

21170

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT  
County of Cook and State of Illinois

**ADOPTED**  
BOARD OF TRUSTEES OF  
COMMUNITY COLLEGE DISTRICT NO. 508

MAR 4 1999

COUNTY OF COOK  
AND STATE OF ILLINOIS

PROFESSIONAL CONSULTANT SERVICES  
NURSING PROGRAM  
KENNEDY-KING COLLEGE

THE CHANCELLOR

REPORTS

that there is a need to retain the services of a professional consultant to provide services to the Nursing Program pursuant to the consent order issued by the Illinois Department of Professional Regulation [IDPR]; and

that these services will include:

- ▶ Interpretation and application of IDPR rules and regulations and the Nurse Practice Act;
- ▶ Review existing structure of the Nursing Program relating to faculty qualification;
- ▶ Make recommendations to correct deficiencies;
- ▶ Design an academic plan to create 85% successful passing of the state board exam by KK nursing graduates; and

that the fee for these services will be \$24,000.00 from February 1, 1999 to June 30, 1999, and these professional services are exempt from competitive bidding requirements.

THE CHANCELLOR

RECOMMENDS

that the Board of Trustees authorizes the issuance of a purchase order in the total amount of \$24,000.00 to Bobbie J. Primus-Cotton for the professional consultant services outlined above for the Nursing Program at Kennedy-King College; and authorizes the Chairman and Assistant Secretary to execute any documents pertaining to these services on behalf of the Board.

FINANCIAL

\$24,000.00 -- Educational Fund

Respectfully submitted:

Wayne D. Watson  
Chancellor

March 4, 1999

# 21170

AGREEMENT BETWEEN  
BOBBIE J. PRIMUS-COTTON, Ed.D.  
AND  
BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508  
COUNTY OF COOK AND STATE OF ILLINOIS

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This Agreement is made between Board of Trustees of Community College District No. 508, County of Cook and State of Illinois on behalf of the City Colleges of Chicago ("Institution") and Bobbie J. Primus-Cotton, Ed.D., MPH, RN an individual with authority to do business in the State of Illinois ("Consultant").

## RECITALS

- A. Institution desires to obtain the services of Consultant; and
- B. Consultant claims to have expertise and experience to provide such services for Institution.

## TERMS

Consultant agrees to perform such professional services, with the standard of professional care and skill customarily provided in the performance of such services as are set forth in this Agreement, and Institution agrees to pay Consultant such amounts as are specified in this Agreement, all upon the following terms and conditions:

- 1. Scope of Service.
  - 1.1 Consultant agrees to provide the services described as follows [and on Attachments A, B and C, appended to and incorporated into this Agreement]: Associate Degree Nursing Program Consultant for Kennedy-King College ("Consulting Services").

# 21170

- 1.2 Consultant agrees to perform the Consulting Services to the satisfaction of Institution from time to time during the term of this Agreement.
  
2. Institution's liaison overseeing the Consulting Services provided under this Agreement is Mickle Ward-Ellison, Director of Nursing Related Programs, who is located at 6800 S. Wentworth Avenue, Chicago, Illinois, (773) 602-5501.
  
3. Fees and Expenses.
  - 3.1 Institution agrees to pay Consultant a fee not to exceed twenty-four thousand dollars (\$24,000.00) for Consulting Services during the term of this Agreement. Said fee shall include all reasonable and necessary incidental expenses.
  
  - 3.2 Consultant agrees to perform a minimum of forty (40) hours per week. Consultant may be required to perform an excess of forty (40) hours per week as may be necessary to complete performance under this Agreement.
  
  - 3.3 The total fee, and incidentals if any, shall be payable on a monthly basis upon submission of an invoice.
  
  - 3.4 Consultant agrees that Consultant is solely responsible for payment of income, social security, and other employment taxes due to the proper taxing authorities, and that Institution will not deduct such taxes from any payments to Consultant hereunder.
  
  - 3.5 Consultant shall submit an invoice and adequate receipts and documentation as requested by Institution to support reimbursement of all reasonably necessary reimbursable out-of-pocket expenses.

# 21170

4. Term. The Consulting Services to be rendered by Consultant under this Agreement shall commence not later than February 1, 1999 and be completed by June 15, 1999. Time is of the essence in this Agreement. This term may be extended beyond such completion date if Institution agrees to the extension in writing.
  
5. Contractor's Capacity and Responsibilities.
  - 5.1 It is expressly understood that Consultant is an independent contractor and not the agent, partner, or employee of Institution. Consultant and Consultant's workers are not employees of Institution and are not entitled to tax withholding, Workers' Compensation, unemployment compensation, or any employee benefits, statutory or otherwise.
  - 5.2 Consultant shall not have the authority to enter into any contract or agreement to bind Institution and shall not represent to anyone that Consultant has such authority.
  - 5.3 Contractor represents and warrants to Institution that in performing the Consulting Services Consultant will not be in breach of any agreement with a third party.
  - 5.4 Consultant declares that he/she is not a Legislator, elected or appointed officer, or that his/her firm is not owned or controlled by any Legislator, elected or appointed officer, compensated or uncompensated, member of a State board or commission, or other employee of the State of Illinois; and
  - 5.5 Consultant further declares that he/she has not participated in a State capacity, or that his/her firm has not been assisted or represented in this matter by an individual who has been involved in a State capacity, in the subject matter of this Contract.
  
6. Confidentiality of Information.

# 21170

6.1 Consultant agrees to keep confidential and not to disclose to third parties any information provided by Institution pursuant to this Agreement unless Consultant has received prior written consent of Institution to make such disclosure. This obligation of confidentiality does not extend to any information that:

6.01.1 Was in the possession of Consultant at the time of disclosure by Institution, directly or indirectly;

6.01.2 Is or shall become, through no fault of Consultant, available to the general public, or

6.01.3 Is independently developed and hereafter supplied to Consultant by a third party without restriction or disclosure.

6.2 This provision shall survive expiration and termination of this Agreement.

## 7. Property Rights and Reports.

7.1 Consultant agrees that any computer programs, software, documentation, copyrightable work, discoveries, inventions, or improvements developed by Consultant solely, or with others, resulting from the performance of Consulting Services pursuant to this Agreement are the property of Institution, and Consultant agrees to assign all rights therein to Institution. Consultant further agrees to provide Institution with any assistance which Institution may require to obtain patents or copyright registrations, including the execution of any documents submitted by Institution.

7.2 Consultant shall provide 5 copies of a written report within 30 days after the completion of the Consulting Services required by this Agreement; also the parties agree that the report was specifically ordered and commissioned by Institution, and is a work for hire as such term is used and defined in the Copyright Act. Accordingly, Institution shall be

considered the author thereof, and the sole and exclusive owner throughout the world forever of all rights existing therein, including all manuscripts, reports, sketches, drafts, notes, maps, memoranda, etc., relating to the work, and all revisions, editions, and versions thereof in all languages, forms, and media now or hereafter known and developed.

- 7.3 This provision shall survive expiration and termination of this Agreement.
8. Suspension or Termination of Contract. Institution reserves the right to suspend indefinitely or terminate the contract and the Consulting Services to be rendered by Consultant upon oral or written notice to Consultant for any reason upon 30 days' notice. In the event of termination prior to completion of all stop work described in Section 1.0, the amount of the total fee to be paid Consultant shall be determined by Institution on the basis of the portion of the total work actually completed up to the time of such termination.
9. Insurance. Consultant shall at its own expense obtain and maintain its insurance with an insurance company, including Workers' Compensation, authorized to do business in the State of Illinois to the extent applicable by law and in adequate coverages. Consultant shall, upon reasonable request, supply a certificate of insurance evidencing such coverage and certifying that the coverage shall not be materially altered without at least thirty (30) days' advance written notice to Institution. Further, Institution shall be listed as an additional insured on the Certificate of Insurance.
10. Indemnification and Hold Harmless.
- 10.1 Consultant agrees that any personal injury to Consultant or third parties or any property damage incurred in the course of performance of the Consulting Services shall be the responsibility of Consultant.

10.2 Consultant agrees to indemnify Institution, its governing board, officers, employees, agents, and students from and against any and all costs, losses, damages, liabilities, expenses, demands, and judgments, including court costs and attorney's fees, which may arise out of Consultant's performance of the Consulting Services, except to the extent such are caused by the sole fault or negligence of Institution.

11. Notice. Any notice to either party hereunder must be in writing signed by the party giving it, and shall be served either personally or by registered or certified mail addressed as follows:

To Institution:

Board of Trustees of Community College  
District No. 508, County of Cook  
and State of Illinois

Dr. Wayne D. Watson  
Chancellor  
City Colleges of Chicago  
226 W. Jackson Blvd.  
14th Floor  
Chicago, Illinois 60606

and

Dr. Joann Horton  
President  
Kennedy-King College  
6800 South Wentworth Avenue  
Chicago, Illinois 60621

To Consultant:

Bobbie J. Primus-Cotton, Ed.D., MPH, RN  
4800 S. Chicago Beach Drive  
Chicago, Illinois 60615

or to such other addressee as may be hereafter designated by written notice. All such notices shall be effective only when received by the addressee.

12. Entire Agreement; Modification. This Agreement (and its attachments, if any) constitutes the entire understanding between the parties with respect to the subject matter hereof and may not be amended except by an agreement signed by Consultant and an authorized representative of Institution.
13. Severability. The terms of this Agreement are severable such that if any term or provision is declared by a court of competent jurisdiction to be illegal, void, or unenforceable, the remainder of the provisions shall continue to be valid and enforceable.
14. Governing Law; Forum. This Agreement shall be governed by and construed under the laws of the State of Illinois, which shall be the forum for any lawsuits arising from or incident to this Agreement.
15. Paragraph Headings. The paragraph headings in this Agreement are inserted for convenience only and shall not be construed to limit or modify the scope of any provision of this Agreement.
16. Non-Waiver. The delay or failure of either party to exercise any of its rights under this Agreement for a breach thereof shall not be deemed to be a waiver of such rights, nor shall the same be deemed to be a waiver of any subsequent breach, either of the same provision or otherwise.
17. Assignment. Consultant may not assign the rights or obligations under this Agreement without Institution's prior written consent.

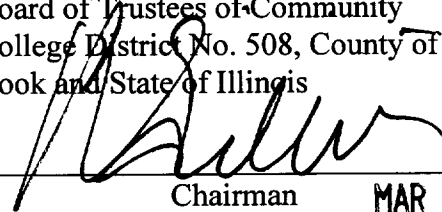


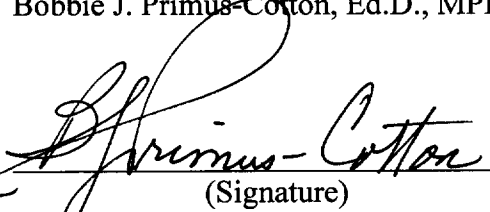
- 18. Tax Clearance. In compliance with applicable state and federal statutes, final payment in settlement of the Contract will not be made by Institution until Consultant submits to Institution a Tax Department Clearance certifying that all delinquent taxes levied or accrued under State statutes against Consultant have been paid, or that Consultant is exempt from such tax.
- 19. M/WBE Compliance. Consultant shall comply with Institution's Minority and Women Business Enterprise Contract Participation Plan ("M/WBE Plan").
- 20. Ethics Policy Compliance. Consultant shall comply with Institution's Ethics Policy with any amendments adopted after the execution and during the pendency of this Agreement.

IN WITNESS WHEREOF, the authorized representatives of the parties have executed this Agreement on this 4th day of March, 1999.

INSTITUTION:  
Board of Trustees of Community  
College District No. 508, County of  
Cook and State of Illinois

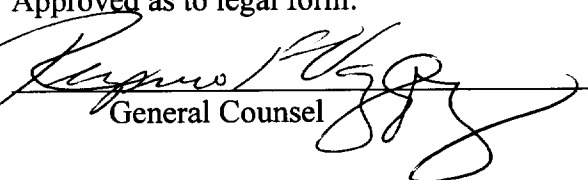
CONSULTANT:  
Bobbie J. Primus-Cotton, Ed.D., MPH, RN

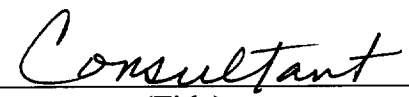
  
\_\_\_\_\_  
Chairman

  
\_\_\_\_\_  
(Signature)

Attested by:   
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
(Printed Name)

Approved as to legal form:  
  
\_\_\_\_\_  
General Counsel

  
\_\_\_\_\_  
(Title)

# 21170

## ATTACHMENT A

### Kennedy-King College Associate Degree Nursing Program Consultant Proposal

The Associate Degree Nursing Program at Kennedy-King College is charged by the Illinois Department of Professional Regulation to “hire a consultant with expertise in the areas of associate degree nursing education and adult and high-risk learners.” The Nursing Professional who has those attributes and the experience outlined below will be capable of evaluating the nursing program effectively and providing direction that will help us achieve our goal of revitalizing the program.

1. Recent trends in Associate Degree Nursing Education
2. Interpretation and application of Illinois Department of Professional Regulation rules and regulations and the Nurse Practice Act
3. Meeting the evaluation criteria of Illinois Department of Professional Regulations, the National League for Nursing and Illinois State Board of Higher Education
4. Strategic Planning/Educational planning
5. Methods of research
6. Correlating significant research data for nursing programs
7. Educating adults and high-risk learners in a nursing program
8. Application of creative teaching methodologies
9. Team teaching in the nursing program environment
10. Knowledge of current nursing practices and trends within the health care field
11. Team building
12. Formal summative reports

#### **Recent trends in Associate Degree Nursing Education**

It is important that the consultant be astute in current health care trends and recent curriculum changes in other Associate Degree Nursing programs in order to facilitate appropriate focus of curriculum revisions.

#### **Interpretation and application of Illinois Department of Professional Regulation rules and regulations and the Nurse Practice Act**

Be able to ensure compliance with the Illinois State regulatory body.

#### **Meeting the evaluation criteria of Illinois Department of Professional Regulations, the National League for Nursing and Illinois State Board of Higher Education**

Be able to facilitate the nursing program in meeting the accreditation/approval criteria of these evaluative entities. Specifically, ensuring that there is a systematic evaluation process for the nursing program curriculum.

**Strategic Planning/Educational planning**

Be able to facilitate the development of long term goals and outcomes for the nursing program.

**Methods of Research**

Be familiar with the basic concepts of research and be able to provide direction for discovery.

**Correlating significant research data for nursing programs**

Be able to discuss data collected by faculty and correlate its significance in program outcomes and /or goals.

**Educating adults and high-risk learners in a nursing program**

Be able to discuss factors that influence the education of adult/high risk learners and provide strategies and/or resources/ referrals that will help faculty members improve the outcomes of these students.

**Application of creative teaching methodologies**

Be able to discuss and/or provide resources/referrals for faculty that will upgrade their teaching methodologies.

**Team/shared teaching in a nursing program environment**

Be able to discuss the structure, purpose and expected outcomes of team/shared teaching and peer evaluation.

**Knowledge of current nursing practices and trends within the health care field**

Be able to discuss and recommend changes in the curriculum, evaluation tools, lab resources, clinical resources and support services.

**Team building/group dynamics**

Be able to facilitate team work through discussion and/or providing resources/referrals to assist in this area.

**Formal Summative Reports**

Be able to write and submit to administration the following reports:

1. The consultant's evaluation of the program describing the strengths and weakness of the program along with a corrective action plan to address any and all deficits.
2. The consultant's narrative and statistical data reflecting the outcomes of the corrective actions implemented by the nursing faculty.

Other expectations of the consultant will be but are not limited to the following:

1. Attend scheduled faculty meetings
2. Attend scheduled curriculum meetings
3. Provide feed-back and recommendation to faculty monthly

21170

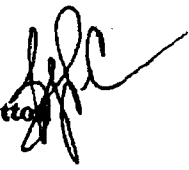
4. Collaborate with Director and Chairperson weekly

The consultant contract period should be January 18, 1999 to May 30, 1999.  
The number of work hours shall be determined by the consultants assessment of the (work load) but shall not be more than six hours per day.  
Office space will be provided.

MEMORANDUM

To: Mrs. M. Ellison

Via: Dean Smith

From: Dr. B. J. Primus-Cotton 


Date: 1/25/99

The attached two sheets is a preliminary PERT Chart for activities for the first three months of consultation with the Nursing Department.

The second sheet flows from the top sheet as a continuum. If you have questions please leave a message on my home telephone which I check daily and I will contact your office. Otherwise you may contact Rev. Cotton's secretary, Mrs. Glen, at (773) 925 2262. I will see you Monday (2/1/99)

To: Mrs. M. Ellison

Via: Dean Smith

From: Dr. B. J. Primus-Cotton 


Date: 1/25/99

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To: Mrs. M. Ellison

Via: Dean Smith

From: Dr. B. J. Primus-Cotton 

Date: 1/25/99

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**PRELIMINARY PLAN  
CONSULTATION FOR THE DEPARTMENT OF NURSING  
B. J. Primus-Cotton, EdD, MPH, RN  
KENNEDY-KING COLLEGE**

**Chicago, Illinois**

**OVERALL GOAL: Between February 1, 1999 and June 30, 1999 review existing structure of the Nursing program relating to faculty qualification, teaching assignments, curriculum and student statistical data; evaluate the areas as identified by the IDPR and make recommendations to correct those deficiencies, design an academic plan to create successful passage of the state board by Kennedy-King Nursing graduates by 85%.**

21170

**Objectives &**

**Dates**

<b>2/1/99-2/5/99</b>	<b>2/8/99- 2/12/99</b>	<b>2/18/99- 2/21/99</b>	<b>2/22/99- 2/26/99</b>	<b>3/1/99-3/5/99</b>	<b>3/22/99- 3/26/99</b>
<b>*Review Self study report, strategic plan, policies</b>	<b>Along with Drs. Primus &amp; Leneghan design a</b>	<b>3 day</b>	<b>faculty Assignments due, review with Chair Ellison &amp;</b>	<b>Review Level II syllabi Visit selected</b>	<b>Review admission requirements' Continue sylla bi</b>

**governing faculty,  
faculty job  
descriptions,  
handbook, IDPR  
Policy/practice  
level II syllabi  
Meet with Chair  
Ellison &  
Dean Smith**

**3 day enrichment  
workshop utilizing  
self disclosure,  
Bloom's taxonomy,  
cultural diversity**

**workshop  
Embassy  
suites,  
Chicago**

**Dean Smith  
Review  
Assignments,  
return to faculty  
with  
recommendations  
for  
implementations**

**lecture/clinical site  
Deliverable 1 due  
3/5/99-3/21/99-  
Travel to &return  
from South Africa**

**review,  
lecture/clinical skill  
visits**

## ATTACHMENT C

STATE OF ILLINOIS

DEPARTMENT OF PROFESSIONAL REGULATION

DEPARTMENT OF PROFESSIONAL REGULATION	)	
of the State of Illinois,	Complainant	)
v.	)	No. 199816509
KENNEDY-KING COLLEGE	)	
ASSOCIATE DEGREE NURSING PROGRAM	)	
School Code/Program No. 49-488,	Respondent	)

CONSENT ORDER

The Department of Professional Regulation by Mary E. Doherty, one of its attorneys, and the Kennedy-King College Associate Degree Nursing Program, Chicago, Illinois, by and through its attorney Kimberly W. White, hereby agree to the following:

STIPULATIONS

The Kennedy-King College Associate Degree Nursing Program (hereinafter Nursing Program) is an approved program of Professional Nursing Education in the State of Illinois, Program No. 49-488. At all times material to the matters set forth in this Consent Order, the Department of Professional Regulation of the State of Illinois (hereinafter the Department) had jurisdiction over the subject matter and parties herein.

Information has come to the attention of the Department that the annual pass rates for graduates of the Nursing Program, who took the National Council License Exam for Registered Nurses (NCLES-RN) for the first time is as follows:



<u>1.</u>	<u>YEAR</u>	<u>NO. WRITERS</u>	<u>PERCENT PASS</u>
	1983	37	84%
	1984	52	54%
	1985	69	66%
	1986	45	82%
	1987	33	79%
	1988	29	66%
	1989	15	80%
	1990	28	79%
	1991	25	84%
	1992	35	94%
	1993	44	86%
	1994	75	80%
	1995	64	78%
	1996	69	72%
	1997	68	72%

2. The Rules promulgated pursuant to the Nursing Practice Act, require that the Department conduct a site visit when an Approved Nursing Education Program's pass rate falls below the required 75% for two (2) consecutive years.
3. The Department conducted a site visit on April 20, 1998.
4. The Department alleges that the low pass rates for 1996 and 1997, if proven to be true, would constitute grounds for withdrawing Approval of Respondent's Nursing Education Program, on the authority of Illinois Revised Statutes (1987), Chapter III, paragraph 3525(b) 2; 68 Illinois Administrative Code, Sections 1300.40(b) 3 and (j).
5. As a result of the foregoing allegation(s), the Department held an Informal Conference at the offices of the Department, 100 West Randolph Street, Suite 9-300, Chicago, Illinois 60601 on November 20, 1998.

Respondent through Marjorie Gadson, Chairperson Elect of the Department of Nursing, appeared in person on that date, represented by attorney Kimberly W. White, Marilou Wasseluk appeared as a member of the Illinois Board of Nursing. Mary E. Doherty appeared as an attorney for the Department. Also present was Jacqueline C. Waggoner, Nursing Act Coordinator for the Department. Also present for the Respondent were Mickle Ward-Ellison, Director of Nursing Related Programs, and Diane Smith, Dean of Career Programs.

6. Respondent admits to the Department that its pass rates were below the required passing rates, however, Respondent represents the graduating class of 1996 experienced the retirement of three (3) senior faculty, one (1) lab coordinator, and one (1) assessment coordinator; during the summer of 1996, students were not able to review NCLEX-RN support materials due to the absence of personnel; the National Council changed the test plan for NCLEX-RN in 1995; and computerized testing of NCLEX-RN was introduced.
7. Respondent, through its counsel, has been advised of the right to have the pending allegation(s) reduced to written charges, the right to a hearing, the right to contest any charges that have been brought against Respondent, and the right to administrative review of any Order resulting from a hearing. Respondent

knowingly waives each of these rights, as well as any right to administrative review of this Consent Order.

8. Respondent and the Department have agreed, in order to resolve this matter, that the Kennedy-King College Associate Degree Nursing Program be permitted to enter into a Consent Order with the Department, providing for the imposition of disciplinary measures which are fair and equitable in light of the circumstances and which are consistent with the best interests of the people of the State of Illinois.

CONDITIONS

WHEREFORE, the Department, through Mary E. Doherty, its attorney, and the Kennedy-King College Associate Degree Nursing Program, through Kimberly W. White, its attorney, agree:

- A. The Associate Degree Nursing Program of Kennedy-King College shall be placed on Probation until such time as all conditions, which are set forth below, have been complied with.
- B. As a condition of aforesaid Probation, Respondent shall comply with the following:
  1. By March 1, 1999, Respondent shall hire consultant(s) with the expertise in the areas of associate degree nursing education, and adult and high-risk learner. The curriculum vitae of the consultant(s) shall be submitted to the Department.

21170

- a. By March 30, 1999, Respondent shall submit to the Department: a copy of the consultant's preliminary or initial evaluation and recommendations; and the Nursing Program's plan for implementation of the consultant's recommendations.
  - b. By May 30, 1999, Respondent shall submit to the Department: a copy of the consultant's supplemental/subsequent evaluation and recommendations; and the Nursing Program's supplemental plan for implementation of the consultant's recommendation.
2. Respondent shall implement research to determine the characteristics of the Kennedy-King College student who is successful in Nursing. This data shall be used to establish a comprehensive program of personal and academic counseling:
  - a. By February 1, 1999, Respondent shall submit a copy of the results of the research to the Department;
  - b. By March 15, 1999, Respondent shall submit its plan for implementation of the planned counseling program to the Department.
3. Respondent shall reevaluate and revise the admission criteria to reflect the characteristics found to be critical to success in the graduates achieving licensure:

## 211701

- a. These criteria shall be strictly adhered to in the process of admitting students;
  - b. By September 8, 1999 and within fourteen (14) days of subsequent admission starting dates, Respondent shall submit reports on students meeting the admission criteria to the Department.
4. By January 1999, the faculty/student ratio shall be reduced to a maximum of 1:8.
  5. Respondent shall reduce its admissions to the Nursing Program.
  6. Faculty shall teach in their specialty area.
  7. The learning patterns of students shall be assessed and instructional methods be consistent with the identified learning patterns.
  8. Respondent shall increase clinical hours in the program, effective Fall semester 1998. Respondent shall submit course schedules to the Department each semester.
  9. Respondent shall evaluate team teaching and faculty overload for their effect on student learning. By April 15, 1999, Respondent shall submit a report to the Department.
  10. The nursing administrative structure shall be evaluated identifying the responsibilities of the Chairperson and Director of Nursing-Related

Programs. Respondent shall submit verification of the Chairperson Elects position as Chairperson and the job descriptions of the Chairperson and Director of Nursing Related Programs positions to the Department by January 15, 1999.

11. Passage of the City Colleges of Chicago Comprehensive Examination is to be continued as a requirement for graduation with students required to take remedial study before repeating the examination:

a. By October 1, 1998, Respondent shall submit written policies regarding the Comprehensive Nursing Examination to the Department. (Done)

12. The Chairperson of the Department of Nursing shall submit semi-annual reports to the Department on the progress of the Nursing Program. These reports shall be directed to the Nursing Act Coordinator.

13. The Chairperson of the Department of Nursing shall appear annually before the Illinois Board of Nursing to report on the progress of the program.

C. Failure to comply in a timely manner to the aforesaid conditions of Probation will cause Approval of the Nursing Program to be withdrawn.

D. Respondent's Probation shall terminate only after it has maintained a 75% pass rate for first-time writers for three (3) consecutive years, 1999, 2000 and 2001.

- E. Any violation by Respondent of the terms and conditions of this Consent Order shall be grounds for the Department to immediately file a Complaint to withdraw the Respondent's approval as an Approved Associate Degree Nursing Education Program in the State of Illinois.
- F. This Consent Order shall become effective immediately after it is approved by the Director of the Department.

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois

\_\_\_\_\_  
DATE

\_\_\_\_\_  
Mary E. Doherty  
Attorney for the Department

\_\_\_\_\_  
DATE

\_\_\_\_\_  
Kennedy-King College  
Associate Degree Nursing Program  
By: Marjorie Gadson, Chairperson  
Elect of the Department of Nursing  
Respondent

\_\_\_\_\_  
DATE

\_\_\_\_\_  
Kimberly W. White  
Attorney for the Respondent

\_\_\_\_\_  
DATE

\_\_\_\_\_  
Marilyn Wasseluk  
Member, Illinois Board of Nursing

The foregoing Consent Order is approved in full.

DATED THIS \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_.

DEPARTMENT OF PROFESSIONAL REGULATION  
of the State of Illinois

\_\_\_\_\_  
NIKKI M. ZOLLAR  
DIRECTOR

NMZ:MED:reu

REF: School Code/Program No. 49-488  
Case No. 199816509