



APIC  **24**

ANNUAL CONFERENCE & EXPO
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Advanced Leadership Certification in Infection Prevention

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Relevant Financial Disclosures

#APIC24

No Disclosures

None of the faculty or planners for this activity have relevant financial relationship(s) to disclose with ineligible companies whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.





- CBIC Executive Director
- Master of Business Administration
- Master of Science in Human Resources
- Project Management Certified
- 10+ years experience in healthcare certification and licensure

Jessica Dangles, MBA, MS, PMP, CAE



- CBIC President
- Healthcare-Associated Infection/Antibiotic Resistance Prevention Program Manager
- **First CIC® Certified: 2008**
- **LTC-CIP Certified: 2022**

Andrea Flinchum, MPH, BSN, RN, CIC, LTC-CIP, FAPIC



- CBIC Board Director
- System Director of Infection Prevention:
Ascension Saint Thomas
- Test committee member
- Middle Tennessee APIC Chapter
Member
- **FIRST CIC® Certified: 1991**
- **LTC-CIP Certified: 2022**

Gail Fraine, RN, MMHC, BSN, CIC, LTC-CIP

Objectives:

1. Review CBIC mission & vision
2. Presentation of APIC competency model
3. Outline of the AL-CIP & assessment development cycle
4. Comparison of CBIC credentials
5. Outline AL-CIP competency framework

What is CBIC?

Certification Board of Infection Control and Epidemiology, Inc.

Voluntary, autonomous, multidisciplinary board

Mission: Provide pathways to demonstrate and maintain competence in infection prevention and control.

Vision: A world free of infections through demonstrated professional competency.

What is the AL-CIP?

- The Advanced Leadership Certification in Infection Prevention & Control (AL-CIP) is an assessment of knowledge, skills and abilities expected of individuals who demonstrate professional expertise, leadership and impact in the field of infection prevention and control
- Portfolio-based assessment
- Development was guided by the APIC Competency Model
- Demonstrates leadership within infection prevention and control that has a measurable impact

Leadership definition within infection prevention & control:

Leadership requires an advanced ability to inspire individual and organizational excellence, create a shared vision and successfully manage change to attain strategic goals. Infection prevention and control (IPC) leaders use their skills to establish a clear vision and strategic direction, facilitate change that improves IPC programs and practices, enhance individual and population health, and reduce the risk of infection across the lifespan in any setting.

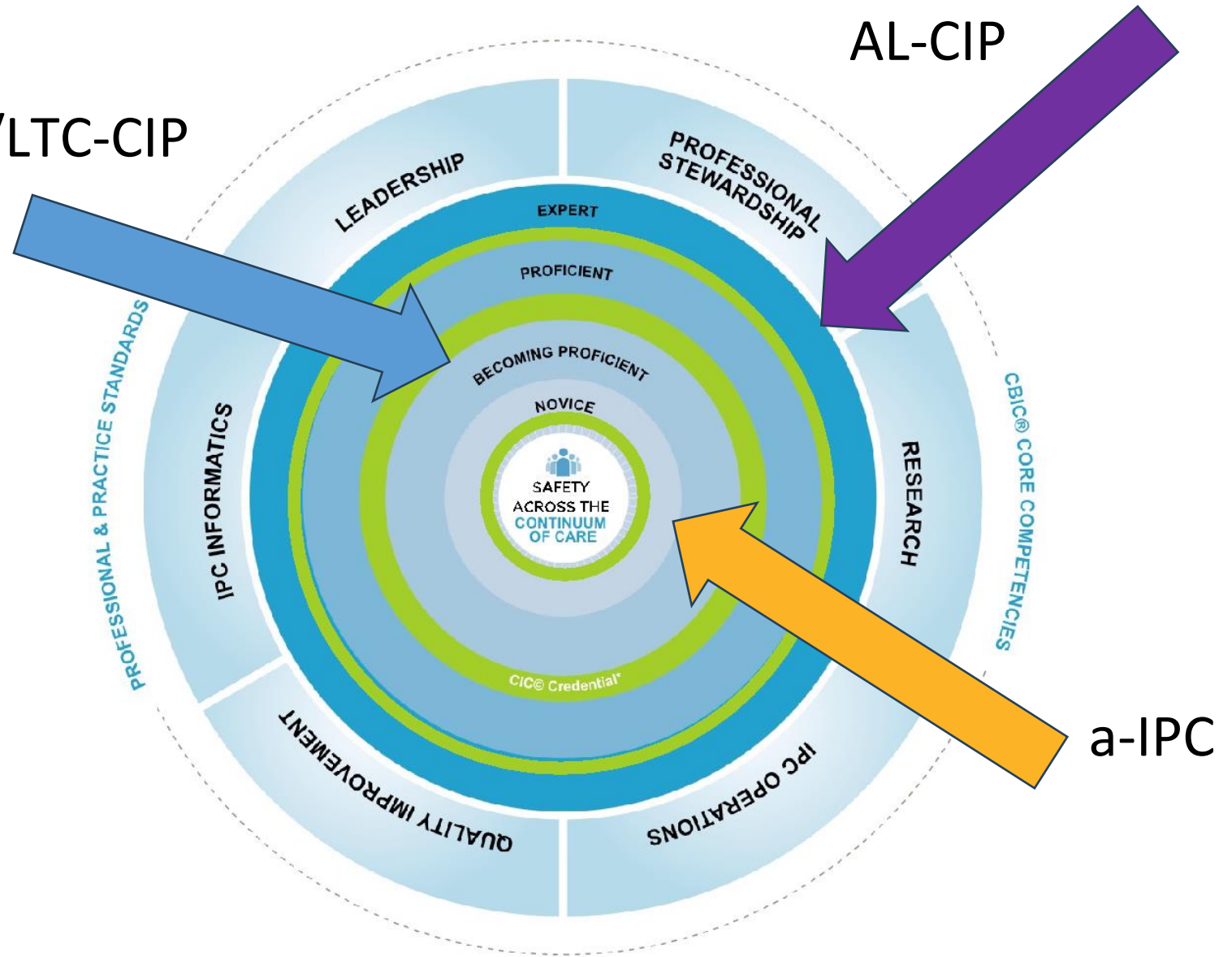
Eligibility Guidelines:

1. Demonstrated positive impact on the profession: Active engagement and advanced infection prevention and control practice, leadership, education, research, policy and/or advocacy for a minimum of 5-10 years
2. Certification and/or Fellow Designation: Current relevant certifications (e.g., CBIC, NAHQ, or ABMS) or fellow designation (e.g., APIC, SHEA, IDSA)

APIC Competency Model

CIC®/LTC-CIP

AL-CIP



a-IPC

Rationale for this new certification:

- Aligns with CBIC's strategic plan:
 - *Expand accessibility to certification for professionals responsible for infection prevention across settings.*
- Addresses every level of an IPC professional's career from novice to advanced.
- Expanding the opportunity for certification beyond infection preventionists to a broader constituency.



Breakdown of 15,000+ APIC Members

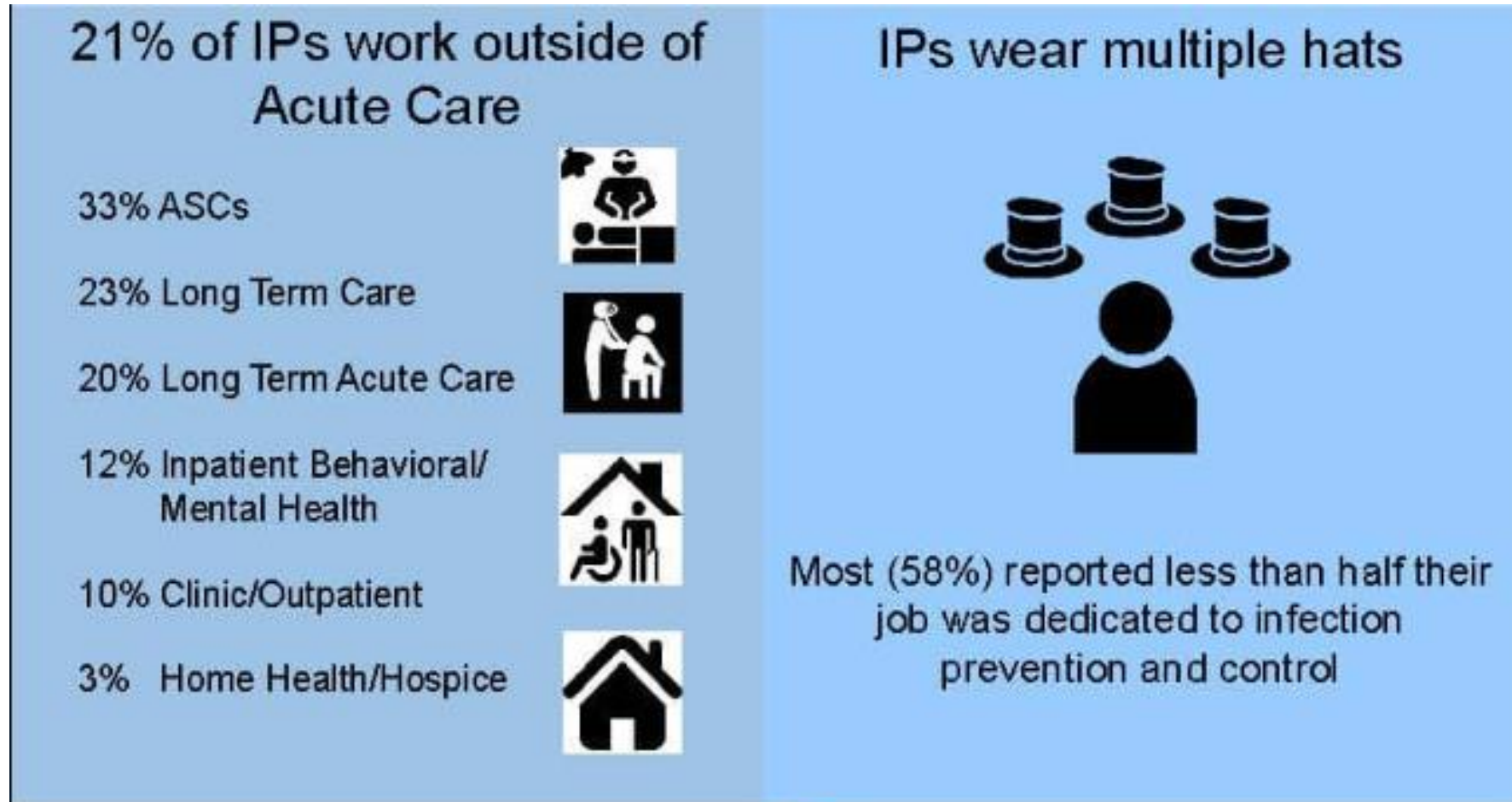
Practice settings include:

- Acute Care
- Long-Term Care
- Critical Access Hospital
- Public Health
- Ambulatory Surgery Center
- Ambulatory Care
- Long-Term Acute Care
- Behavioral Health
- +More

Professions include:

- Nurses
- Physicians
- Public health professionals
- Epidemiologists
- Medical technologists
- Microbiologists
- Others in the infection prevention and control industry

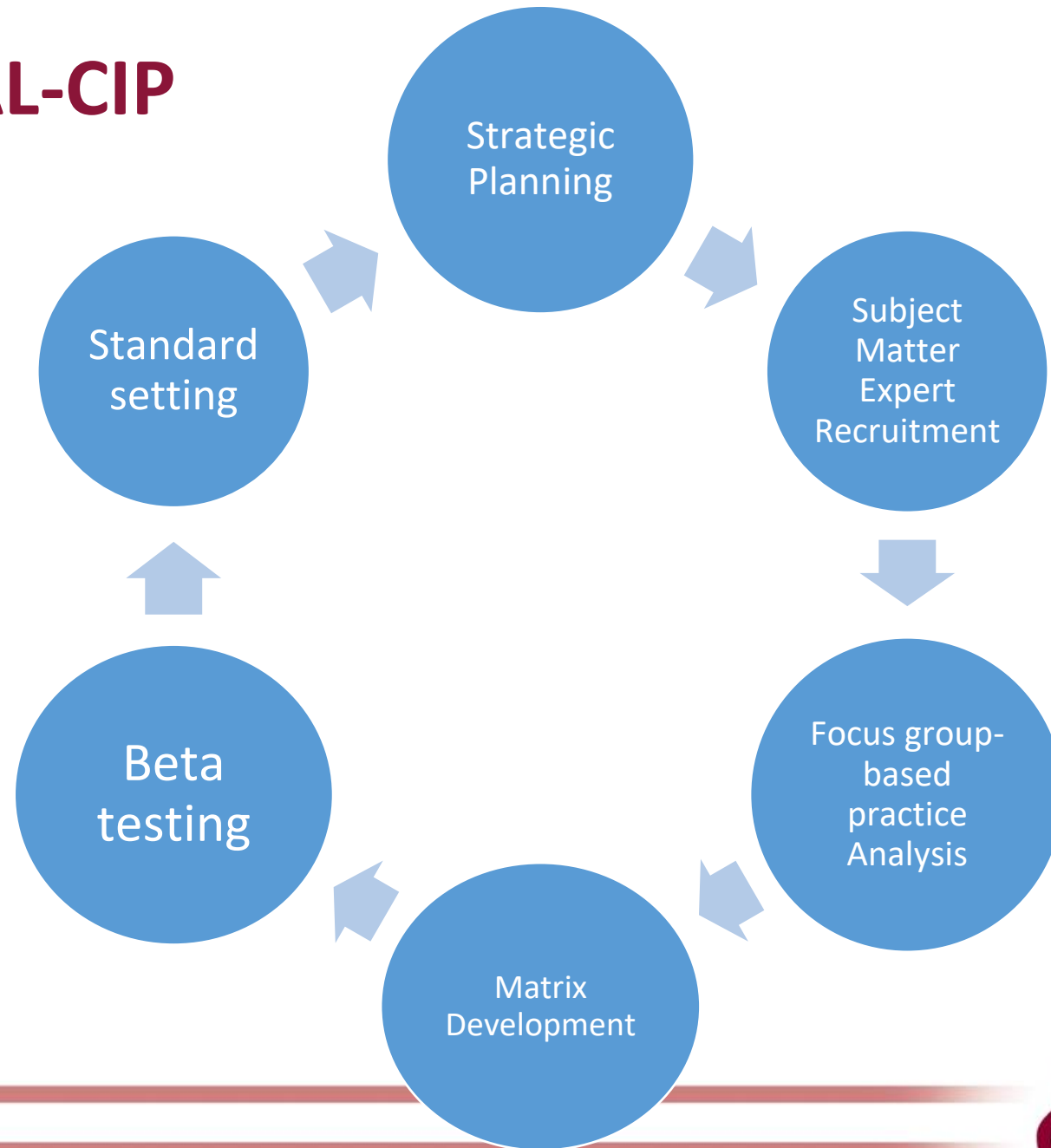
The backgrounds of IPC professionals is changing



Pogorzelska-Maziarz M, Kalp E.
AJIC 45(6):597-602.



Development of the AL-CIP



Comparison of CBIC Certifications



a-IPC

	Recommended Education	Recommended Work Experience	Format
Associate-Infection Prevention and Control (a-IPC)	N/A	No experience is needed, but candidates should have an interest in the field of infection prevention and control	Computer-based proctored examination consisting of 100 multiple-choice questions

	Recommended Education	Recommended Work Experience	Format
Certification in Infection Control (CIC®)	Completed Post-Secondary education in a health-related field	<ul style="list-style-type: none">• One-year full-time employment;• OR Two years part-time employment;• OR 3,000 hours completed• Direct responsibility of the IPC programs/activities in a healthcare setting	Computer-based proctored examination consisting of 150 multiple-choice questions

LTC-CIP

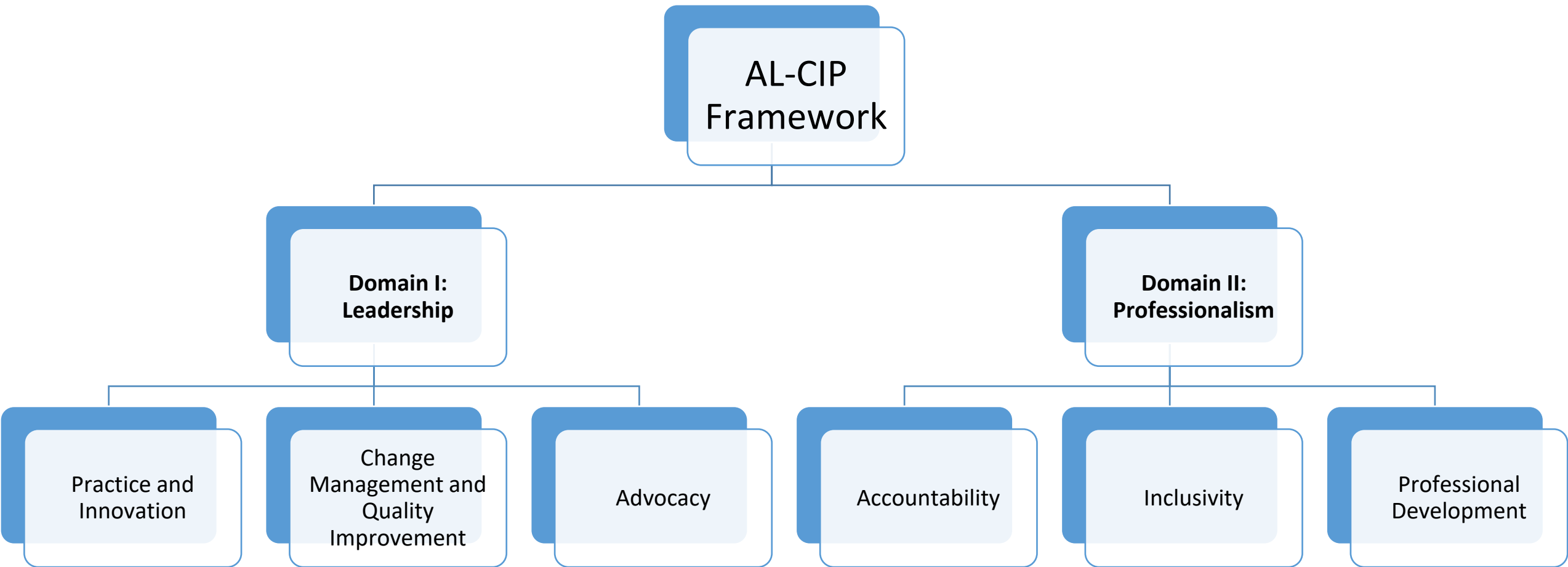
	Recommended Education	Recommended Work Experience	Format
Long-Term Care Certification in Infection Prevention (LTC-CIP)	Completed Post-Secondary education in a health-related field	<ul style="list-style-type: none">• One-year full-time infection prevention experience• Responsibility for the IPC programs/activities in a long-term care setting	Computer-based proctored examination consisting of 150 multiple-choice questions

Exam Content: a-IPC, CIC[®], LTC-CIP

	a-IPC[™]	CIC[®]	LTC-CIP
Identification of Infectious Disease Processes	13	22	16
Surveillance and Epidemiologic Investigation	14	22	22
Preventing/Controlling the Transmission of Infectious Agents	14	22	22
Employee/Occupational Health	7	11	8
Management and Communication	9	14	15
Education and Research	8	12	N/A
Environment of Care	9	14	16
Cleaning, Disinfection, Sterilization of Medical Devices and Equipment	11	18	13
Antimicrobial Stewardship	N/A	N/A	9
Long-Term Care Settings	N/A	N/A	14

Comparison of CBIC Certifications: AL-CIP

	Recommended Work Experience	Recommended Other Experience	Format
Advanced Leadership Certification in Infection Prevention and Control (AL-CIP)	<ul style="list-style-type: none">A minimum of approximately five-ten years of full-time experience in IPC	<ul style="list-style-type: none">Certification and/or Fellow Designation: Current relevant certifications (e.g., CBIC, NAHQ, or ABMS) or fellow designation (e.g., APIC, SHEA, IDSA)	Portfolio-based assessment.



Domain 1: Leadership

Competencies	Sub-Competencies
Practice and Innovation: Advances the practice of infection prevention and control	<ol style="list-style-type: none">1. Strategic Vision2. Interpersonal Communication3. Relationship Management4. Innovation and Creativity
Change Management and Quality Improvement: Utilizes advanced change management and quality improvement principles and methods to transform infection prevention and control practice.	<ol style="list-style-type: none">1. Risk Assessment and Reduction2. Change Management3. Teams and team building4. Quality Improvement
Advocacy: Advocates for policies and/or solutions to improve infection prevention and control.	<ol style="list-style-type: none">1. Coalition Building2. Influence

Domain 2: Professionalism

Competencies	Sub-Competencies
Accountability: Assumes personal accountability and supports others to advance infection and prevention control.	<ol style="list-style-type: none">1. Individual Accountability2. Advancing the Profession
Inclusivity: Creates an inclusive environment where people feel valued, involved and respected for their viewpoints, ideas, perspectives, and experiences.	<ol style="list-style-type: none">1.Engagement2.Implementation
Professional Development: Gains advanced leadership knowledge and skills and demonstrates a commitment to advancing the IPC profession.	<ol style="list-style-type: none">1.Individual Development2.Professional/Leadership Development

Examples of evidence*:

- Publications (e.g., peer and non-peer-reviewed journal article, guidelines, compendium)
- Presentations (e.g., chapter, regional, national, or international conferences; in-person, virtual, classroom, workshop; poster presentation)
- Work product (e.g., toolkits, guidance documents, strategic plan, website, practice changes)
- Program development materials (e.g., academic syllabus, website, course materials, program evaluation)
- Credential / certifications relevant to leadership in IPC (e.g., Six sigma black belt, CIC, CPHQ, CPH, CEU/CPD)

*all supporting evidence provided must be within the last ten years

Application process

- Applications open January 2025
- Portfolios are accepted biannually
- Scoring of the portfolio takes approximately 60 days from time of submission
- Candidate handbook coming soon!

Differences between a fellows program and certification:

APIC Fellows Program

The APIC Fellows program recognizes exemplary APIC members with the designation as a Fellow of the Association for Professionals in Infection Control and Epidemiology (FAPIC). The Fellow of APIC designation is a distinction of honor for APIC members who have demonstrated advanced achievement and service in the field of infection prevention and control and epidemiology.

	Certificate	Fellows Program	Advanced Leadership Certification (AL-CIP)
Awarder	Any informal or formal institution or organization that offers educational content.	Membership organizations.	Certification Board of Infection Control and Epidemiology, Inc.
Definition	Acknowledgement that an individual has successfully completed a course of study or has attended an educational presentation.	Recognition by a society or organization that an individual society member has distinguished themselves in their field. Fellowship is primarily honorific and contingent on maintaining membership.	Formal attestation following a professional rigorous assessment process using internationally recognized credentialing industry standards that an individual has demonstrated advanced leadership and regional, national or global impact. Recertification is required to maintain the AL-CIP designation.
Awardee	Any individual who completes the course of study.	Any society member who meets eligibility criteria defined by the society.	Any individual who completes a formal, rigorous assessment of their demonstrated leadership and impact.

Already CBIC certified?

- Those with existing CIC or LTC-CIP will retain their certification upon earning the AL-CIP.
- If a CIC/LTC-CIP certificant chooses NOT to recertify the AL-CIP, their CIC or LTC-CIP will expire at the end of the *next* calendar year, and they can recertify via exam or IPU.

Example:

John Doe, CIC

Earns AL-CIP February 2025. His AL-CIP dates are February 10, 2025-December 31, 2030. His CIC was extended to December 31, 2030.

In March 2030 he fills out a form on the CBIC website stating that he will **NOT** be maintaining his AL-CIP certification. His CIC date will be adjusted to December 31, 2031, and he can recertify via IPU or examination.



Thank you to our AL-CIP Subject Matter Experts

1. Angel C. Mueller, MPH, CIC, FAPIC | United States-IL
2. Angella P. Browne, BSMT (ASCP), MBA, CIC | United States-MD
3. Donna Jean Haiduven, BSN, MSN, PhD, CIC, CPH, FAPIC | United States-FL
4. Elizabeth Monsees, PhD, MBA, RN, CIC, FAPIC | United States-MO
5. Jose Alexander, MD, D(ABMM), FCCM, CIC, SM, MB(ASCP), BCMAS | United States-FL
6. Mary Lou Manning, PhD, CRNP, CIC, FAPIC, FSHEA, FAAN | United States-PA
7. Ruth Carrico PhD DNP APRN FNP-C CIC FSHEA FNAP FAAN | United States-KY
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10. Zahir Z. Hirji, BScN,MHSc, RN, CIC | Canada-Toronto



Questions?