

Summer 2018

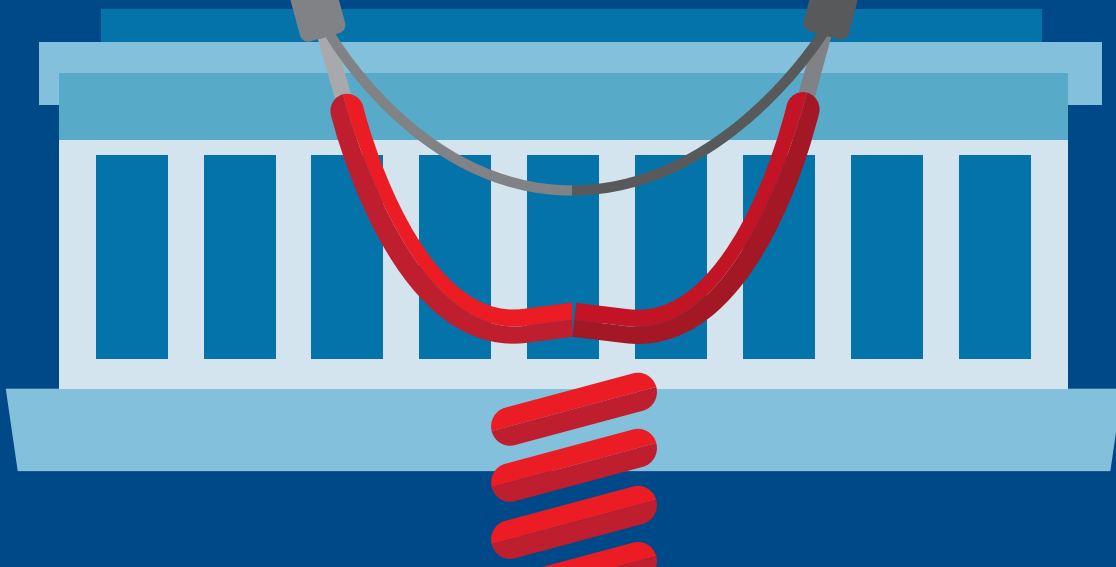
# IN FOCUS

A PUBLICATION OF THE NATIONAL COUNCIL OF STATE BOARDS OF NURSING



## IMPACTING CHANGE

NCSBN Office of Government Affairs Influences Policy  
at the Federal and State Levels



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Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was created to lessen the burdens of state governments and bring together boards of nursing (BONs) to act and counsel together on matters of common interest. NCSBN's membership is comprised of the BONs in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also 30 associate members that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories.

NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 4.8 million licensed nurses.

Mission: NCSBN provides education, service and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

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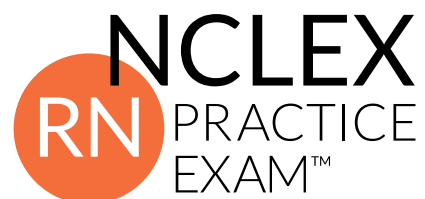
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## In This Issue

5. You Do Not Have to Be a Nurse to Be a Leader: Bohn's Thoughts on Leadership
  8. Influencing and Engaging Others: The College of Nurses of Ontario Receives NCSBN's 2018 Regulatory Achievement Award
  14. Impacting Change: NCSBN Office of Government Affairs Influences Policy at the Federal and State Levels
- 
6. Speed Round
  12. News & Notes

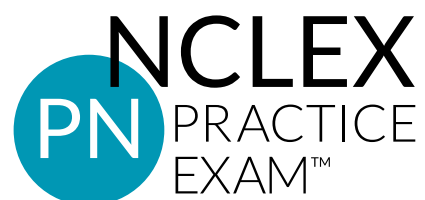
# NCLEX Practice Exam™



NCSBN has developed an NCLEX Practice Exam™ designed to provide the look and feel of the NCLEX exam candidates will take on their test day. The NCLEX practice exam includes actual test questions from previous NCLEX exams and is presented in a similar format as the NCLEX.

There are three different versions of the NCLEX Practice Exam:

- English version for the NCLEX-RN;
- English version for the NCLEX-PN; and a
- French version for the NCLEX-RN



## What does the NCLEX Practice Exam include?

- Two separate exams with 125 questions on each exam;
- Six continuous hours to take each RN practice exam;
- Five continuous hours to take each PN practice exam;
- A tutorial to demonstrate the different question types;
- A score report with the percentage of questions answered correctly; and
- A computerized adaptive testing (CAT) experience similar to the NCLEX.

## How much does the NCLEX Practice Exam cost?

\$150 USD

To learn more, visit [www.nclex.com](http://www.nclex.com)

**NCSBN**  
Leading Regulatory Excellence



## You Do Not Have to Be a Nurse to Be a Leader: Bohn's Thoughts on Leadership

*The Leadership Succession Committee (LSC) hosts a series of Leadership Succession Calls, focusing on promoting leadership engagement through thoughtful discussion with NCSBN leaders.*

The Leadership Succession call this quarter was held May 24th with Kaci Bohn, PhD, public member for the Arkansas State Board of Nursing. Bohn was appointed to the Arkansas State Board of Nursing in 2015. Additionally, she was elected to the Leadership Succession Committee as a member-at-large in 2017. Bohn is an associate professor at Harding University College of Pharmacy and is director of the university's drug take back program, Medication Cleanout™, in partnership with the Searcy Police Department and White County Sheriff's Department. She earned a bachelor's degree from West Texas A&M University in Canyon, Texas, and a PhD in pharmaceutical sciences from Texas Tech University Health Science Center in Amarillo, Texas. She has authored a children's book and is currently developing a medication safety curriculum for children under the age of 12.

Bohn began the conversation by sharing how she became involved with NCSBN. She learned of the organization through her mother, an advanced practice registered nurse (APRN) and member of the Texas Board of Nursing. After discovering NCSBN's dedication to a number of areas in research, education and leadership, she wanted to become actively involved in the organization.

At first, Bohn was hesitant because she is not a nurse. She quickly overcame her reluctance and reached out to the Arkansas State Board of Nursing. She encourages anyone interested in pursuing a leadership opportunity to make sure they are prepared and to go for it, saying, "We often don't see our own strengths. Don't fear the failure—you will learn from the experience. Taking the risk is worth it."

Bohn's philosophy on leadership is based on being a "servant leader." To lead, one must set the example and look to other leaders for inspiration. She tries to surround herself with people she wants to be like and allows them to inspire her. Choose your company and "bloom where you're planted," she advises. In other words, be the best you in your current position while working toward greater responsibilities.

In discussing the value of listening and effective communication, Bohn shared that in the university setting while working on her PhD, she discovered she could learn

NCSBN's Leadership Succession Committee contributes the *Pathways To Leadership* feature. There are many leadership paths and opportunities for members of NCSBN to support professional development. Learn more through the [NCSBN Leadership Development Program](#) and [watch our video](#) to learn how you can benefit personally and professionally by becoming involved with NCSBN (ncsbn.org username and password required).

something about anything. Bohn believes that communicating and listening are two essential qualities for effective leadership: leaders must communicate clearly and accurately, listen to responses, and remember that communication can be both verbal and nonverbal.

When asked about her greatest challenge as a consumer member, Bohn was quick to say, "I'm not a nurse." Because the acronyms, terminology and documents were all foreign to her, it was important to review documents and ask questions ahead of time when permissible. She accepted the responsibility of educating herself. Leaders must be willing to go the extra distance when necessary.

Bohn encouraged listeners to become involved early. Early engagement is important, especially for board members with term limits. If you have the option to attend the NCSBN Midyear and Annual meetings, it is an excellent way to learn about NCSBN and network with other leaders across the country. Additionally, NCSBN offers conferences, workshops, webinars and various online resources to assist with professional development.



## Speed Round

### Get to know NCSBN staff:

#### Jacklyn Currier, Senior Coordinator, Business Operations, Examinations

**What do you do?**  
I work as a senior coordinator in Business Operations in the Examinations Department. I provide primary staff support for the department, including professional administrative assistance. I coordinate internal and external communications and create correspondence in French and English. I manage the NCLEX® Examination Committee quarterly meetings, maintain department documents, filing and secure passwords.

**What are the best and most challenging aspects of your job?**  
The best part of my job is collaborating on a daily basis with my team members. Working with our diverse expertise has been eye opening and thought provoking. I am very grateful to be in a role that encourages open dialogue and sharing ideas. The most challenging aspect of this is trying to find time that works for everyone.

**If you weren't working at NCSBN, what would your dream job be?**  
I would be living in rural France running a bed and breakfast or vineyard. Santé!



## Discover the Free and Easy Way to Verify Nurse Authorization to Practice

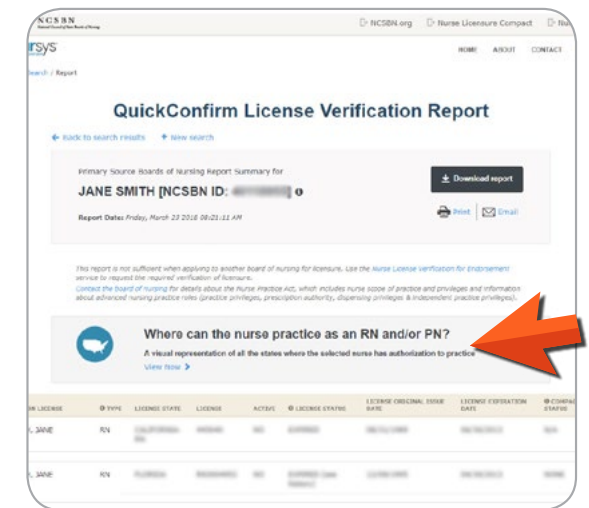
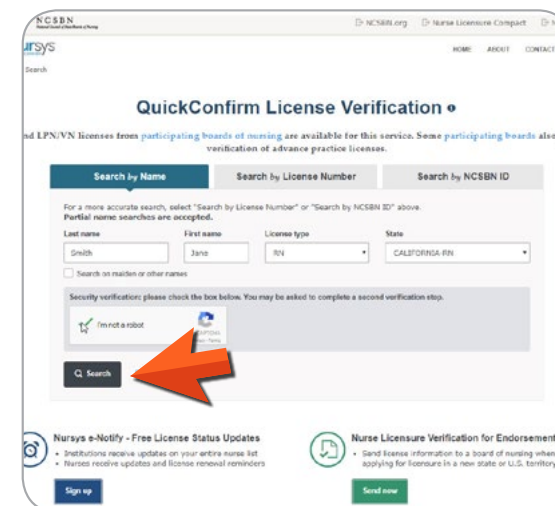
Are you a nurse or nurse employer with questions about whether a nurse holds a multistate license, and in which states the nurse may practice? NCSBN's new interactive Nursys Authorization to Practice map is a valuable, **free** tool to help you answer these questions.

Nursys is the **only** national database for licensure verification for registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and APRNs. Designated as a primary source equivalent database through a written agreement with participating boards of nursing (BONs), it is live and dynamic, and all updates to the system are reflected immediately, pushed directly from participating BON databases through frequent, secured data updates.

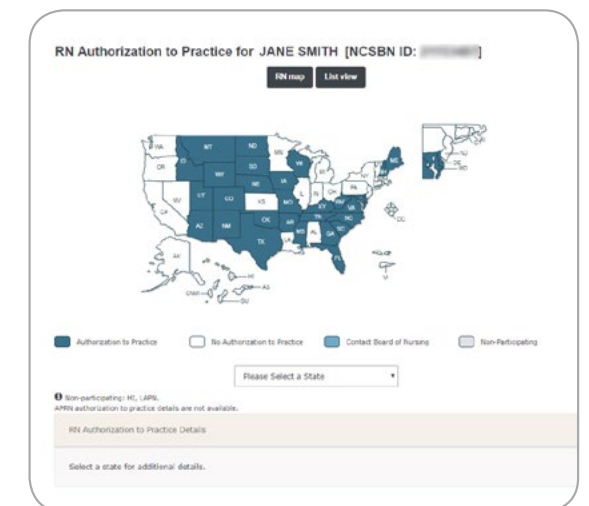
1. Visit [Nursys.com](https://nursys.com) and click Nursys QuickConfirm
2. Review the Terms & Conditions page and click "I agree."
3. Enter the nurse's Name, License Number or NCSBN ID and click "Search."
4. Find the nurse and click "View Report."
5. On the License Verification Report page, click "Where can the nurse practice as an RN and/or PN?"



3. Enter the nurse's Name, License Number or NCSBN ID and click "Search."



6. View the results.





## Influencing and Engaging Others: The College of Nurses of Ontario Receives NCSBN's 2018 Regulatory Achievement Award

At the upcoming NCSBN 2018 Annual Meeting in Minneapolis, the College of Nurses of Ontario (CNO) will accept NCSBN's Regulatory Achievement Award at the annual Awards Dinner. This distinction recognizes a member board or associate member that has made an identifiable, significant contribution to the mission and vision of NCSBN in promoting public policy related to the safe and effective practice of nursing in the interest of public welfare.

The NCSBN Awards Program recognizes and celebrates the outstanding achievements of members. Award recipients are selected through a blind review process based on the strength of the nomination with respect to the award criteria, a process overseen annually by the Awards Committee.

NCSBN spoke with CNO's executive director and CEO, Anne Coghlan, MScN, RN, on the CNO's reaction to receiving this honor and the work that got them there. "When we were notified it was a very exciting moment," says Coghlan. "The staff here were thrilled. I am proud of the team that I work with, and I could not wait to tell them. We consider it an honor to have the College's contributions to regulatory excellence recognized by our colleagues. We benefit every day from the forums and resources provided by NCSBN. I value the learning opportunities and the venue for sharing our learning and innovations with others, so that we all contribute to the collective work that moves us closer to the excellence for which we all strive."

Asked why the CNO threw in their hat for the Regulatory Achievement Award, Coghlan starts by explaining that the CNO's vision is centered on leading in regulatory excellence. "Over the last several years, we have been focused on increasing the transparency of our work, and building on and leveraging available evidence to support our decision making," she elaborates. "We have made some great strides in this area and wanted to share how important collaboration with other regulators has been to our success."

Award contenders must send the Awards Committee a narrative that highlights their accomplishments. One criteria

for selection includes the nominee's active participation in NCSBN activities. The CNO is committed to public protection and collaborative partnerships and has made significant contributions to NCSBN since becoming an associate member in 2009.

Coghlan notes that the CNO was a founding member of the International Nurse Regulator Collaborative (INRC), a collaboration between nursing regulatory organizations throughout the world, dedicated to promoting research, sharing intelligence, and working together to influence policy to protect public health, safety and welfare.

"The CNO has a very long history of leadership. Its international collaboration goes back decades, well before my time," explains Coghlan. "It stems from a commitment to being part of creating standards and best practices in regulation that serve the public wherever a nurse is practicing. When NCSBN created the opportunity to form the INRC, we jumped at the chance. INRC members have many things in common and we are also very curious about our differences, and asking if they are necessary. For example, what would it take to move to common entry requirements, or to common standards and expectations of nurses? Can we remove barriers to mobility for nurses across our jurisdictions? For me, one of the most exciting outcomes would be saying to the public, 'Here's what you can expect from a nurse.' Those of us in INRC would all be saying the same thing, in language that the public can understand."

Another award criteria is effective leadership in the development, implementation and maintenance of licensing and

[continued on page 10](#)

CNO staff gathered for a group picture after being notified that they would receive NCSBN's Regulatory Achievement Award.



CNO Executive Director and CEO, Anne Coghlan



Photo taken by Melanie Gordon

regulatory policies. Coghlan is especially proud of CNO's Governance Vision 2020, an undertaking that will introduce sweeping changes to its governance model. These include a smaller board size, a board composition of 50 percent public members and competency based appointments. The changes come on the heels of an extensive performance assessment and evidence review. "We are very committed to sharing what we have learned," Coghlan explains. "All of our background briefings, outcome papers and literature reviews are on our website and we have communicated it widely to other regulators and to our government, which is currently in the process of reviewing the entire regulatory framework in our province."

The new model will increase the board's effectiveness in achieving its public interest mandate and strengthen public confidence in its decisions. "We have been invited to make presentations to the councils of other professional regulators, and it has been exciting to see the influence our work has had on engaging others in leading practices in governance," says Coghlan. "We see this work as something to celebrate, not only in terms of stretching ourselves as a regulator, but also contributing to systems, discussion and collaboration – and eventually, we're hopeful, legislative change."

At this year's Annual Meeting, NCSBN President Katherine Thomas will host the Awards ceremony followed by a dinner and dancing. It will be a time for celebration – as NCSBN marks 40 years, and CNO celebrates their recognition. "The Awards ceremony is a lovely event and it has always been a highlight for me," says Coghlan. "I enjoy hearing about the wonderful contributions that so many are making to nursing regulation. There is no other opportunity like it."



“ This is a must read resource for new graduate RNs and is essential to launching a nursing career. The information is not included in the nursing curriculum and it is indispensable to ensure successful entry into the nursing profession. ”

– Diane Mancino, EdD, RN, CAE, FAAN, executive director, National Student Nurses' Association

Offered as a gift to newly licensed nurses in honor of its 40<sup>th</sup> anniversary, NCSBN created this booklet as a resource to help nurses better understand nursing regulation and their board of nursing.

Order your free copies today!

## Member Board Profiles

### Our comprehensive database provides detailed information about NCSBN's Member Boards

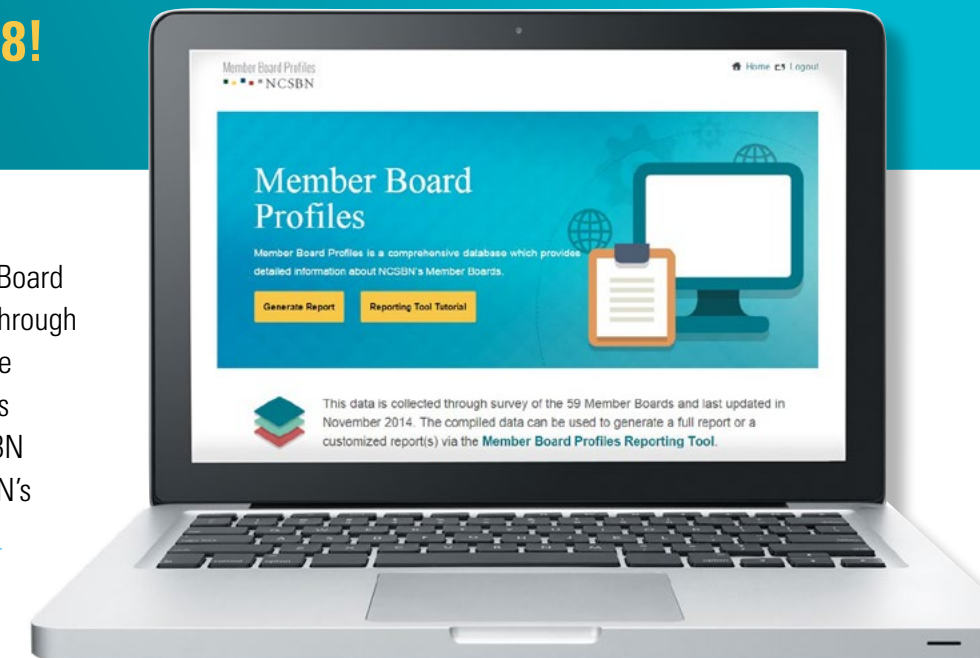
#### Updated in March 2018!

NCSBN's helpful and informative Member Board Profiles database contains data collected through surveys of NCSBN's 59 member boards. The compiled data are available to the public as a [complete report in PDF form](#) and to NCSBN members as a customized report via NCSBN's new [Member Board Profiles Reporting Tool](#) (login required). The surveys are updated once a year in January, therefore the survey results are a snapshot in time. If verification is needed, look to the [state nurse practice act and regulations](#) or [contact the state board of nursing](#).

#### The Member Board Profiles Reporting Tool

**This reporting tool is a convenient and customizable way to access a snapshot of the member boards':**

- Structure and Governance
- Licensure Requirements and Operations
- Education Requirements
- Discipline, Delegation, Telenursing
- Advanced Practice Registered Nurse Regulation
- Assistive Personnel Regulation



**Users can customize their searches the following ways:**

- Select from six surveys: Advanced Practice; Assistive Personnel; Board Structure; Discipline, Delegation, Telenursing; Education; Licensure.
- Select jurisdiction(s) individually or selected jurisdictions, or via five presets: all, RN boards, PN boards, umbrella boards or independent boards.
- Narrow results by selecting particular questions from the selected survey.
- Include maps and/or charts.

**Users can then view results or export and save or print them in PDF format.**

For questions, contact [memberboardprofiles@ncsbn.org](mailto:memberboardprofiles@ncsbn.org).

# News & Notes



## NCSBN Staff Participates in J.P. Morgan Chase Corporate Challenge

On May 24th, 27 NCSBN staff members participated in the J.P. Morgan Chase Corporate Challenge in Chicago's Grant Park. This is the highest number of participants NCSBN has had partake in the event to date. Congratulations to all of those who participated in the event.

NCSBN 40  
1978 2018

40 years marks NCSBN's ruby anniversary. Be sure to wear red to our Awards dinner in Minneapolis on Aug. 16!



## Zickafoose Welcomed Back as Executive Director of Delaware Board of Nursing

On June 1, Pamela C. Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE, returned as executive director of the Delaware Board of Nursing.

Zickafoose's experience with the Delaware BON began in 1995. She has served in a number of roles, first on the board's Practice Committee, then as an RN board member, then as board president and eventually the executive director. In 2015, she left to become nursing instructional director at Delaware Technical & Community College, Owens Campus. In May of 2017, she was reappointed to the board as an RN member and was soon elected president. When the executive director position became available, Zickafoose felt the timing was right. "Ultimately I wanted to be involved with the APRN Compact, and I also wanted to get back into policy," she says. "There are bills being introduced that I believe we need to intervene on."

Zickafoose says her email inbox was flooded with messages welcoming her back. "It's wonderful. I feel like everything is falling into place. I really do enjoy the work of the board, and the timing was perfect."



**NCSBN**  
Leading Regulatory Excellence

*We have a new logo!  
We debuted the new  
logo on June 5.*

## Sharpnack Receives Leadership Award



Ohio Board of Nursing President Patricia Sharpnack, DNP, RN, CNE, NEA-BC, ANEF, was selected to receive the 2018 Annual Linda Cronenwett QSEN Leadership Award. The award honors an emerging leader in the field of quality and safety education who demonstrates significant contributions to the education of nurses or nursing students through exemplary vision, influence, critical thinking, communication and role modeling. A board member since 2014, Sharpnack currently serves as the board president and chair of the Advisory Group on Nursing Education. The Ohio Board of Nursing is pleased to congratulate Sharpnack on being recognized for her excellent leadership in the promotion of quality and safety.

## Florida Board of Nursing



Florida Board of Nursing staff recently participated in a Long-Range Policy Planning meeting with colleagues from other health care professions. The annual discussion involved staff and board members from each of Florida's health care regulatory boards, as well as representatives of professional associations. Items discussed included legislative updates, review of legal issues from the Florida attorney general's Office, prosecution caseload, financials and a SWOT data report. Pictured are: Jody B. Newman, EdS, EdD, Board Chair; Diana Forst, BA, RN, Board Vice-Chair; Joe Baker, Jr., Executive Director; Janegale Boyd, RN, Florida Nurses Association president; Nicole Benson, Administrator; Melissa Greenfield, Administrator; Sherri Sutton-Johnson, MSN, RN, Nursing Education Director; Matt Witters, Senior Prosecuting Attorney.



# IMPACTING CHANGE

NCSBN Office of Government Affairs Influences Policy at the Federal and State Levels

In recent years, NCSBN has taken significant steps in leading in health care regulation by pursuing policies at the federal level that protect patients and promote access to care. An article in the [spring 2016 issue of \*In Focus\*](#) traced the origins of NCSBN's office of Government Affairs and explored its focus on educating and developing relationships with congressional staff, federal government officials, members of nursing organizations, telehealth stakeholders and other key players in the health policy community.

Along with the progress come challenges, and a lot has changed in Washington since 2016. In this issue of *In Focus* we revisit the Office of Government Affairs to provide an update on NCSBN's activities amidst a challenging and polarizing political climate.

At NCSBN's spring 2018 Midyear Meeting, Government Affairs Director Elliot Vice began his legislative update presentation to members with a solemn caveat. "Everything is very toxic right now," said Vice, "and that makes it difficult not only to lobby, but also to foster an environment where you can work in a bipartisan manner ... it is an election year, so it is going to continue to be very chaotic, and there is not a great deal of political goodwill on either side."

But efforts must go on, and NCSBN and its members have been making progress. NCSBN continues to work with members and counterparts in health care to ensure nursing regulators are part of the policy conversation. There are a number of initiatives and policy priorities the office is focusing on that can help address issues with the federal government that have a direct impact on state licensing boards and boards of nursing (BONS).

## Occupational Licensing Reform

One area is occupational licensing reform. "We have noticed an increase in interest regarding occupational licensing," says Vice. "It's a priority for several conservative and libertarian think tanks and their advocacy arms. Many in the movement believe the time is now for the federal government to play a role in deregulating several professions that are licensed, or offering policies that would fundamentally change how occupational licensing operates at the state level. A lot of what we are hearing focuses on the negative impacts that licenses have on individuals in occupations like cosmetology."

With that said, Vice adds that there is also some acknowledgement of the need for licensure when it comes to public protection. "With this in mind, we are excited to announce creation of a Government Affairs Knowledge Network on the [HIVE](#) (NCSBN members only, login required) for members," notes Vice. "We recently launched

this network in coordination with the rollout of the new NCSBN website. It contains a database of both occupational licensing-focused articles, editorials and studies that we have been compiling. It also contains a large library of letters and statements NCSBN has submitted to federal government agencies and Congress on issues of importance to state boards of nursing."

HIVE is an interactive space where members of NCSBN committees, knowledge networks and special groups can collaborate and participate in dynamic discussions on topics important to them and nursing regulation. Vice explains that the purpose of the Government Affairs HIVE network is to increase NCSBN member access. "Our goal is to help members better understand what we do in D.C. and give them a window into the same type of information that is currently available to the NCSBN Board of Directors (BOD)."

With occupational licensing issues becoming increasingly prevalent in federal policy discussions, Government Affairs has redoubled efforts to educate members of Congress and the administration about the importance of state-based nursing regulation. In April, Vice and NCSBN CEO David Benton, PhD, RGN, FFNF, FRCN, FAAN, met with senior policy staff for the U.S. Department of Labor (DOL) to discuss the [enhanced Nurse Licensure Compact \(eNLC\)](#), occupational licensing reform and APRN practice issues. Vice also met with leaders at the Department of Health and Human Services (HHS) as well as leaders on several relevant committees in Congress that have jurisdiction over workforce and licensing issues. Government Affairs staff intends to grow NCSBN's relationship with DOL and Congressional staff.

Another issue that has resulted in legislative action related to licensing is student loan default. Currently, more than 15 states have policies in place that allow state licensing boards to discipline licensees for failing to pay student loans. In July, Sen. Marco Rubio, Sen. Elizabeth Warren, Rep. Drew Ferguson and Rep. David Cicilline introduced the Protecting JOBS Act (S. 3065, H.R. 6156), a bill that would prevent states from suspending, revoking or denying state professional licenses solely because a



licensee defaults on a student loan. After deliberation by both NCSBN staff and the BOD, NCSBN issued a letter of support to the congressional sponsors, who voiced appreciation for NCSBN's leadership on this issue.

### Opioid Crisis

This past spring, NCSBN worked with the Federation of State Medical Boards (FSMB) and the National Association of Boards of Pharmacy (NABP), known as the Tri-Regulator Collaborative, to help shape and promote a policy that would allow buprenorphine to be prescribed via telehealth to treat substance abuse. The Tri-Regulator Collaborative's letter in support of this provision is available on the HIVE. In the letter, addressed to the chairman and ranking member of the House Energy and Commerce Committee, the leaders of each organization express their support for the Access to Telehealth Services for Opioid Use Disorders Act, explaining, "We believe that telehealth can reduce the cost of care, increase patient access to care and improve health outcomes for those struggling with opioid addiction, particularly in rural communities."

Government Affairs staff also worked with the Nursing Community Coalition, which comprises 60 nursing groups that are the cross section of education, practice, research and regulation, to successfully advocate in favor of a House-passed provision that would permanently allow qualified nurse practitioners to prescribe buprenorphine and allow qualified clinical nurse specialists, nurse mid-

wives and nurse anesthetists to seek that same authority for a five-year period. The legislation is currently awaiting action in the Senate.

### Veterans Affairs

NCSBN supports legislative efforts that help veterans transition into the civilian workplace, by assisting BONs in making licensing decisions that will help veterans safely and competently enter civilian careers in nursing. Government Affairs and NCSBN Nursys®

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**"Our goal is to help members better understand what we do in D.C. and give them a window into the same type of information that is currently available to the NCSBN Board of Directors"**

**— NCSBN Director of Government Affairs Elliot Vice**

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staff are working with the Department of Veterans Affairs (VA) and VA nursing leaders to begin implementing Nursys e-Notify® to track VA nurse licensure and discipline. A four-facility pilot project is currently underway.

NCSBN is also assisting in implementation of both the advanced practice registered nurse (APRN) rule and the new telehealth rule, which went into effect in June. The VA continues to rollout both policies in their facilities and NCSBN is helping by connecting

BONs with the VA to answer their questions and resolve potential conflicts.

"NCSBN has a good working relationship with the VA, and it has grown significantly over past four years," comments Vice. "We look forward to continuing our work with them to help address some of their regulatory challenges, improve access to care and ensure patient safety."

### International

"We're closely watching NAFTA which impacts the TN Visa process," says Vice. This visa allows U.S. nurses to practice in Canada and vice versa. Vice and Benton met with staff from the office of the United States Trade Representative (USTR) to discuss ongoing U.S. trade negotiations with Canada and Mexico, Great Britain, and the European Union, as well as issues related to information sharing across international boundaries.

Despite the challenging political climate in Washington, NCSBN's Office of Government Affairs has found opportunities to work with Congress and federal agencies on issues crucial to NCSBN membership. "Any time you have spirited debate on an issue, you have an opportunity to educate, inform and effect change," remarks Vice. "So we're educating members of the government and sharing our perspective on specific issues. Our goal, as always, is to have a positive impact on the policymaking process in a way that benefits state boards of nursing." 🌍



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Delegate Assembly, 1987



Registration Desk, 1987

## We've come a long way!

NCSBN looks forward to celebrating 40 years of regulatory excellence at this year's Annual Meeting in Minneapolis.



CEU Check-in Stations, 2016

