

(FOR THE PROFESSIONALS CONTRACT)

4. **Clinical Ladder for Child Life Specialists**

a. **Child Life Specialist I**

- i. Must be a Certified Child Life Specialist upon hire or within 6 months of hire
- ii. Must have a Bachelor's Degree in Education, Child Life, Child Development, or a related field

b. **Child Life Specialist II**

- i. Must be a Certified Child Life Specialist
- ii. Must have a Bachelor's Degree in Education, Child Life, Child Development, or a related field
- iii. Must have at least 5 years of full-time (or part-time equivalent) experience as a Child Life Specialist or equivalent role.
- iv. Must have completed at least 60 Professional Development Units (PDUs) of continuing education
- v. Has conducted a minimum of one in-service training per year to other disciplines within UCSF Benioff Children's Hospital Oakland, unless being hired directly as a Child Life Specialist II.
- vi. Has contributed to child life student education and/or the student education program.

c. **Child Life Specialist III**


- i. Must be a Certified Child Life Specialist
- ii. Must have a Master's Degree in Education, Child Life, Child Development, or a related field
- iii. Must have at least 10 years of full-time (or part-time equivalent) experience as a Child Life Specialist or equivalent role; one year must be completed at UCSF Benioff Children's Hospital Oakland
- iv. Has conducted a minimum of one in-service training per year to other disciplines within UCSF Benioff Children's Hospital Oakland.
- v. Has contributed to child life student education and/or the student education program.
- vi. Has done one or more of the following:
 - (1) Submitted one abstract for publication or presentation
 - (2) Participated in unit research/QI project
 - (3) Developed a novel program
 - (4) Taught a semester of Child Life related university-level course
 - (5) Written and implemented a hospital-related grant

The Union reserves the right to withdraw, modify, or otherwise amend its proposals in the course of the negotiations until such a time as the parties reach a tentative agreement.

- (6) Obtained at least 100 additional Professional Development Units (PDUs)
- (7) Engaged in facilitation of a department specific program.
- (8) Developed measurable goals and key metrics related to DEI to reevaluate personal programs and impact across mission areas.

Signed on behalf of NUHW:

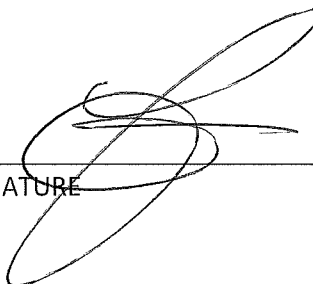
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2/13/2023
DATE

Signed on behalf of UCSFBCHO:

Tonia Y. Seiber
PRINT NAME


SIGNATURE

2/13/23
DATE

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