



The Inside Scoop on the **ADVANCED LEADERSHIP CERTIFICATION** in Infection Prevention and Control

APIC Professional Development Committee Interview with CBIC Leaders Andrea Flinchum and Jessica Dangles

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For more than 40 years, The Certification Board of Infection Control and Epidemiology, Inc. (CBIC) has offered board certification for infection preventionists (IPs) around the world with the CIC® credential (Certification in Infection Control). Recently, CBIC has identified the need to elevate the field of infection prevention through certification in long-term care (LTC-CIP®) and entry-level paraprofessionals (a-IPC™). Certification demonstrates knowledge of the foundational practices for any IP. Now, it's time for IPs to promote their leadership and professionalism by attaining the Advanced Leadership Certification in Infection Prevention and Control (AL-CIP). CBIC Executive Director Jessica Dangles and CBIC 2024 President Andrea Flinchum were interviewed about this new certification and how they imagine it fits into the IP Career Development and Advancement Guide.

What was the impetus for creating the AL-CIP credential?

The AL-CIP was designed to recognize the IPs that have made a measurable impact on the field of infection prevention and control (IPC) through their leadership skills. The AL-CIP is a portfolio-based certification in which IPs can showcase their expert

knowledge and skills represented in their every day work.

Where do you see the AL-CIP fitting into the career stages in the IP Career Development and Advancement Guide?

The AL-CIP is a great way to demonstrate the impact of your IPC experience after

earning the CIC® and/or LTC-CIP® certification. The field of IPC is ever-changing, and opportunities for continuous advancement are desired. Ultimately, the AL-CIP is a story, including pieces of evidence and written rationales from the various competencies and sub-competencies that highlight your work as a leader. It is important to highlight that the AL-CIP is not just for leaders who manage others or manage a team since we know many IPs demonstrate leadership as “lone IPs” in their facilities.

What is the difference between the APIC Fellows Program and the AL-CIP?

The FAPIC designation is a distinction of honor for APIC members who have demonstrated advanced achievement and service in the field of IPC, while the AL-CIP is a renewable portfolio-based certification that requires ongoing demonstration of



IPs don't see themselves as the heroes that they really and truly are. And so I think they need to just stop and really think about what they've done and give themselves the credit that they're due.

—Andrea Flinchum



leadership and professionalism attributes. The FAPIC designation could be used as a piece of evidence for the AL-CIP portfolio. Something exciting to potentially result from this new credential is an increased collaboration between APIC and CBIC as there may be IPs who are pursuing the AL-CIP who don't yet have a relationship with APIC. APIC offers many opportunities for ongoing professional development which can help a prospective AL-CIP candidate get ready to submit their portfolio.

Why does the AL-CIP only include the two domains of Leadership and Professionalism?

This all came out of the practice analysis. During the practice analysis, we asked seasoned IPs what they do in their roles, how often they do certain tasks, and how critical those tasks are. There was a lot of time spent formulating a definition of leadership within IPC and how leadership could be best demonstrated in a portfolio. The two domains that resulted from the practice analysis give candidates with different backgrounds the opportunity to highlight their unique background as part of their portfolio. The requirement for the portfolio includes eight pieces of evidence and eight rationales. The AL-CIP requires six unique pieces of evidence, but a candidate can use a piece of evidence up to three times. We like to remind candidates that the AL-CIP is an opportunity to reflect on the work you've done, and you may present your portfolio to your current or prospective employer and use this for a promotion or a career change. Compiling the portfolio is a good activity in itself to reflect on the work you've done and get credit for it.

Will certificants need to renew both their AL-CIP and their CIC®/LTC-CIP® once they achieve that AL-CIP credential?

Once you achieve the AL-CIP, your CIC® or LTC-CIP® will automatically

renew. As long as you're maintaining your advanced leadership certification, you don't have to do anything to maintain the others. We encourage readers to visit the CBIC website (<https://www.cbic.org/CBIC/Get-Certified/Get-Started/Advanced-Certification-in-Infection-Prevention.htm>) for complete details.

Can you provide some insight into the beta testing process?

Beta testing ensures that the portfolio measures what it is intended to assess and can identify how candidates interact with the portfolio, identifying any confusing processes or unclear expectations. Thirty beta testers were recruited from CBIC's existing volunteer database. There were beta testers represented from the United States, Canada, UAE, Saudi Arabia, and Malaysia, and all held the CIC® and/or LTC-CIP®.

Who is going to review my application/portfolio?

The AL-CIP portfolio reviewers are certified IP professionals with experience volunteering for APIC and/or CBIC. All reviewers undergo training as provided by a third-party psychometric consultant. Training minimizes inconsistencies and ensures that all judges apply the same criteria uniformly.

When will the first applications be open?

CBIC anticipates the application will open at the end of January 2025.

Do you have any advice for potential applicants?

Think back on experiences in your IP career and consider all types of experiences as potential evidence. Be patient; follow the IP Career Development and Advancement Guide, take the time



Maintain a positive attitude when considering experiences for evidence and think about the things you have done instead of things that you haven't done yet.

—Jessica Dangles



to gather evidence for the portfolio, and visit the CBIC website (<https://www.cbic.org/CBIC/Get-Certified/Get-Started/Advanced-Certification-in-Infection-Prevention.htm>) and review examples of evidence for submission and FAQs. Every portfolio is going to look different, expressing the experiences of each IP as an individual. 📄

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