Medical Center. Ford earned a Bachelor of Science degree in computer science from James Madison University.

Jacqueline Greene-Decambre Admissions Assistant

Greene-Decambre joined the College in February of last year as our new admissions assistant for both Bon Secours College of Nursing and St. Mary's Hospital School of Medical Imaging. She has more than 20 years of experience in health care, finance and customer service. Prior to joining Bon Secours, she spent six years as a credit balance specialist at Ensemble Health Partners. Greene-Decambre is studying media production and American Sign Language at Reynolds Community College.

Mackenzie Harry, MEd Academic Advisor, Student Success

Harry joined the Student Success team at Bon Secours Memorial College of Nursing (BSMCON) last June. As an academic advisor, she helps students with academic planning, degree completion and career-aligned educational goals using campus resources including career services, counseling and student life programs. Harry completed a Master of Education in college student personnel administration at James Madison University and a Bachelor of Arts in history from Longwood University.

Tori Keel, EdD Director of Student Success

As the director of student success, Keel provides leadership and oversight for all three schools in the Bon Secours Richmond Higher Education Institutions (RHEIs) Center for



Keel



Koranteng



Hearne



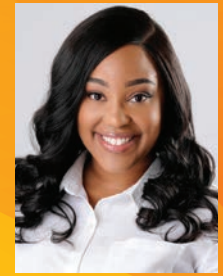
Hearne



McGhee



Siedlarczyk



Tyler

STAFF AND FACULTY NEWS AND DEVELOPMENTS

Student Success, ensuring that students have the support needed to excel academically, personally and professionally. Her purview includes disability support services and academic accommodations, student success advising, holistic student wellness and mental health support, early alerts, effective study and testing taking strategies, time management, student engagement and academic progression. Keel is licensed as a clinical social worker. She earned a bachelor's degree in psychology and English literature from the University of North Carolina at Wilmington, a master's in social work from the University of South Carolina and a doctorate in educational leadership from Virginia Commonwealth University.

Anna Koranteng **RHEI Senior Institutional Research Analyst**

Koranteng recently joined the RHEI to support our continuous improvement strategic initiatives through the provision of high-quality data analyses, reporting, assessment and research that will inform planning and decision-making. She has 15 years in higher education as adjunct instructor, assessment coordinator, research analyst and project manager. Koranteng holds a Master of Science in gerontology from the University of North Carolina at Greensboro, a Master of Arts in sociology from North Carolina Central University, and two bachelor's degrees in French and sociology from Hollins University.

Sara Hearne, BA **Student Affairs Operations Coordinator**

Hearne recently transitioned to the BSMCON campus as the new operations coordinator role after initially serving as the administrative assistant at Southside College of Health Sciences for the last year. She was introduced to Bon Secours through her sister Lauren, who works for the Sisters of Bon Secours in their Young Adults Program. Inspired by the organization's mission and values, she joined the team and is grateful for the opportunity to make a meaningful impact and foster positive learning within Student Affairs. Hearne received a Bachelor of Arts degree in communication studies from Christopher Newport University.

Sarah Hearne, BA **Admissions Specialist**

As an admissions specialist, Hearne provides admissions support for all programs at both SCHS and BSMCON. She helps guide prospective students through each stage of the admissions process, offering personalized support and ensuring a smooth

and welcoming experience. Prior to joining the RHEIs, her experience included student services, supporting students in exploring postsecondary options, preparing for college entrance exams, navigating the FAFSA, and engaging in career and college exposure opportunities. Hearne earned a Bachelor of Arts in history from Randolph-Macon College.

Cassie McGhee, MEd **Coordinator of Student Engagement**

McGhee oversees student organizations and groups, including College Ambassadors and Students in Service, for BSMCON, SOMI and SCHS. Additionally, she plans and coordinates spirit activities, leadership programming and engagement initiatives. She also supports alumni and campuswide events as part of the Office of Student and Alumni Affairs team. She has worked in higher education for several years and came to us from Old Dominion University. McGhee received a bachelor's degree in public relations from Virginia Tech and a master's degree in higher education administration from the College of William & Mary.

Kaitlyn Siedlarczyk, MA **Instructional Designer**

Siedlarczyk comes to the RHEIs with a background in teaching secondary education in Richmond Public Schools (RPS). She transitioned to instructional and curriculum design in RPS and was just recently an instruction designer in the corporate sector. Siedlarczyk brings to the table a wealth of experience in curriculum and instructional design, training and development, and instructional technology. She earned both her Master of Arts in secondary education and teaching and a bachelor's degree from VCU.

Timara Tyler, MEd **Student Success Advisor**

Tyler brings to the RHEIs several years of experience in higher education and student advising at area schools including VCU, Reynolds Community College (RCC), Richard Bland College of William & Mary, Old Dominion University and EAB. She has a background in mental health and previously served RCC as their behavioral intervention counselor. Tyler support students with advising at CON, and SCHS, working primarily with incoming sophomores at CON and she will begin working with SCHS nursing students (ASN and LPN) beginning in term 2. She earned a master's degree in education from Old Dominion University and a bachelor's degree from the University of Virginia.



Farrell



Gentry



Glackin



Gray



Johnson



Mayer



McConnell

BON SECOURS RICHMOND HIGHER EDUCATION INSTITUTIONS

NEW FACULTY

Jennifer Farrell, DNP, RN

Clinical Associate Professor, BSMCON

Farrell comes to the College with 29 years as a registered nurse with experience in adult critical care, followed by 16 years in radiology. She is a Certified Radiology Nurse through the Association for Radiologic and Imaging Nursing and spent 10 years at the Richmond VA Medical Center as the clinical coordinator for radiology. Farrell led national initiatives to standardize interventional radiology documentation and procedures in Cerner EHR and is Lean Six Sigma certified as a green belt. She holds a bachelor's degree in physiology from Radford University. She also earned both a bachelor's degree and a master's degree from Western Governors University. She earned her Doctor of Nursing Practice from Capella University. Farrell teaches NUR 3112P.

Marcie Gentry, MSN, RN

Associate Professor, BSMCON

With 21 years of nursing experience, Gentry has spent most of her nursing career specializing in mental health, addiction, eating disorders and forensics. She earned a Bachelor of Science in nursing from Bon Secours Memorial College of Nursing and a Master of Science in nursing leadership and management from Western Governors University. She is passionate about helping the most vulnerable populations. She started with the College as adjunct faculty in 2023 and transitioned to full-time faculty, teaching Behavioral Health Across the Lifespan.

Kristen Glackin, BSRS, RT(R)(ARRT)

Clinical Coordinator Education Experience, Radiologic Technology, SCHS

After 16 years as a radiologic technologist, Glackin transitioned to higher education to help prepare the next generation of imaging professionals. As the clinical coordinator for education experience, she creates and coordinates student clinical schedules while building collaborative relationships with clinical partners and other cooperating agencies. She is also a faculty member, teaching Medical Imaging and Radiation Biology and Protection. Glackin earned a Bachelor of Science in radiation sciences from Virginia Commonwealth University.

Katelyn Gray, MSN, RN

Instructor, BSMCON

Gray has served as a registered nurse for more than 18 years. Her extensive experience includes a decade as a level IV NICU nurse, several years as a pediatric nurse and a return to the NICU/MIU for three years. She taught women's health and pediatric practicum at VCU for five years as an adjunct instructor before joining BSMCON last year. She is a proud alumna of Bon Secours Memorial School of Nursing, and she earned her BSN from VCU and MSN from Liberty University. She currently teaches 2104P, Competencies for Nursing Practice.

Donna Johnson, MSN-Ed, RN

Assistant Professor, BSMCON

With 14 years of experience as a registered nurse, Johnson has dedicated eight of those years to bedside care in emergency medicine. She earned her Bachelor of Science in nursing from George Mason University and went on to complete a Master of Science in nursing education. Following the completion of her master's, her clinical expertise expanded to include geriatric and medical-surgical nursing. She has held faculty positions at several collegiate institutions, including Eastern Virginia Career College, Bryant & Stratton College, Germanna Community College and Marymount University. Since 2018, she has served as a nursing professional development coordinator at Memorial Regional Medical Center, supporting the emergency department, oncology unit, multispecialty unit and medical telemetry unit, as well as the Richmond Community Hospital emergency department. She currently teaches Nursing Fundamentals (NURS 2102) and Sophomore Practicum (NURS 2104P).

Sallie Mayer, PharmD

Associate Professor, BSMCON

With 25 years of clinical pharmacy and teaching experience, Mayer has worked in a variety of health care settings, including geriatrics, anticoagulation, diabetes, academia and ambulatory care. She is a Certified Diabetes Care and Education Specialist and established a diabetes program and interprofessional clinics in Richmond-area free clinics. She practiced at Bon Secours Laburnum Medical Center for eight years, managing patients with diabetes and medication access issues, taught at VCU School of Pharmacy for 10 years and taught advanced practice nurses at George Mason University. Mayer earned a bachelor's degree in English and government from University of Virginia, and both an MBA and a Doctor of Pharmacy from Shenandoah



Robson



Jenkins



Runne



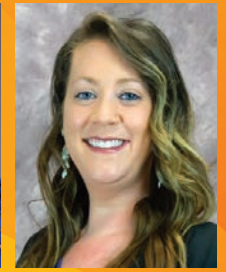
King



Myrick



Ratliff



Welsh

STAFF AND FACULTY NEWS AND DEVELOPMENTS

University. She teaches pharmacology courses PHAR 3101 and PHAR 3102 at BSMCON.

Maria (Angie) McConnell, MSN, RN Instructor, BSMCON

After serving four years in the United States Marine Corps, McConnell found her true calling in an unexpected moment — while delivering her son. During that experience, the wife of her company commander showed such compassion and professionalism that McConnell knew instantly she wanted to become a nurse. That encounter became the spark that would ignite a 25-year nursing career. Over the next two decades, she served in emergency departments across the country, from a level one trauma department to a small rural hospital. After she retired from clinical work, another unexpected encounter — meeting two nursing students in a coffee shop — changed her path and inspired her to pursue education. McConnell teaches 2104P, the practicum clinical experience at the hospital, where she guides the next generation of nurses.

Erin T. Robson MSN/Ed, RN Assistant Professor, Simulation Faculty

With 35 years of nursing experience, Robson has practiced in medical/surgical, gynecological, neonatal intensive care and nursing professional development areas. She spent five years as a Magnet program manager and three years as a Magnet nursing professional development specialist. She earned a Bachelor of Science in nursing from Dominican College and a Master of Science in nursing education from the University of Phoenix. As a member of the simulation team, she teaches Fundamentals Lab.

LEADERSHIP



Chrissie Perkins, PhD, RN, dean of academic affairs, is serving on the Transform Conference Subcommittee for AACN (American Association of Colleges of Nursing) for a two-year term that began in March 2025. The subcommittee plans the agenda for the 2025 and 2026 conferences. All subcommittee members are expected to attend the conference, serving as moderators and offering additional on-site assistance.

ACHIEVEMENTS

Jacqueline Greene-Decambre received a 2025 scholarship award from the Executive Women International (EWI), Richmond Chapter. EWI is an international nonprofit organization that brings together key individuals from diverse businesses for the purpose of promoting member firms, enhancing personal and professional development, and encouraging community involvement.

Janet Jenkins, MSN, RN, received the 2025 DAISY Faculty Award at BSMCON. This award recognizes the commitment and compassionate care demonstrated by nurse educators, serving to improve their retention and engagement and the overall work environment in academic and clinical settings.

Jackie Runne, BA, financial aid specialist, completed her National Associate of Student Financial Aid Administrators (NASFAA) Consumer Information credentialing course and successfully passed the exam in April 2025. This is a significant achievement, not only for Runne, but also for the College, as she can leverage her expertise to strengthen and enhance our consumer information practices.

DEGREES

Harris King, MDiv, bursar, earned his Master of Divinity from Virginia Union University in December 2024.

Benita A. Myrick, MSN, RN, nursing faculty member at Southside College of Health Sciences, completed a Master of Science in nursing degree (specializing in nursing education) last summer at Mercy College of Ohio. She also obtained her OB certification in inpatient obstetric nursing in April 2025.

Lara Ratliff, PhD, RN, clinical associate professor, earned a doctorate from Villanova University in December 2025. Her dissertation was titled “The Intersection of Intimate Partner Violence, Maternal Depression and Geographical Residence in Virginia.”

Kathy Welsh, BA, financial aid counselor, earned her Bachelor of Arts in accounting and human resource management from Mary Baldwin University in May 2025.



Yanez



Diacont



Keen



Kost



Zimmer



Bingat



Whelpley

STAFF AND FACULTY NEWS AND DEVELOPMENTS

CERTIFICATIONS

Sharlie Yanez, DNP, RN, assistant dean of the clinical simulation and learning center, completed the Certified Healthcare Simulation Educator (CHSE) certification. This credential is awarded by the Society for Simulation in Healthcare (SSH) to professionals who use simulation to train others in health care. This certification demonstrates expertise in using various simulation methods to improve patient care through education and research.

NEW ROLES

Robin Diacont transitioned to the role of admissions recruiter last November. She has been part of the Admissions team since June 2022 and continues to have a meaningful impact on the admissions and enrollment team, focusing primarily south of the river to connect with students, build relationships and represent our programs out in the community.

Leslie Keen, MEd, has accepted a new role as a senior student success advisor within the Center for Student Success. She will manage onboarding and training for student success advisors, oversee student programming and tutoring across programs and campuses, and serve as a role model for advisors. She remains the advisor for her current students.

Nick Kost, BA, transitioned to an IT support specialist position at SCHS. In this role, he helps the Southside College of Health Sciences students, faculty and staff with their technology needs.

Ashley Zimmer, MPH, BSRS, RT (R), is the new Radiologic Technology program director at Southside College of Health Sciences. She was previously with St. Mary's School of Medical Imaging.

PRESENTATIONS

Augustine K. Bingat, PhD, RN, adjunct professor, presented a poster at the September 2024 National League for Nursing (NLN) Summit. The poster was titled "Transforming Nursing Education: Unveiling Best Practices to Address Social and Structural Challenges Faced by Nursing Students."



Wilkins



Bates



Digges

Associate professor **Robin Whelpley, PharmD, BCPS**, delivered a podium presentation at the October 2024 Nursing World Conference titled "Understanding Test Anxiety and How to Help the New Generation Nursing Student."

Clinical associate professor **Susan Wilkins, MSN, RN**, delivered a presentation titled "Bolstering Sophomore Success: Integrating CBE Strategies in Baccalaureate Nursing for Enhanced Educational Outcomes" at the September 2024 National League for Nursing (NLN) Education Summit.

PUBLICATIONS

Monique Bates, EdD, director of compliance and risk management, has contributed a chapter titled "Navigating Shadows: Student Affairs Professionals Co-Facilitating Experiential Learning" in the newly released textbook *Experiential Civic Education: Encouraging Student Engagement Using the Field Immersion Framework*. The textbook, published by Routledge Taylor & Francis Group in April 2025, explores innovative approaches to fostering student engagement through experiential learning and community involvement. Bates' expertise in student affairs and experiential education makes this a valuable contribution to the field.

JeanMarie Digges, MSN, RN, clinical associate professor and professional coordinator, published a journal article titled "Answering the Call: The Impact of Global Service-Learning on BSN Graduates" in the October/December 2024 issue of the *Journal of Christian Nursing*.



Richmond Higher Education Institutions Celebrate Shared Mission and Growing Impact at Annual Convocation

The Bon Secours Richmond Higher Education Institutions (RHEI), Bon Secours Memorial College of Nursing, Southside College of Health Sciences and St. Mary's Hospital School of Medical Imaging, recently gathered for their annual convocation. The tradition brings together faculty, staff and administrators to launch a new academic year and celebrate the shared mission uniting the three institutions.

RHEI held its inaugural convocation last year at Lewis Ginter Botanical Garden, marking the first time representatives from all three colleges participated in the event. Dr. Melanie Green, chancellor of Bon Secours Mercy Health Higher Education Institutions, reflected on the theme "Stronger Together" and highlighted how the shared services model introduced in 2021 continues to enhance collaboration, expand resources and support student success across programs.

Building on that foundation, this year's convocation took place at Saint Michael Catholic Church and welcomed about 150 attendees. The focus was "Strengthening Our Impact," emphasizing expanded educational excellence, support for students' chosen career paths and deeper alignment with the ministry mission of Bon Secours.

Speakers included Dr. Dilip Das, director of Dignity and Unity, who offered a reflection on mission-centered leadership and the importance of connection across campuses. Sister Fran Gorsuch, a member of the Bon Secours Mercy Health Board of Directors, discussed the lasting influence of the Sisters of Bon Secours and their continued work to create meaningful impact in local communities. Britten Parker of the InnerWill Leadership Institute led values-based activities inviting participants to reflect on personal purpose, service and commitment to the broader mission.

Convocation programming across both years highlighted the history and mission of Bon Secours, the essential roles of associates and the strengths individuals bring to a unified ministry. Through storytelling, videos, strengths-based exercises and collaborative activities, RHEI continues to celebrate progress while renewing its dedication to collective growth.

Together, the gatherings set an inspiring tone for each academic year, grounded in unity, purpose and a shared commitment to strengthening RHEI's impact across the Richmond community and beyond.



STUDENTS IN SERVICE: Learning and Compassion Through Service



For nearly a decade, the Alternative Spring Break program gave students and alumni at the Memorial College of Nursing and the St. Mary's Hospital School of Medical Imaging meaningful opportunities to serve the Richmond community. Since its launch in 2016, ASB has engaged 86 students, eight alumni and 11 associates who contributed more than 2,140 hours of service with partners such as Housing Families First, the Evelyn D. Reinhart Guest House, the Sacred Heart Center, Shalom Farms, CARITAS of Richmond, Side by Side, Habitat for Humanity ReStore and Project Homes. Many participants described the experience as transformative, strengthening their call to serve and deepening their understanding of community needs.

ASB held its final service week in March 2025 as student schedules and needs continued to shift after the pandemic. While the program remained meaningful, fewer students were able to commit to a weeklong model. After careful reflection, the Office of Student and Alumni Affairs chose to sunset the program and introduce new service initiatives that honor its legacy while offering more flexible participation.

One of the most successful outcomes of this transition is Students in Service, a volunteer program first launched at Southside College of Health Sciences in fall 2024. Designed to offer structured, ongoing service opportunities throughout the year, the program quickly gained momentum. Its success led to its expansion to the Memorial College of Nursing and SOMI in fall 2025. Today, Students in Service has more than 60 active members across the three campuses.



The program supports RHEI values by building community, enhancing program outcomes and increasing awareness of the needs of marginalized populations in the region. To remain active, students complete at least one group service project each semester and may submit individual hours to reach required totals by graduation. Each service experience includes a short reflection session that helps students connect their work in the community with what they are learning in the classroom.

Students have served with partners including the Evelyn D. Reinhart Guest House, Crater Hospice Thrift Store, Colonial Heights Food Pantry, Chesterfield Food Bank

and Southside Regional Medical Center community garden. Prior to the official launch, SCHS students also volunteered with CCHASM and the Monument Avenue 10K under Joanne Bogese's coordination, laying a strong foundation for the program.

The transition from ASB to Students in Service reflects a shift in structure but not in mission. The Office of Student and Alumni Affairs will continue to coordinate service opportunities and expand initiatives in the coming academic year, ensuring that service remains central to the student experience and true to the institution's values.



Where Knowledge Meets Heart: **Roy Fuller's BSMCON Experience**

Roy Fuller's path to nursing began during one of the most difficult moments of his life. He was with his father in the St. Mary's ICU when he passed away, and he remembers how the nurses cared for both his father and his family with exceptional skill and compassion. That experience shaped his future. "Seeing the impact they had made me realize I wanted to be that kind of nurse," Fuller said. "Someone who can change lives through compassion and excellent care."

Throughout his time at BSMCON, Fuller has had many experiences that affirmed that decision. One that stands out occurred when the wife of a patient told him her husband appreciated his care and felt a genuine connection with him. They had both been software engineers earlier in life, a shared background that helped the patient feel comfortable opening up. Fuller often checks patient charts, hoping to see improvement and a safe discharge. "Moments like that remind me I chose the right profession," Fuller said.

Fuller credits his BSMCON faculty and clinical preceptors for helping him grow into a confident future nurse. His instructors take time to explain complex concepts and challenge his critical thinking, and his preceptors offer real-world insight that strengthens his clinical judgment. Both groups have shown patience as he navigates perfectionism and rigorous coursework. "It is hard not to bond with instructors when you are

going through tough classes and your first IV insertion," Fuller said. He added that the guidance and encouragement he has received from faculty and preceptors have been central to his success.

Some of Fuller's most meaningful experiences have taken place in the clinical setting. He still remembers the first time he saw "A+Ox4" charted after learning the notation in class. He enjoys applying pathopharmacology lessons and describes each medication list as a puzzle waiting to be solved. One of his favorite moments was his first catheter insertion, which he completed correctly on the first attempt. His professor and classmates celebrated with him, making the milestone even more memorable. Fuller said moments like that made the workload feel worthwhile.

As Fuller prepares for graduation, he feels ready for the next step in his nursing career. The academic demands have been intense, yet they have also built resilience and confidence. He describes BSMCON as a welcoming environment where classmates and faculty genuinely want one another to succeed. When he needed to take a semester off, his advisor and instructors offered understanding and encouragement that helped him return and finish strong. "BSMCON feels like home," Fuller said. "I will never forget the people who helped me become the nurse I am meant to be."



I will never forget the people who helped me become the nurse I am meant to be.





I am excited to learn, collaborate and support our students as they grow into the extraordinary health care providers they are meant to be.



Meet Tori Keel, EdD, Director of Student Success

Tori Keel, EdD, has joined the RHEIs as the director of student success. She has experience in clinical social work, higher education leadership and student support, along with a commitment to developing future health care professionals. Her path to the college has been shaped by curiosity, compassion and a focus on helping others grow.

Keel grew up in Midlothian, Virginia, and long felt drawn to life farther south, especially warm climates and coastal towns. That interest led her to the University of North Carolina Wilmington, where she earned undergraduate degrees in psychology and English literature. She continued her studies at the University of South Carolina, where she pursued a Master of Social Work (MSW) degree.

After a short period in community mental health, she joined University Counseling Services at Virginia Commonwealth University. There, she discovered she had a growing interest in program development, policy work, organizational leadership and what makes people effective leaders.

That interest led her to pursue a doctorate in educational leadership at VCU. Returning to graduate school a decade after earning her MSW while working full time was both challenging and rewarding. The experience helped her relate more closely to the students she served and strengthened her appreciation for their

resilience. Although she once imagined spending her entire career in private practice, she found herself drawn in new directions, shaped by connection and her willingness to take on opportunities that felt both exciting and intimidating.

“The roles I have now allow me to prepare health care providers to heal others and to walk with people through some of the most challenging experiences of their lives,” she said. “I cannot think of anything better.”

Keel’s decision to join Bon Secours RHEIs was driven in part by her desire to gain experience beyond the public institutions where she had previously worked. She was drawn to Bon Secours’ organizational values, culture and faith-based mission, and to the authenticity she saw in the community.

“I wanted to diversify my experience and was drawn to the reputation and people at Bon Secours,” she said. “It felt like an environment where mission and values are more than just words on a page.”

As director of student success, her early priorities include building relationships and establishing stability. She is learning the college culture, organizational structure and systems, and connecting with students, faculty, staff and her team. Recognizing recent organizational growth and the change it brings, she hopes to

build trust and consistency within the Center for Student Success.

Keel defines student success as a balance of academic achievement, professional readiness and personal well-being. While graduation rates, NCLEX pass rates, job placement and student satisfaction are important indicators, she believes the most meaningful measure is graduating nurses and imaging professionals who are clinically strong, emotionally intelligent and equipped to care for themselves as well as others.

She hopes to see more opportunities for mindfulness throughout the curriculum, including during simulations, before exams and at the start of class. She also wants to help normalize counseling and wellness as essential parts of professional practice. Her background in clinical social work also shapes her approach to wellness and burnout prevention.

Keel encourages students to monitor their emotional well-being, build strong support systems and pursue interests outside academics. She emphasizes that personal worth is not tied to performance and that a fulfilling career should coexist with a fulfilling life. “I am grateful for the opportunity to join this community,” she said. “I am excited to learn, collaborate and support our students as they grow into the extraordinary health care providers they are meant to be.”



When Michelle Hence, DNP, RN, imagined her future, she once saw herself in a courtroom, not a hospital. “I always thought I wanted to be a lawyer,” she said, until a college advisor listened closely when she talked about her interest in science and her desire to help others and suggested nursing instead. That conversation redirected her path and sparked a career that now spans 18 years in practice, leadership and education.

Dr. Michelle Hence Steps Into Program Chair Role for New Direct Entry Master of Science and RN-BSN Programs

Hence began her nursing career on the neuroscience telemetry unit at Memorial Regional as a new graduate nurse before transitioning to Labor and Delivery, where she spent most of her clinical career. The combination of high-acuity care and deeply personal patient experiences reinforced her belief that nursing is both technical and profoundly human.

Her transition into education grew organically from that bedside experience. While serving as a clinical care leader in Labor and Delivery, she regularly worked with Bon Secours Memorial College of Nursing students during clinical rotations and discovered she had a passion for teaching and mentorship. Encouraged by colleague Lara Ratliff, she accepted an adjunct faculty role, and in 2017, she joined the College full time.

What has resonated most during her time at the College are opportunities that extend learning beyond traditional classrooms. She said global outreach experiences with students stand out as especially meaningful because they allow students to serve diverse communities while expanding their worldviews. She encourages more students to take advantage of those opportunities.

As she steps into her new role as DE-MSN and RN-BSN program chair, Hence sees growth as a constant. She believes the student experience can always be strengthened because education, like life, is continually evolving. Listening to students’ needs, she said, is essential, as is investing in educators so they are prepared to meet those needs. For her, flexibility and consistency go hand in hand in creating an environment where students feel both supported and challenged.

Her view of practicum education mirrors that belief. While technical skills are important, she sees the greatest impact coming from time spent directly with patients and the clinical conversations that unfold in real moments of care. Recognizing and responding to patient needs, she tells students, is foundational, and often, it is the smallest actions that matter most.

Hence is especially enthusiastic about the College’s new Direct Entry Master of Science in Nursing program, launching in August. The DE-MSN program, she said, creates an advanced pathway for bringing individuals with non-nursing bachelor’s degrees into the profession. Students entering through this route often bring leadership, new perspectives and communication and professional

skills from previous careers that can enrich patient care and strengthen the nursing community, while helping address workforce shortages.

As the outgoing practicum coordinator, she remains invested in strengthening relationships with clinical and community partners. Over the past five years, she has worked to build partnerships, including priority placement within Bon Secours hospitals, and she plans to continue that work through open communication, collaboration and innovative approaches that support both existing initiatives and future growth.

Looking ahead, Hence said she is honored to serve the College in her new role and to be part of a ministry with a 200-year legacy of compassion, excellence and service, a history that inspires her to uphold those values and continue building on that foundation for the future.



CELEBRATING SCHOLARSHIP AND SERVICE: 2025 Scholarship Reception Honors Students and Donors



Top row (l to r): Daijah Winston, Jane and John Castelvevchi, Charlie Bell; Brian Baird, Carrie Cochran, Katherine Laybourn; Irene Awuah, Owen Farmer, Kerstin Roberts, Georgia Sweitzer, Paige Bullen, Maaida Farhad, Deborah Body, Michelle Chewning.
Second row (l to r): Angie Dempsey, Tanya and Howe, Lisa Patten; Chrissie Perkins, Sister Fran, Sister Rosie, Mike Lutes; Maaida Farhad

On September 29, 2025, the Bon Secours Memorial College of Nursing (BSMCON) community gathered at the Country Club of Virginia for its annual Scholarship Reception, an evening filled with gratitude, inspiration, and the unmistakable spirit of “Good Help.” Nearly 150 guests attended, including scholarship donors, recipients and their families, joining together to celebrate the transformative power of philanthropy in nursing education.

The evening opened with a warm welcome from Dr. Chris-Tenna Perkins, Campus director and dean of academic affairs, who highlighted the enduring mission of Bon Secours to nurture compassionate caregivers. Ann Carpin, president of the Bon Secours Richmond Health Care Foundation, followed with a heartfelt reflection on the generosity that sustains BSMCON’s students and programs, reminding attendees that every scholarship gift plants the seeds of healing and hope.

The program’s highlight came from student speaker Maaida Farhad, recipient of the Sarah F. Richardson Endowed Memorial Scholarship. Farhad, originally from Pakistan, shared a moving personal story that brought many in the audience to tears. A full-time nursing student and full-time employee at St. Mary’s Hospital, Farhad spoke about her journey from witnessing loss in her family to finding her purpose in nursing.



**Scholarships
are not just
financial aid
— they are
lifelines of
opportunity,
hope and
purpose.**

– Maaida Farhad

“Scholarships,” she said, “are not just financial aid — they are lifelines of opportunity, hope and purpose.” She credited her scholarship with giving her the ability to focus on her studies, balance work and pursue her dream of advancing to medical school after graduation. Her story beautifully reflected the mission of Bon Secours: to bring compassion and healing to those who are poor, sick, and vulnerable.

Adding a touch of humor and heart, Sister Fran Gorsuch shared reflections from the Global Outreach trip she joined this past summer, where nursing students traveled to Paris to trace the 200-year legacy of the Sisters of Bon Secours. Through service and cultural immersion, students deepened their understanding of nursing as a ministry of healing, justice and love. Sister Fran’s presence on this journey offered a living example of faith in action, connecting the past and future of Bon Secours’ mission through the students she so joyfully mentors.

The 2025 Scholarship Reception was more than a celebration — it was a reaffirmation of the profound partnership between donors and students. Together, they carry forward the Bon Secours mission of compassionate service, ensuring that every graduate leaves BSMCON not only with clinical excellence, but also with a heart prepared to serve.

For more information on our available scholarships, visit: <https://www.bsmcon.edu/scholarships>.

EXPLORING GLOBAL NURSING: BSMCON Students Engage in Cultural Immersion and Community Health in Kenya



Last summer, students and faculty from Bon Secours Memorial College of Nursing traveled to Kenya as part of a structured study abroad experience focused on nursing education, community health and cultural immersion. Accompanied by Sister Patricia Dowling of the Sisters of Bon Secours, the group centered its learning on the mission, vision and values of Bon Secours Mercy Health. In collaboration with the Moi University College of Nursing, students engaged with Kenyan health care professionals, nursing students and community leaders to examine the relationship between culture and public health.

The itinerary included visits to the Moi University School of Nursing and the Moi Teaching and Referral Hospital, where students observed Kenya's nursing education system and gained a clearer understanding of the country's health care delivery structure. They met with organizational leaders, participated in academic exchanges with Moi University students and immersed themselves in the cultural practices and community dynamics that influence health outcomes across the region. The experience also included a visit to the Maasai Mara, where students observed the country's natural environment

and developed a deeper appreciation for the cultural and historical heritage of the Maasai people.

Academically, the course required students to analyze sociocultural determinants of health in Kenya, explore cultural competency as a strategy to address health disparities and practice servant leadership through community engagement. These objectives guided the learning experience and allowed students to connect global health perspectives with their future roles as health care professionals.





I saw what it means to care with limited resources, to lead with empathy and to live with cultural humility. Kenya reminded me that nursing is about more than clinical skill. It is about meeting people where they are and giving your best every time. – Chante Carter



Student Charlie Bell described the experience as deeply meaningful. “Kenya was more than a clinical observation. It was a profound human exchange,” Bell said. “I arrived with goals rooted in academic curiosity and left with a heart full of gratitude. The warmth and kindness we encountered reinforced the power of community and the impact of humble service. I am returning home as a more grounded, empathetic and globally minded individual.”

Chante Carter noted the depth of insight gained from observing care in a different cultural and resource context. “My time in Kenya wasn’t just a study abroad trip. It was a life-changing experience,” Carter said. “I saw what it means to care with limited resources, to lead with empathy and to live with cultural humility. Kenya reminded me that nursing is about more than clinical skill. It is about meeting people where they are and giving your best every time.”

For Carrie Cochran, the experience strengthened her professional commitments. “This experience reaffirmed my dedication to providing compassionate, culturally sensitive and equitable care,” Cochran said. “As I move forward in my nursing career, I will carry these lessons with me and continue to advocate for health equity and respect for cultural diversity. This journey made the importance of cultural awareness in nursing unmistakably clear.”

The Kenya experience expanded students’ understanding of global health, reinforced the importance of cultural competence and deepened their commitment to service. It stands as a significant academic and professional development opportunity, shaping the perspectives of future nurses and strengthening their readiness to provide inclusive, patient-centered care.



GUIDED BY EXPERIENCE,
GROUNDED IN CARE:

Meet the Program Directors for SCHS

The academic programs at Southside College of Health Sciences are led by educators who understand that success in health care requires more than technical skill. In Diagnostic Medical Sonography, Radiologic Technology and Nursing, program directors have clinical expertise, lived experience and a commitment to mentorship that shapes how students learn and grow. Their leadership helps ensure graduates are prepared not only to enter the workforce, but also to serve patients and communities with confidence and compassion.



Kimberly Yeager, BBA, RDMS
Program Director, Diagnostic
Medical Sonography

Kimberly Yeager, BBA, RDMS, directs the Diagnostic Medical Sonography program, a role informed by decades of experience in medical imaging and education. Her interest in the field began early, after a chest X-ray confirmed she had pneumonia as a teenager. That moment sparked a curiosity that later became a career.

Yeager earned her radiologic technology certificate from Southside College of Health Sciences in 1991 and went on to complete credentials in obstetric and gynecologic ultrasound imaging, abdominal imaging and vascular technology. Exposure to multiple modalities helped shape her professional path.

“After obtaining my radiography certification, I had the opportunity to work in other areas of imaging, such as mammography, CT and sonography,” Yeager said. “I fell in love with sonography.”

As a program director, Yeager emphasizes understanding, accountability and balance, particularly for adult learners managing responsibilities beyond the classroom.

“I try to always lead with grace and give the students the benefit of the doubt,” Yeager said. “They have lives outside of school, and I help them see that their goals are achievable with hard work and accountability.”

Her leadership is shaped by an awareness that challenges are often rooted in circumstances not immediately visible. That perspective helps her support students while maintaining high expectations. She finds fulfillment in seeing graduates enter the workforce.

“The imaging community here is small and close knit,” Yeager said. “It’s rewarding to walk into a health care facility and see a former student.”



Ashley Zimmer, MPH, BSRS, RT(R)
Program Director,
Radiologic Technology

Ashley Zimmer, MPH, BSRS, RT(R), brings a similarly student-centered approach to her role as director of the Radiologic Technology program. Her career was influenced early on by colleagues working in health care, which led her to pursue X-ray training.

Zimmer earned a bachelor’s degree in radiation sciences from Virginia Commonwealth University and later completed a master’s degree in public health. That graduate experience broadened her understanding of care and ultimately shaped her interest in education.

“Through that program, I was introduced to a preventative approach to health care focused on educating individuals about healthier lifestyles,” Zimmer said. “That perspective motivated me to pursue a career in education within my field.”

Her professional journey led to an instructor position at Bon Secours

St. Mary’s Hospital School of Medical Imaging, where she developed a leadership style grounded in honesty, transparency and adaptability. Zimmer prioritizes accessibility and collaboration, working closely with faculty to develop courses that meet students where they are.

“I regularly seek feedback and check for understanding, adjusting my approach as needed,” Zimmer said. “Health care is collaborative by nature, and that influences how I teach and lead.”

She highlights the dedication of students who travel long distances from rural areas to attend the program and points to experienced faculty, strong clinical partnerships and alumni who return as preceptors as defining strengths. Ongoing advancements in imaging technology continue to expand opportunities for students entering the field.



Kasey Shea, MSN, RN
Program Director, Nursing

Kasey Shea, MSN, RN, directs the Nursing program, bringing to her role both clinical experience and a strong commitment to student support. She earned her Master of Science in Nursing from the University of Phoenix and approaches leadership with an emphasis on resilience, confidence and professional readiness.

“In my role as nursing program director, I strive to create a learning environment where students feel supported while being challenged to reach their full potential,” Shea said.

Mentorship is central to her work, whether through encouragement, guidance or simply being available.

“I want students to know they’re not alone in this journey,” Shea said.

Her leadership reflects the core values of nursing and Bon Secours Mercy Health, including ethics, humanity, compassion and caring. Shea finds her greatest reward in witnessing students grow into confident clinicians.

“There’s something meaningful about seeing a student step into a clinical situation with confidence and compassion,” Shea said. “Knowing how far they’ve come makes it incredibly rewarding.”

She identifies dedicated faculty, a supportive learning environment and a strong emphasis on critical thinking as key strengths of the program. Shea also embraces innovation, including simulation technologies and AI-supported learning tools, to help prepare students for the realities of modern nursing practice.

Together, Yeager, Zimmer and Shea provide steady leadership across Southside College of Health Sciences. Through experience, mentorship and a shared commitment to student success, they guide future health care professionals as they develop the skills, confidence and compassion needed to serve their communities.



FROM CLASSROOM TO CLINIC:

A Student's Journey at SCHS

“My faculty and preceptors have played a big role in supporting my growth by providing consistent guidance and mentorship.”

— Sierra Lipscomb

For Sierra Lipscomb, choosing Radiologic Technology at Southside College of Health Sciences was both a practical decision and a purposeful one. She was drawn to the program's smaller class sizes, affordability and emphasis on hands-on learning. "I chose SCHS because of the school's strong reputation for providing high-quality health care education," Lipscomb said. The college provided a personal learning environment where expectations were clear and support was available, which affirmed her decision to begin her professional journey there.

That sense of confidence deepened during her first clinical rotation. Naturally, Lipscomb was uncertain about entering the clinical environment with little prior health care experience, but the encouragement of her preceptors quickly transformed nerves into motivation. "I knew at my very first clinical rotation that I had chosen the right career," Lipscomb said. "Being able to see anatomy up close, learn proper positioning and grow more confident with patient care was exciting. The balance in meaningful patient interaction, technical skill and a fast-paced environment confirmed that Radiologic Technology was the right path for me."

Exposure to a variety of technologists and clinical environments has broadened her perspective and reinforced the importance of adaptability and lifelong learning in health care. "My faculty and preceptors have played a big role in supporting my growth by providing consistent guidance and mentorship," Lipscomb said. "Whenever I struggled with a procedure, either in the lab or at clinical, they took the time to explain and share tips that helped me improve."

Community engagement has also been an important part of Lipscomb's experience at SCHS. Serving as a class ambassador allows her to support her peers and provide insight to prospective students. Her involvement in Students in Service has offered meaningful opportunities to serve the community. "These opportunities allow me to connect with people while using the skills I have developed to make an impact," Lipscomb said. "They reinforce why I chose a career in health care."

Through a strong academic foundation and extensive hands-on learning, SCHS has prepared Lipscomb for her next steps after graduation. "With the encouragement of my instructors, I have gained confidence and technical skill for the next phase of my career," Lipscomb said. She feels ready to take on new challenges and is eager to continue her education as she advances in health care. Her time at Southside College of Health Sciences continues to shape not only her technical abilities, but also her sense of purpose as a future health care professional.





LPN TO RN PROGRAM: Advancing Nursing Education at Southside College of Health Sciences

Southside College of Health Sciences launched its LPN to RN Program in spring 2025, creating a pathway for licensed practical nurses to advance their education and enter registered nursing practice. The program was intentionally developed for working LPNs and features a focused, academically rigorous curriculum that builds on prior clinical experience while preparing students for the expanded responsibilities of the professional nurse. Through this initiative, Southside continues to strengthen workforce development efforts and support solutions to the ongoing nursing shortage throughout the region.

Students in the inaugural cohort entered the program with a shared dedication to grow professionally and expand their ability to deliver high-quality patient care. For many, the experience has been both demanding and deeply meaningful. Amber Gaddy, a member of the first cohort, described the application and onboarding process as “straightforward and stressless,” noting that the program’s structure and faculty support allowed her to begin her studies with confidence.

Like many returning adult learners, Gaddy navigated the realities of balancing work, life and academic expectations. She described moments of self-doubt yet also recognized the strong culture of encouragement within the Southside community. “Once I started, I thought I was in over my head. I wanted to quit every day, but the culture here at SCHS has motivated me to show up, be present and participate,” Gaddy said. “Here I am still going, almost at the finish line.”

Faculty and staff at Southside are committed to supporting LPNs as they transition into advanced clinical roles, providing clear guidance, academic resources and an environment grounded in compassion and professional excellence. The curriculum is designed to help students refine their clinical judgment, strengthen foundational nursing competencies and develop the confidence required for RN practice.

The LPN to RN Program has quickly become an influential component of Southside’s academic offerings. It offers a meaningful pathway for working nurses to advance their careers while also strengthening the capacity of regional health care partners. Most importantly, it reaffirms Southside College of Health Sciences’ commitment to preparing skilled and compassionate nurses who serve their communities with excellence.

“ I wanted to quit every day, but the culture here at SCHS has motivated me to show up, be present and participate. Here I am still going, almost at the finish line.

— Amber Gaddy



Welcome from the Dean

Welcome to Bon Secours St. Mary's Hospital School of Medical Imaging (SOMI). Our Associate of Applied Science degree program in radiologic technology exceeds expectations, as shown by our exceptional first attempt pass rates on the American Registry of Radiologic Technologists (ARRT) exam. This record is a distinction of excellence that we are proud to maintain. As a SOMI student, you will take part in intensive coursework, simulation labs and clinical experiences while building personal and professional relationships that can last a lifetime. The School emphasizes lifelong learning and provides opportunities for students to explore advanced modalities in the medical imaging field.



Bon Secours St. Mary's Hospital School of Medical Imaging has undergone many transitions since the program began in 1969, having awarded its first certificate in radiologic technology in 1971. Although the program's name has changed over the years, its integrity has remained constant. A significant milestone occurred in 2020, when the Accrediting Bureau of Health Education Schools granted the school institutional accreditation, which allowed it to offer an Associate of Applied Science degree in radiologic technology. The program awarded its first AAS degree in 2024.

The 22-month program is rigorous and requires strong commitment and dedication from students. The journey is worthwhile, as an aging population continues to increase the demand for radiologic technologists. Employment projections show growth that is faster than the average for all occupations.

SOMI is proud of its long record of success with first-time pass rates on the ARRT exam. For several years, the program has achieved a 100 percent pass rate on the first attempt. The ARRT is a leading credentialing organization

that offers certification and registration in a wide range of imaging disciplines. After completing the program and earning an AAS degree, graduates are eligible to take the ARRT radiography credentialing exam, which is recognized nationwide.

In recent years, SOMI has maintained a 100 percent employment rate. Many graduates have secured positions within the Bon Secours Mercy Health (BSMH) ministry and continue to demonstrate long-term commitment to the organization. The School believes that strong relationships with clinical partners encourage graduates to remain within BSMH.

We are here to guide you through this journey. Our faculty and staff are committed to delivering a rigorous, high-quality and student-centered education. The School is equally committed to providing a warm and supportive learning environment for its diverse student body. We are thankful for our outstanding faculty, staff, students, alumni and partners.

Meet the SOMI Team



Jody Crane, MAEd, RT(R), (BD)

Jody Crane serves as dean of academic affairs and campus director. She has more than 37 years of experience in the medical imaging field, including more than 24 years in imaging education and 20 years with Bon Secours. Crane is responsible for the overall administration and operation of all programs offered at the School in support of its mission, goals and expected outcomes.

Crane earned an associate of applied science degree from Jamestown Community College and a certificate in radiologic technology from WCA Hospital School of Radiology. She holds a bachelor's degree in radiation sciences from Virginia Commonwealth University and a master's degree in education from Virginia Tech. Crane also holds an advanced imaging certification in bone densitometry and is committed to integrating evolving medical imaging technologies into education.



Emily Eby, (RT)(R)

Emily Eby is an experienced radiologic technologist with nearly a decade of experience in the field. She earned an associate degree in fine arts from Bucks County Community College in Newtown, Pennsylvania, and a certificate in radiography from the Bucks County Community College Radiography Program. She is certified by the American Registry of Radiologic Technologists and has worked in multiple states, including Pennsylvania, New Jersey, Delaware, Maryland and Virginia.

Eby has a strong foundation in medical imaging and patient care, with extensive experience in orthopedic imaging. In July 2025, she began a new role as a medical imaging clinical preceptor for Bon Secours St. Mary's Hospital School of Medical Imaging. She enjoys working with students and takes pride in contributing to their education and professional development. Helping future technologists grow in skill and confidence is one of the most rewarding aspects of her role.



Emily Setelin, MSHA, BSMT, RT(R)

Emily Setelin serves as the program coordinator for the clinical education experience at Bon Secours St. Mary's Hospital School of Medical Imaging (SOMI), where she oversees the clinical component of the program and manages additional administrative responsibilities.

Setelin also serves as a faculty member, providing instruction in Radiographic Image Production, Radiographic Imaging Equipment and Physics, and Radiobiology. She has been a member of the SOMI faculty since July 2020 and is committed to promoting excellence in both academic and clinical education.

In addition to her teaching responsibilities, Setelin brings to the table more than four years of professional experience in orthopedic imaging, enhancing her ability to integrate clinical practice with foundational imaging principles. Setelin is a 2016 graduate of the SOMI certificate program. She holds a bachelor's degree in medical imaging and a master's degree in health care administration.



Kerry Thompson, BSMI, RT(R)

Kerry Thompson is a 2008 graduate of the Bon Secours St. Mary's Hospital School of Medical Imaging certificate program. Thompson gained experience working at multiple imaging locations as a technologist with X-ray Medical Services.

Thompson joined Bon Secours in 2020 at Southside Regional Medical Center in the interventional radiography department before transitioning to St. Mary's Hospital in 2021 as a lead multimodality technologist.

Thompson began working with SOMI as a clinical preceptor in 2024 and joined the faculty in 2025 as a medical imaging instructor. Thompson holds a bachelor's degree in medical imaging and teaches Procedures and Procedures lab courses.



Sheena Taylor, BSRS, RT(R)(CT)

Sheena Taylor is a medical imaging instructor with over 15 years of experience in clinical imaging and radiologic education, with expertise in orthopedic X-ray, interventional radiology (IR) and computed tomography (CT). She earned a Bachelor of Science in radiation sciences from Virginia Commonwealth University.

Prior to transitioning into education, Taylor worked as a radiologic technologist across multiple imaging specialties, bringing extensive hands-on clinical knowledge into the learning environment. She has also served as an EPIC credentialed trainer, supporting clinical education initiatives, system optimization, and effective workflow implementation.

Committed to advancing radiologic education through high-quality instruction, Taylor places a strong emphasis on patient safety and real-world clinical practice.

Clinical Education for SOMI Strengthens with Addition of Full-Time Preceptor



The Bon Secours St. Mary's Hospital School of Medical Imaging continues to strengthen clinical education through the support of full-time clinical preceptors based at St. Mary's Hospital and Memorial Regional Medical Center. As the two largest Bon Secours Mercy Health facilities in the region, these sites offer extensive clinical capacity. Dedicated preceptors at each location ensure students receive consistent, individualized instruction.

Clinical preceptors provide students with a comprehensive orientation to the clinical environment and guide them in developing the knowledge and skills required of radiologic technologists. They oversee pre-competency and master-competency assessments to ensure students meet the clinical

requirements outlined by the American Registry of Radiologic Technologists for entry-level practice.

In addition to instruction, preceptors manage key administrative responsibilities. These include clinical evaluations, time and attendance monitoring, and support for Trajecsys, the school's cloud-based recordkeeping system. Preceptors also maintain strong partnerships with affiliate clinical sites through regular visits and by ensuring adherence to accreditation standards.

The addition of two full-time clinical preceptors has significantly strengthened the clinical experience, providing students with increased support, high-quality instruction and expanded opportunities for hands-on learning across major facilities.

GUIDING FUTURE TECHNOLOGISTS:

How Emily Setelin Elevates Clinical Education at SOMI

With a career shaped by curiosity, compassion and a commitment to lifelong learning, Emily Setelin, RT(R), brings a strong blend of clinical expertise and educational leadership to the School of Medical Imaging, where she serves as program coordinator for clinical education experience.



Setelin began her path in medical imaging at Virginia Commonwealth University, earning a bachelor's degree in 2013. After shadowing experiences on the job sparked her interest, she completed a radiologic technology certificate at Bon Secours St. Mary's Hospital School of Medical Imaging in 2016. Following several years as a technologist, she discovered a passion for education and joined the School of Medical Imaging faculty in 2020. She earned a bachelor's degree in medical imaging from Mercy College of Ohio in 2022 and a master's degree in health care administration from Southern New Hampshire University in 2023.

Her graduate studies strengthened her understanding of leadership, workflow and organizational structure, allowing her to teach not only technical skills, but also patient safety, hospital operations and departmental processes.

In her role, Setelin works closely with students, faculty and clinical partners to coordinate schedules and ensure clinical experiences align with classroom learning. She collaborates with faculty to schedule rotations that reinforce coursework and introduces students to equipment during orientation so they can begin clinical rotations with confidence.

Radiographic physics and radiobiology are among her favorite subjects to teach. She tailors her instruction to each cohort, using worksheets, notes, videos and interactive review tools to support different learning styles. Students frequently praise her structured approach and clear explanations.

Setelin finds the greatest reward in watching students grow from uncertain beginners into confident technologists. Seeing graduates succeed and return to share their appreciation reinforces the impact of education on both individuals and the profession. She has also contributed to major program initiatives, including the transition from a certificate to an associate degree and the development of online clinical preceptor training modules. The new training format has streamlined onboarding and received positive feedback from clinical staff.

Drawing on her orthopedic imaging background, Setelin emphasizes adaptability and critical thinking in clinical practice. She encourages students to view every exam as a learning opportunity and to remain committed to lifelong learning as they begin their professional careers.

Looking ahead, she hopes to see virtual reality integrated into medical imaging education to enhance hands-on learning and student confidence. For Setelin, excellence in education is ultimately measured by student success, including clinical competence, professional growth and passing the ARRT registry exam.

Career Change Leads Kevin Ellis to Medical Imaging

After 10 years as a high school math teacher, Kevin Ellis never imagined that a wrist injury would lead him to a new career in medical imaging. While recovering from wrist surgery, Ellis became fascinated by how much information physicians could gather from just a few X-ray images. “The doctor could tell I had broken my arm more than 30 years ago just from two pictures,” he said. “That really stuck with me and made me want to be part of the diagnostic process.”

At the time, Ellis was already considering a career change but wasn't sure what direction to take. “I knew I wanted to transition out of teaching, and I knew I wanted something medically related, I just didn't know what,” he said.

After researching X-ray programs, he discovered St. Mary's Hospital School of Medical Imaging and enrolled in the program in August. He is expected to graduate in 2027. Although the shift from teaching math to medical imaging was significant, Ellis said his background has proven valuable. “Having that math-based way of thinking makes some of the new concepts easier to understand,” he said. “But honestly, the biggest thing has been the drive to keep learning.”

Now well into the program, Ellis has already taken steps toward his future career. He recently began working as a tech aide in the CT department at St. Mary's and plans to continue advancing in the field. “I want to lean into X-ray for a while,” he said, “but I'm also really interested in working toward CT certification.”

His favorite part of the program is the hands-on clinical experience. “Being in clinic is what I enjoy the most,” Ellis said. “Working with patients, taking X-rays and learning directly from

registered technologists really shows you how much knowledge and care this profession requires.” As students progress through the program, he added, they are trusted with more responsibility under supervision, particularly when they show initiative.

Support has been essential to his success, both in and out of the classroom. Ellis credits his wife as his biggest cheerleader. “She's always telling me how well I'm doing, even when I think I'm just doing OK,” he said. “She's more excited about my small wins than I am.”

He describes his cohort as a close-knit group that supports one another in clinical settings. “We really look out for each other,” Ellis said. “If someone needs a certain procedure, we help make sure everyone gets the experience they need to be successful.”

When he looks ahead to graduation, Ellis said the greatest sense of accomplishment will come from following through on a difficult decision. “I'll be most proud of the fact that I made a complete career shift into something totally new,” he said. “I set a goal for myself, and I stuck with it.”



“Being in clinic is what I enjoy the most. Working with patients, taking X-rays and learning directly from registered technologists really shows you how much knowledge and care this profession requires.”

Honor Roll of Donors



NOVEMBER 1, 2024, TO DECEMBER 31, 2025

To Our Donors:

It's been another successful year, thanks to our generous and dedicated donors. Our continued focus areas are student scholarships; local, national and global outreach opportunities; faculty development; and capital improvements. Thank you for your continued support!

If you'd like to make a gift, please fill out the enclosed envelope or contact Paige Bullen at Paige_Bullen@bshsi.org or (804) 287-7700 for more information on giving opportunities.

Guardians of Good Health Society

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

Mr. and Mrs. William J. Liepis
Mrs. Mary Catherine Rotert

1824 Society

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

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

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