

# Everything you need to know about the Advanced Leadership Certification in Infection Prevention & Control (AL-CIP)

PRESENTED BY:

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

- CBIC President-Elect
- System Director of Infection Prevention: Ascension Saint Thomas
- First CIC® Certified: 1991
- LTC-CIP® Certified: 2022
- AL-CIP™ Certified: 2024

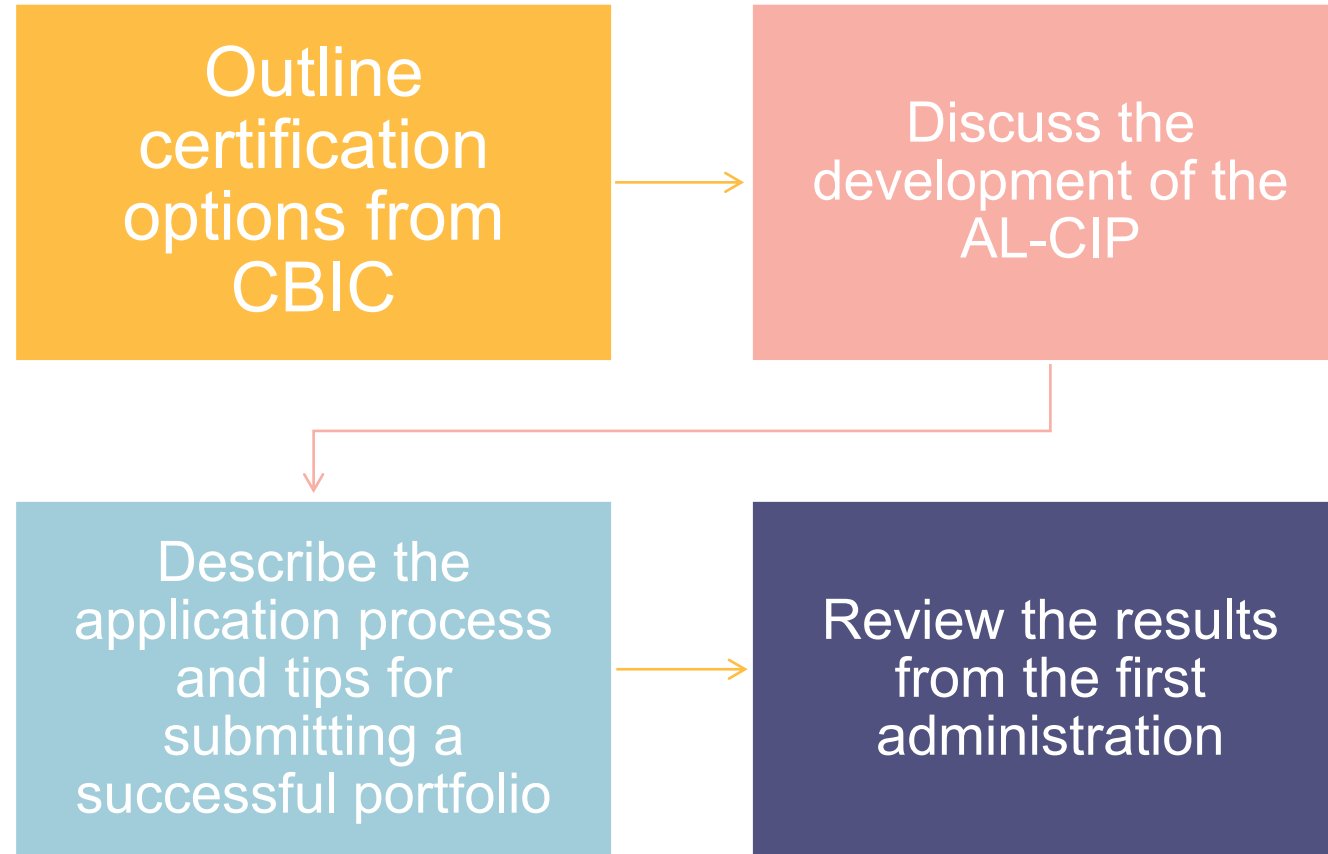


# Jessica Dangles, MBA, MS, PMP, CAE

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



# Objectives



# CBIC Certifications

## Novice

### **a-IPC™**

A measure of basic infection prevention knowledge

## Early/Mid-Career

### **CIC®/LTC-CIP®**











Standardized measure of the basic knowledge, skills and abilities expected of professionals working in the field of infection prevention and control

## Expert

### **AL-CIP**

Demonstration of professional expertise in infection prevention and control through portfolio submission. CIC®/LTC-CIP® is a pre-requisite.

# AL-CIP™ Certificants Around the World

	Country	# of AL-CIPs
	United States	74
	Canada	12
	Saudi Arabia	7
	Malaysia	1
	Pakistan	1
	United Arab Emirates	1
	Argentina	1
	Lebanon	1
	Ukraine	1
	Singapore	1

- 100 AL-CIPs worldwide
- Released in 2025

# AL-CIP Overview

- 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 with eight unique written rationales and eight pieces of evidence.
- Demonstrates leadership within infection prevention and control that has a measurable impact.

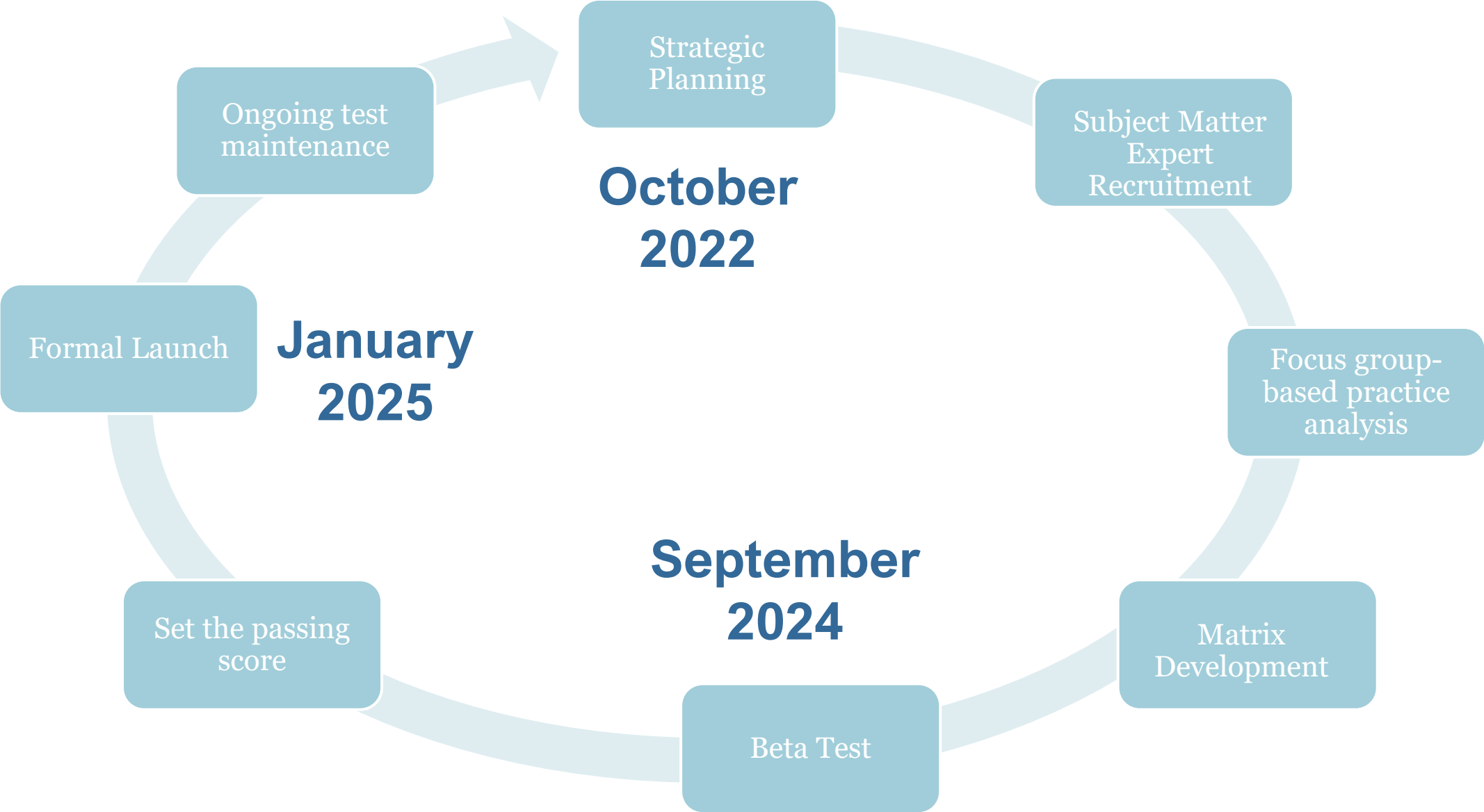


# AL-CIP Eligibility Requirements

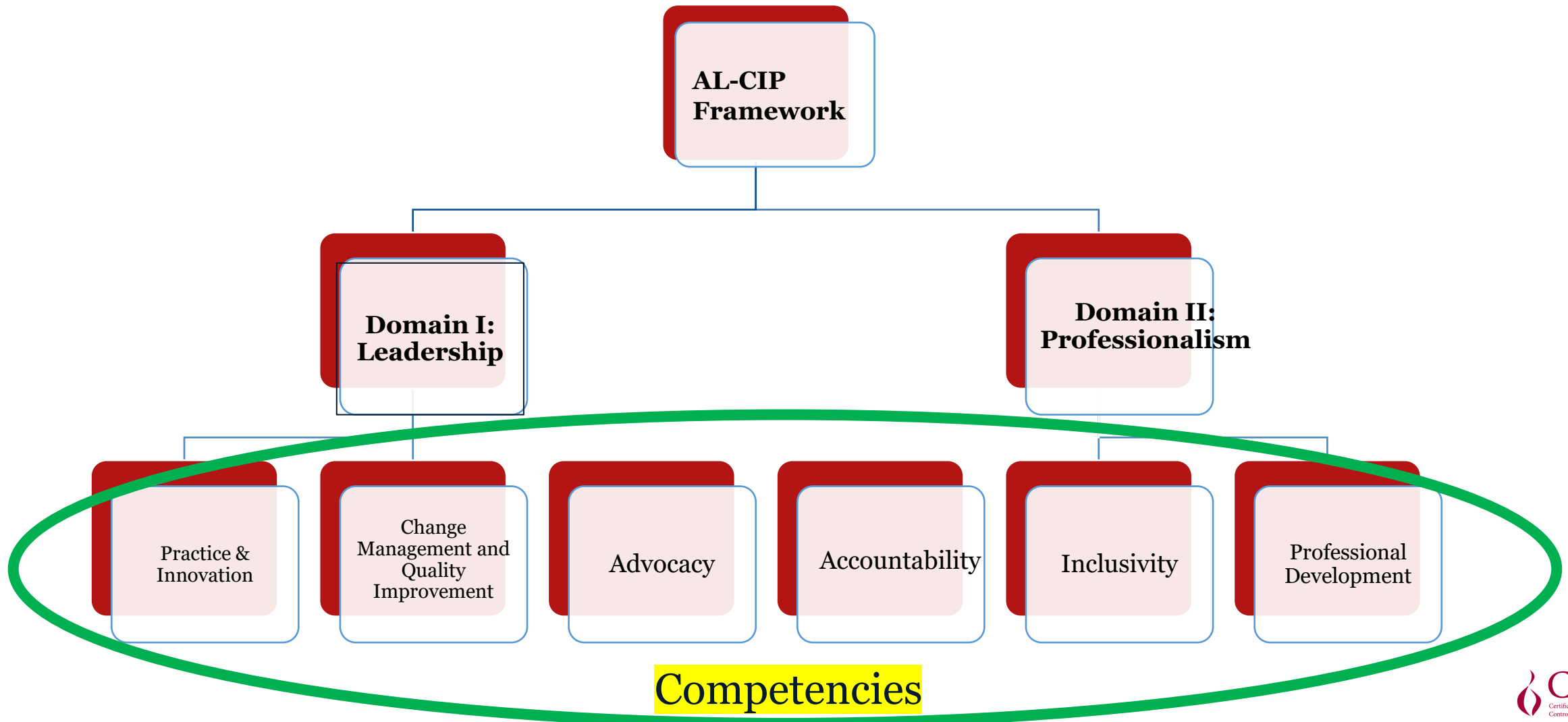
1. Demonstrated positive impact on the profession: Active engagement and advanced infection prevention and control practice, leadership, education, research, policy and/or advocacy for a recommended minimum of 5-10 years.
2. Active CIC® or LTC-CIP® certification



# Developing the AL-CIP



# AL-CIP Framework



# Selecting your Sub-Competencies

Domain 1: Leadership	Domain 2: Professionalism
<p>Practice and Innovation</p> <ol style="list-style-type: none"><li>1. Strategic Vision ★</li><li>2. Interpersonal Communication</li><li>3. Relationship Management</li><li>4. Innovation and Creativity ★</li></ol>	<p>Accountability</p> <ol style="list-style-type: none"><li>1. Individual Accountability</li><li>2. Advancing the Profession ★</li></ol>
<p>Change Management &amp; Quality Improvement</p> <ol style="list-style-type: none"><li>1. Risk Assessment and Reduction</li><li>2. Change Management ★</li><li>3. Teams and team building</li><li>4. Quality Improvement ★</li></ol>	<p>Inclusivity</p> <ol style="list-style-type: none"><li>1. Engagement ★</li><li>2. Implementation</li></ol>
<p>Advocacy</p> <ol style="list-style-type: none"><li>1. Coalition Building</li><li>2. Influence ★</li></ol>	<p>Professional Development</p> <ol style="list-style-type: none"><li>1. Individual Development</li><li>2. Professional/Leadership Development ★</li></ol>

# Reusing your evidence:

A single piece of evidence could be used as an example up to 3 times.

**Example:**

1.1 - Evidence #1

1.2 - Evidence #2

2.1 - Evidence #3

2.2 - Evidence #4

3.1 - Evidence #5

4.1 - Evidence #6

5.1 - Evidence #1

6.1 - Evidence #1

**Example: A career ladder  
you developed and  
implemented in your  
institution**

# Scoring of the AL-CIP

- Three judges score each portfolio independently
- All judges are required to fill out a conflict-of-interest form to indicate any portfolios they cannot review due to a professional/personal relationship with the candidate.
- All judges are trained through a third-party psychometric group.
- After scoring is complete, the psychometric group ensures there is inter-rater and intra-rater reliability before any results are released.

# Scoring Rubric- Rationale

Rationale			
Absent (0)	Limited (1)	Solid (2)	Significant (3)
Rationale is missing, lacks any logical flow, or is unrelated to the selected Sub-Competency, or lacks any persuasive elements to connect the candidate's work to the Sub-Competency	Rationale illustrates some connection to the selected Sub-Competency, but that connection is not effectively presented, is unclear or vague, or does not fully address the Sub-Competency	Rationale is clear, understandable, and adequately describes a connection between the candidate's work and the Sub-Competency	Rationale is well organized and clearly communicated. Nothing additional is needed to illustrate connection between applicants' work and the Sub-Competency

# Scoring Rubric- Evidence

Evidence			
Absent (0)	Limited (1)	Solid (2)	Significant (3)
Evidence is either missing, or unrelated/irrelevant to the Sub-Competency	Evidence is somewhat connected to the Sub-Competency, but that connection is tenuous or indirect, or there are gaps/discrepancies between the evidence and the rationale	Evidence is adequately aligned to the Sub-Competency, and there are few, if any, discrepancies between the evidence and the rationale	Evidence is comprehensive and very clearly illustrates that the candidate's work is aligned with the Sub-Competency. Nothing else is needed to illustrate a connection and no discrepancies exist between the evidence and rationale

# Results from the first administration:

- The first formal cohort took place from January-February 2025
- 141 portfolios were submitted for scoring and the results were released on May 5, 2025.
- There was a pass rate of 60%
- Successful candidates were from the following countries: United States, Canada, Saudi Arabia, Malaysia, Argentina, United Arab Emirates, Ukraine, and Singapore.
- The average number of years CBIC certified for successful candidates was 13 years and for unsuccessful candidates was 10.5 years.



# Feedback from the judges-successful portfolios

- Provided a single example for each sub-competency within a well-organized and thoughtful rationale for each sub-competency that linked to the uploaded single piece of evidence.
- Ex: An example to meet this criteria might include a project where a healthcare system developed a management protocol and policy to address *Clostridium difficile*. This resulted in great outcomes with a sustained low SIR. This was identified as a best practice by the National Health System and implemented as the standard.

# Feedback from the judges-unsuccessful portfolios

- Failed to link their written rationale to their submitted evidence or provided numerous examples within a single rationale
- Copied and pasted the same rationale across various sub-competency
- Combined pieces of evidence – per the Candidate Handbook judges only reviewed the first piece of evidence
- Provided rationales/evidence that were not beyond the basic role of an IP. (i.e. The applicant conducted a risk assessment or sat on a committee with no further explanation.)
- Provided rationales/evidence that were completely unrelated to infection prevention and control
- Uploaded CVs or personal statements- these list what you claim to have done—jobs held, education completed, skills acquired—but it does not prove how well you performed or what you achieved.

# Helpful Hints – writing a strong rationale

- Include metrics

*-resulted in a \_\_\_% reduction in C. difficile infections across our network*

*-Generated a cost savings of \$\_\_\_\_\_*

*-When leading a hospital-wide hand hygiene initiative, I coordinated a team of 20 staff members to implement new protocols. Within six months, we saw a 25% drop in healthcare-associated infections.*



Don't just say what you did—explain **why** it mattered and what **impact** it had.

# Helpful Hints – submitting strong evidence

- When uploading your evidence, consider the following:
  - The evidence must relate to the written rationale -- *i.e., do not write a rationale on developing a career ladder and upload a presentation you gave on AMR.*
  - Evidence must be from within the last ten years.
  - Evidence must be complete – *i.e., do not upload an incomplete journal article*



Evidence submitted should clearly and comprehensively illustrate your work within the selected sub-competency in context of the competency and domain and **align** with your rationale.

# AL-CIP “Do’s”

- Read the Candidate Handbook prior to getting started!
- Assess your work and select the sub-competencies that you plan to submit.
- Ensure your evidence and rationale are related.
- Work on your portfolio before paying the application fee. It’s a good idea to have your rationales written in MS Word and your evidence saved before you pay and start uploading.
- Attend our information sessions to ask questions and connect with your peers.
- Write a unique rationale for each sub-competency.

# AL-CIP “Don’ts”

- Combine multiple files into one piece of evidence – the judges only view the first piece!
- Copy and paste the same rationales across sub-competencies or ignore the minimum number of unique pieces of evidence – your portfolio will not be judged.
- Simply list committees you have been on – provide the measurable impact of your work.
- Provide links within your rationale – the judges are not expected to navigate beyond your written rationale.
- Use examples from over 10 years ago

# Retaking the AL-CIP

- Candidates opting to retake the AL-CIP will receive a 50% reduction in the fee when reapplying.
- Candidates will only be required to resubmit evidence and rationale for the specific sub-competencies they did not pass in their original submission.
- Candidates must submit their retake within the next two AL-CIP application periods. All evidence provided must be within the last ten years. After this window, a full portfolio resubmission AND full fee will be required, and the candidate will be evaluated as a new applicant.

# The AL-CIP extends your CIC®/LTC-CIP®!

- 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.

# Recertification

- The AL-CIP is valid for five years
- Resubmission of four unique pieces of evidence and four unique rationales from the previous five years. The certificant will be required to submit two unique pieces of evidence and two unique rationales from Domain I (Leadership) and two unique pieces of evidence and two unique rationales from Domain II (Professionalism).



# Recertification

- Additionally, the certificant will attest to earning 20 infection prevention units (IPUs) from the previous five years that address at least 50% of the domains within the content outline. If the certificant holds both the CIC® and LTC-CIP®, half the credits must address the CIC® content outline and half must address the LTC-CIP® content outline. LTC certificants must address the Long-Term Care domain with their IPUs. Certificants will be randomly selected for audit and will be asked to provide proof of earning IPUs.
- The deadline will be November 30 of the year the certification expires to align with existing CBIC policies. The fee will mirror that of the initial AL-CIP application fee.

# AL-CIP Resources

- [AL-CIP Candidate Handbook](#)
- [Informational sessions – sign up today!](#)
- [Application instructions & video](#)
- [FAQs](#)
- Email us directly: [jdangles@cbic.org](mailto:jdangles@cbic.org)

# AL-CIP in the Spotlight:

**Bassel Molaeb, MPH, CIC, FAPIC, AL-CIP**

**Location: Saudi Arabia**

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## **1. Tell us about your experience putting together your portfolio for the AL-CIP?**

It was a deeply reflective and rewarding experience that allowed me to document not only my technical expertise but also the breadth of leadership I have demonstrated over the past 15+ years in regional and global infection prevention and control (IPC) efforts. From my work in hospitals across the Middle East, to consultancy roles with WHO-EMRO, and training frontline healthcare workers in high-risk settings, I was able to showcase how strategic leadership in IPC can contribute to building safer and more resilient healthcare systems.

## **2. Can you provide tips for writing a successful rationale?**

My top tip for writing a successful rationale is to focus on real-world impact. Highlight outcomes, not just activities. Use specific examples that illustrate how your decisions, mentorship, and innovations led to measurable improvements in infection prevention practices. Be clear, concise, and demonstrate alignment with the AL-CIP leadership competencies.



# AL-CIP in the Spotlight:

**Hanadi Albasha, MD, AL-CIP, CIC**

**Location: Saudi Arabia**



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## **1. Tell us about your experience putting together your portfolio for the AL-CIP?**

Putting together my portfolio for the AL-CIP™ was a deeply reflective and empowering experience. It allowed me to step back and evaluate not only the outcomes of my work, but also the leadership mindset behind it. For years, I had led infection control programs, outbreak responses, policy development, and staff education—but documenting these efforts in a structured way reminded me of the scope and impact of my journey. The portfolio process pushed me to articulate how I led change, influenced culture, and aligned infection prevention with strategic goals. It wasn't just about submitting evidence—it was about recognizing the evolution of my leadership and reigniting my purpose in advancing infection control on a broader scale.

## **2. Can you provide tips for writing a successful rationale?**

State the Purpose – Explain why the project was done and what problem it addressed.

Focus on Leadership – Highlight your role in leading, influencing, or driving change.

Show Impact – Use outcomes or data to demonstrate results and effectiveness.

Be Reflective – Share what you learned and how it shaped your leadership.

Stay Structured – Use a clear format: Need → Your Role → Actions → Results → Reflection.

Be Clear & Confident – Use active language and keep your message focused.

# AL-CIP in the Spotlight:

**Kamyab Ghatan, MD, CIC, AL-CIP**

**Location: Ontario, Canada**

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## **1. Tell us about your experience putting together your portfolio for the AL-CIP?**

Compiling the portfolio felt less like an exam and more like an audit of my leadership DNA. I began by mapping every project to one of the six AL-CIP competency domains, then pulled objective evidence—outbreak metrics, audit dashboards, published articles—rather than narrative alone. The biggest task was distilling decade of work into concise, outcome-focused stories. I blocked two hours every morning for three weeks, treating it like a consulting engagement with myself as the client. The process clarified not only what I've achieved but how each initiative advanced patient safety at scale.



## **2. Can you provide tips for writing a successful rationale?**

1. Start with the gap. Identify the specific patient-safety or compliance problem your work addressed before describing the intervention.
  2. Quantify impact. Use hard numbers—reduced outbreak days, increased vaccination uptake, dollars saved. CBIC reviewers value measurable outcomes.
  3. Tie to a competency. Open each rationale with “This demonstrates DomainX: \_\_\_” so reviewers instantly see alignment.
  4. Show leadership layers. Highlight how you influenced executives, frontline staff, and external stakeholders, not just your immediate team.
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# AL-CIP in the Spotlight:

**Wilmalyn Rebuyas, RN, CIC, AL-CIP**

**Location: United Arab Emirates**

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## **1. Tell us about your experience putting together your portfolio for the AL-CIP?**

The process of preparing my AL-CIP portfolio was a meaningful and reflective experience. It gave me the opportunity to pause and acknowledge the growth I've achieved, appreciate the lessons learned, and celebrate the progress I've made in infection prevention. It was a moment where I could tap myself on the shoulder and say, "You've come a long way." I am humbled by this journey and deeply grateful for the wonderful individuals whose support has been invaluable throughout.

## **2. Can you provide tips for writing a successful rationale?**

Take time to reflect on your journey and appreciate the efforts you've invested over the past years. Carefully understand the competency you are addressing and thoughtfully plan your key points. Clearly describe your specific role and contributions with concrete statements that connect directly to your evidence. Ensure each sentence adds value and directly supports your claims, and revise as needed to maintain relevance and alignment with AL-CIP competencies.



# AL-CIP in the Spotlight:

**Kelly Holmes, MS, CIC, AL-CIP**

**Location: Missouri**

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## **1. Tell us about your experience putting together your portfolio for the AL-CIP?**

Putting together the AL-CIP portfolio was a personally meaningful and satisfying experience. It gave me the opportunity to pause and reflect on the work I've done over the years, and to recognize how those efforts contribute to the field. I especially appreciated that the AL-CIP framework allows for a variety of work products that meet the criteria, it doesn't have to be a published manuscript to demonstrate leadership and impact. Regardless of the outcome, compiling the portfolio was a valuable moment of professional reflection and growth.



## **2. Can you provide tips for writing a successful rationale?**

My biggest tip is to start by thoroughly reviewing all the guidance on the CBIC website and watching the instructional videos by Jessica Dangles, they were incredibly helpful. I've had the pleasure of meeting Jessica, so hearing her walk through the process felt like getting advice from a trusted colleague.

I created a dedicated folder on my computer to organize my evidence by section. Then, I copied the rationale requirements for each domain into a Word document, which became my working draft. This helped me focus on aligning my rationale directly with the criteria. Once everything was polished, I carefully transferred the content into the AL-CIP application to minimize errors or formatting issues.



My CIC expires  
December 31,  
2025. Should I  
recertify my CIC<sup>®</sup>  
or apply for the  
AL-CIP<sup>™</sup>? What  
if I fail?







My portfolio is  
ready to go –  
how do I submit  
it online?





If I am  
unsuccessful,  
what information  
do I receive?





I was unsuccessful  
in January –do  
you have any  
advice for my next  
attempt?





I have a great project I am working on, but it's not done yet. Can I use this as evidence?





Can I have a  
friend/colleague  
review my  
portfolio?

