



# FELLOWSHIP CANDIDATE GUIDELINES 2019



1300-180 rue Elgin Street | Ottawa, Ontario | K2P 2K3  
Tel. 613-234-0012 | 1-800-463-9729 [camrt.ca](http://camrt.ca) /  
[imageofcare.ca](http://imageofcare.ca)

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## Introduction

The purpose of Fellowship for Medical Radiation Technologists (MRTs) is to provide a mechanism for the recognition of exceptional achievements and contributions by CAMRT members, and to encourage work in areas that improve the profile of the profession. Fellowship requires MRTs to strive to be role models for the profession by contributing to the greater overarching principles of practice in medical radiation technology.

The intent of Fellowship is to promote advancement in the profession, through the acknowledgement and promotion of professional excellence throughout an entire career, diversity and expertise within the MRT field, and collaborative relationships with others in health and beyond. By the end of the journey to Fellowship, the MRT will be a pillar of the profession and a role model to others.

The CAMRT Fellowship program consists of two phases: the Pathways Phase; and the Capstone Phase. The flexibility of the framework allows for unique MRT experiences to meet criteria, while ensuring each individual still develops a set of attributes central to being a champion of the profession.

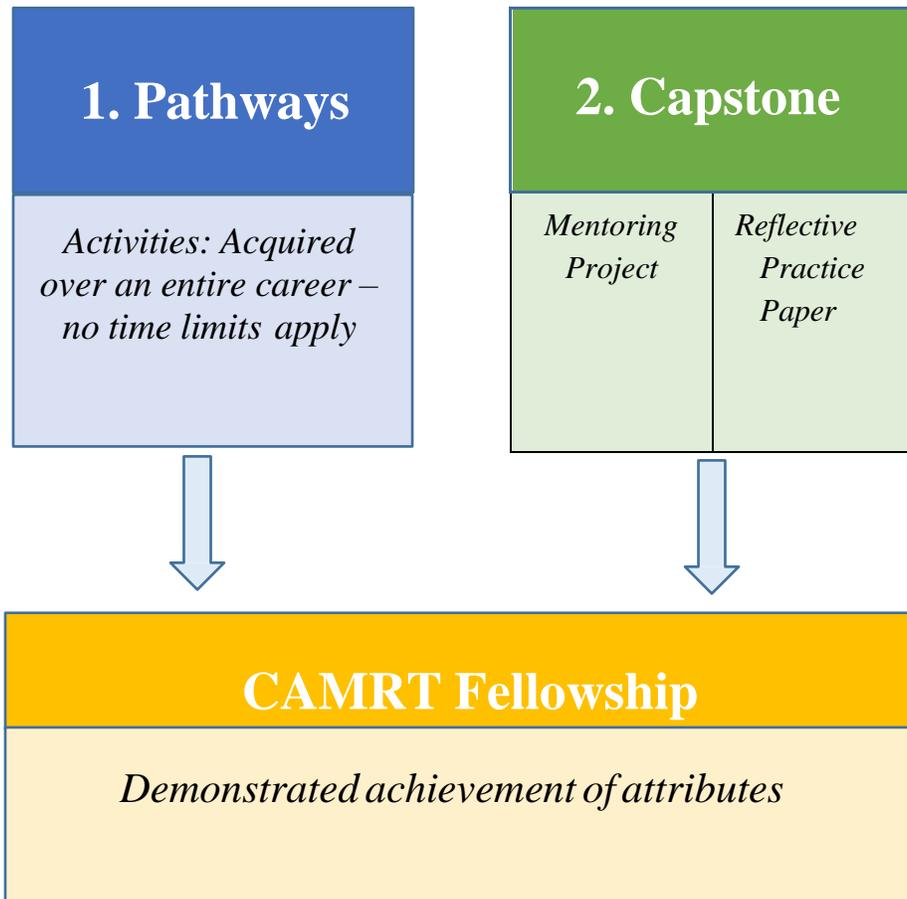
In the Pathways Phase, a fellowship candidate must accumulate points by showing evidence for contributions and activities across five distinct areas of professional achievement (the pathways): academic achievement, research, social responsibility, educating others and professional contribution. Each pathway will require a number of related **activities** to be accomplished and verified. Activities from across the entire career of the Fellowship candidate can be used. There is NO timeframe for the accumulation of activities.

In the Capstone Phase, the candidate undertakes two projects: the first a mentoring project; and the second, a paper that reflects on the learning that occurred through the accumulation of activities.

The culmination of knowledge and experience gained through both phases of the Fellowship program provides evidence that the candidate embodies the desired attributes of a CAMRT fellow (see p. 4).

Once you have satisfied the requirements of the Fellowship Program you will receive the designation FCAMRT.

# Overview of Fellowship



**Note: The candidate is permitted to work on the Pathways and Capstone phase simultaneously.**

## Attributes

A CAMRT Fellow is a professional that has demonstrated superior commitment to the profession and exceptional achievement in multiple facets of professional life. Within the context of the CAMRT Fellowship, five attributes have been identified that are deemed to be representative of professional excellence. They are attributes and characteristics of professional excellence where a CAMRT Fellow would endeavor to become an expert.

These attributes are an important part of the CAMRT Fellowship program, they must be demonstrated throughout the Pathways Phase and the Capstone Phase.

### Leadership – contribute to advancing patient outcomes and continuous quality improvement

- Advances the practice through activities such as research, mentoring, education and advocacy.
- Enables positive change within the MRT team, the clinical environment and the broader healthcare team.

### Collaboration –working together to realize or achieve success

- Improves patient outcomes through an inter-professional approach.
- Achieves a common goal by understanding the roles and contributions made by each profession on the team.
- Involves willingness to learn, share knowledge and manage differences among other health care providers
- Can be done in a variety of practice areas: clinical, education, research and administration.

### Innovation – thought and action that is creative and inspiring

- Produces a positive impact through the MRTs introduction of ideas which can inspire forward thinking and affect a system change.
- Empowers the individual, advances the practice and the profession, and contributes to the broader health community.

## Cultural Competency – adapting approach specifically for culture of the patient, family and social group

- Ensures an ongoing approach to diversity and inclusion.
- Promotes awareness and mindfulness of differences as it applies to ethnicity, race, gender, gender identity, sexual orientation, age, ability, religious/spiritual beliefs, social economic class, etc.
- Applies culturally safe care in practice.
- Improves patient experience and ensures quality of care in an environment where the patient population is diverse.

## Advocacy – the act or process of supporting patients, the profession and/or the health care environment

- Protects and promotes the rights and interests of individuals or groups
- Supports a defined cause, idea, position or policy to influence decision makers to create positive change that impacts the practice, profession and the public.

## Pathways Phase

The Pathways Phase provides Fellowship candidates the defined pathways by which they can demonstrate the attributes of the CAMRT Fellow. In the Pathways Phase, a fellowship candidate must accumulate points by showing evidence for contributions and activities across five distinct areas of professional achievement (the pathways): academic achievement, research, social responsibility, educating others and professional contribution.

The flexibility of the Pathways Phase (see Appendix A for scoring) allows a Fellowship candidate to demonstrate their achievements and attributes across a range of activities, and to accumulate points in the way that their career progression and professional interests allow.

The pathways used to demonstrate achievement of the required attributes are the following:

### Academics

- Formal education or credential from an institution: undergraduate or graduate studies, specializations, designation or credit received upon completion.

Advanced theoretical knowledge (beyond entry-to-practice) that has enhanced cognitive ability and critical thinking, enabling evidence-based decision making.

The following activities will not be accepted for point accumulation in the academic pathway:

- Entry-to-practice credential
- Credentials/degrees obtained prior to MRT certification
- Short seminars, workshops, conferences etc.

## Research

- Activities that promote evidence-based reflective practice, advancing the role of the MRT, clinical knowledge and the profession.

Integral to providing credibility, influencing practice and determining the direction of the profession.

Improves practice, quality of care and patient outcomes and/or experience.

**Note:** Research related to a degree will not be accepted under the research pathway if points were awarded for the degree credential.

The following activities will not be accepted for point accumulation in the research pathway:

- Research required for a degree\*
- More than one poster presentation for the same research

\* Note: If publication is not required for the degree, candidates can claim points for publication, peer review and grant recipient.

## Social Responsibility

- Developing responsibility as an individual to take action that affects the greater community.

The realization that practice is not solely defined by field of expertise but is molded by those aspects that impact an individual from both the internal and external environment.

The obligation to seek out opportunities that are humanitarian in nature.

- Recognition of the intangible effect that elicits a positive change within the individual, reflected in the ability of the MRT to enhance the patient's experience and care.
- The maximum points that can be claimed for any one volunteer activity is 20 points.

### Education of Others

- Facilitation and delivery of learning to others through a variety of activities that may include mentorship, knowledge exchange or knowledge translation.

Provides opportunities to teach and inform others about the practice and profession.

Has the potential to influence practice by ensuring the voice of the profession is represented at relevant tables.

The following activities will not be accepted for point accumulation in the education of others pathway:

- Teaching or mentoring that is a primary function of your job description.

### Professional Contribution

- Service to the profession that improves circumstances, supports initiatives and advances the profession.

Demonstration of commitment through volunteering, supporting initiatives that drive practice forward.

Nurturing communities of practice or fulfilling representative roles, demonstrating leadership, creating positive change locally and within the broader healthcare community.

## Capstone Phase

The Capstone is the final phase of the Fellowship Program. This must be completed within the 7- year timeframe for completion of the program that was assigned at the time you register into the program.

The capstone is comprised is of two components.

### 1. Reflective Practice Paper

A self-reflection paper is submitted that describes how the activities performed in each of the pathways are linked to the attributes of a CAMRT Fellow (leadership, collaboration, innovation, cultural competency, and advocacy).

### 2 Mentorship in MRT community

A mentorship project is undertaken, where the Fellowship candidate demonstrates building new capacity in the MRT community. The mentorship project must support, build capacity, and empower MRTs in the community through mentorship and fellowship advocacy.

# Applying for Fellowship

## Eligibility Requirements

It is necessary to have practice experience, advanced education, and service to the organization to demonstrate the spirit, the intent, and the commitment to fulfill the demands and privilege of fellowship. Therefore, the following eligibility requirements are essential.

- Five (5) years of MRT experience with a minimum of 5,000 practice hours. See verification form (Appendix C).
- Evidence of accumulation of 50 points across the pathways, as per the following:
  - **Professional Contributions Pathway**  
Evidence of a minimum of 10 points from the professional contribution pathway. See Appendix B. These points can be used towards the final point accumulation requirement.
  - **Academic Pathway**  
Evidence of a minimum of 10 points from the academic pathway. See Appendix B. These points can be used towards the final point accumulation requirement.
  - **Other Pathways**  
Evidence of 30 points from across the other pathways (Research related to practice, Social responsibility, Education of others). See Appendix B. These points can be used towards the final point accumulation requirement.
- Membership with the CAMRT **at the time of application, and throughout the program.**

## Application Process

Complete the application form and submit to CAMRT with:

- Registration fee -\$400
- Verification of practice form – Appendix C
- Pathways Summary forms – Appendix B
- Evidence supporting achievement of points identified in the Pathways Summary
  - Copies of certificates/result letters/etc.
  - Proof of Activity forms where needed – Appendix D

Your application will be reviewed by the CAMRT Fellowship committee. You will be notified of acceptance into the program or provided feedback for resubmission within one month of submission.

## Cancellation Policy

If candidate chooses not to proceed after submitting an application but before acceptance, 75% of the registration fee will be refunded.

If candidate withdraws from the program after official acceptance all fees are forfeited.

# Completing the Phases of Fellowship

## Fellowship Portfolio

Candidates maintain a portfolio to organize all the activities and documentation related to their Fellowship candidacy. This portfolio will be built throughout all phases of Fellowship, from application to completion, and will serve as a useful tool for tracking and documentation for both candidate and assessors.

The portfolio will also be submitted at the end of the program for assessment and review. **All files must be submitted in electronic format.**

### *Basic format*

The Fellowship portfolio will be organized into the following sections:

- Eligibility documentation
- Notification of acceptance
- Pathways Summary Forms
- Evidence supporting achievement of activities
- Table summarizing points per pathway
- Reflective Practice paper
- Mentorship Project – Proposal, feedback, summary

The portfolio should also have a cover page and comprehensive table of contents that directs the reader to relevant information and documentation.

## Phase 1: Pathways Phase

### *Points Accumulation: Activities*

A total of 150 points is required to complete the Pathways Phase.

These points are accumulated based on the assigned values for designated activities falling under the 5 pathways of Fellowship (academic achievement, research, social responsibility, educating others and professional contribution).

### *Points requirements and restrictions*

A total of 150 points is required to successfully complete the Pathways Phase of the CAMRT fellowship program. A minimum of 20 points and a maximum of 50 points are accumulated in each of the five pathways.

### *Designated activities*

Activities are the tasks you have done relative to a pathway to show evidence of achieving an attribute. Each pathway to an attribute will require a number of related **activities** to be accomplished and verified. The list of possible activities is identified in Appendix A, together with the respective points for each activity.

### *Logging and documenting activities*

Activities must be logged per pathway using the appropriate Pathway Summary of Activity form. See Appendix B. All activities are assigned a point value. See Appendix A for list of activities per pathway and the point valued assigned each.

For verification, logged activities must be accompanied by documentation that provides evidence of accomplishing the task/activity. Examples of evidence for activities include: certificate/diploma, results letters. In the event such evidence is not available for an activity, the Proof of Activity form (Appendix D) must be completed and submitted with the summary document. The proof of activity completion must be clearly highlighted in the evidence provided. The evidence submitted must also match the information provided in the *Summary of Activities Table*.

Please see sample Fellowship Portfolio (Appendix E).

### *NO timeframes*

Activities from across the entire career of the Fellowship candidate can be used. There is NO timeframe for the accumulation of activities – MRTs will receive credit for previous experiences regardless of when an activity was performed, so long as it occurred after entry-to-practice MRT education.

## Phase 2: Capstone Phase

### Reflective Practice Paper

The reflective paper reviews and describes experiences, and how these helped the MRT to grow as a fellow of the CAMRT. It should reflect on the links between the activities logged in the Pathways Phase and the attributes of CAMRT Fellowship.

A list of resources to help in the writing of this paper can be found in Appendix F1. An assessment rubric will be used by the Fellowship Committee to score the reflective practice paper that can be found in Appendix F2. Please note: Candidates must achieve 75 % on the reflective practice paper to successfully complete this component of the Fellowship Program.

#### *Length of paper*

2,500-3,500 words

#### *Format*

Times New Roman, 12pt font, double-spaced

Referencing: References can be in any recognized style or format as long as the style is consistent.

### Mentorship Project

The purpose of the mentorship program is to support, build capacity and empower MRTs in the community through mentorship and fellowship advocacy.

There are two steps in the submission process: a project proposal and a project summary.

#### *Proposal*

The mentorship proposal should be a clear and concise document between 500-1000 words and include the following:

- purpose and description of the proposed project
- proposed timeline/work plan for the project
- challenges/barriers expected and how these will be addressed
- desired outcomes/goals

The proposal will be reviewed by the Fellowship Committee and either accepted or rejected by the committee. If rejected, the committee will provide feedback or request more information for re-submission of the proposal.

Some project examples are: mentoring/supervising an MRT in a research project, mentoring a new fellowship applicant, provide support to newer MRTs or students.

### *Summary*

A mentorship project summary must be completed at the end of the project. The mentorship project summary should be 1000-2000 words and include the following.

- Description of the actual project
- Challenges that occurred and how they were addressed
- How the desired outcomes were met
- Describe any unintended outcomes
- The impact of the project
- A statement from the person(s) mentored and/or their supervisor speaking to completion of the project and the outcome.

The Fellowship committee holds the right to ask for additional information for assessing the success of the project and will **award a pass or fail as a final assessment.**

***It is important to begin thinking about the mentorship project early in the journey towards achieving Fellowship. This will help with formulating ideas, critical thinking and making an informed decision for the focus of the project.***

## **Fellowship program completion**

### *Timeframe for completion*

A Fellowship candidate has seven (7) years from acceptance to complete the program. Both the pathways phase and the capstone phase must be completed during this time. Activities from prior to the 7-year timeframe will be accepted, however, as noted in the Pathways section.

### *Portfolio submission*

Once the Pathways and Capstone Phases are completed, the Fellowship candidate will submit his/her Fellowship Portfolio in electronic format for assessment and review. This must be

received within the 7-year timeframe. The committee will review the portfolio and respond to the candidate within 4-6 weeks.

### **Conferring of Fellowship**

The Fellowship designation, “FCAMRT”, will be bestowed at time of program completion as per committee’s approval. New FCAMRTs will be announced at CAMRT’s Celebration of Excellence Reception held at the Annual Governance Forum (AGF) in Ottawa. Travel and accommodations will be covered.

## Appendix A – Pathways Phase: Activity Points Table

<b>Note:</b> Only activities accomplished <b>after</b> your entry-to-practice MRT education/certification can be used for point accumulation towards Fellowship.		
Pathway	Activity	Point Value
<b>Academic</b>		
	CAMRT full length course/University/College course	1
	Smaller certificates (ex: CTIC, CDC, CBI)	3
	Diploma/Post-graduate certificate	5
	Advance Certificate in Radiology/Therapy (ACR/ACT designation)	5
	Bachelor's degree	10
	Advanced Practice	12
	Master's degree	15
	Doctorate (PhD level)	20
	Other	Assigned by committee
<b>Research related to practice</b>		
	Research project only	12
	Research audit only	5
	Case study only	2
	Poster presentation only	3
	Article only	5
	Peer reviewed	+3
	Published	+3
	Principle Investigator or co- Principle Investigator	+3
	Grant recipient	+3
	Other	Assigned by committee
<b>Social Responsibility</b>		
*maximum points for any one volunteer activity is 20.	10 hours of service	1
	50 hours of service	5
	100 hours of service	10
	200+ hours of service	20
<b>Education of Others - related to practice</b>		
	Conference presentations	
	- Institutional	1
	- Local	2
	- Provincial	3
	- National/International	4
	Guest lectures	2
	Workshops	4

	CAMRT Course Authors - Full length - Self-study	5 2
	Author or major contributor to a course/educational	5
	Lunch and learns/In-services	1
	Other	Assigned by committee
<b>Professional Contributions - service and participation for the entire term of position</b>		
Local/Institutional (max 10)	Committee member	1
	Committee chair	2
	Other	Assigned by committee
Provincial (max 20)	Committee member	3
	Committee chair	5
	Board/Council member	7
	Executive Board/Council member	9
	President	15
	Other	Assigned by committee
National (max 20)	Committee member	5
	Committee Chair	7
	Board of Directors	10
	Executive Board/Council member	12
	President	20
	Exam development/review	2
	Journal reviewer	2 per year
	Full length course reviewer	2 per year
	Self-Study reviewer	1
	Editor of a peer reviewed journal	7
	Other initiatives	1-5 points depending on commitment
	Other	Assigned by committee

\* The Fellowship committee has the right to change point values for activities based on evidence presented.

\*\*(+ ) points are awarded for these activities in addition to their base activity, for example: If you have written an article that has been peer reviewed, you would receive 5 points for the article and an additional 3 points for being peer reviewed, for a total of 8 points.

\*\*\*A cap has been set for the amount of points you are able to use for these activities. This is to ensure a variety of activities are achieved.











**Table Summarizing Points per Pathway**

Pathway	Requirements:		Accumulated Points to Date
	On Application	On Completion	
Academic	≥10	20 – 50	
Research	≥30	20 – 50	
Social Responsibility		20 – 50	
Education of Others		20 – 50	
Professional Contributions	≥10	20 – 50	
<b>Total</b>	<b>≥50</b>	<b>≥150</b>	

## Appendix C – Verification of Candidate’s Status as a Practicing MRT

To determine a candidate’s eligibility for the Fellowship program, evidence of having 5 years of MRT experience with a minimum of 5,000 hours of practice is required. These criteria must be met at the time of registration into the Program.

Candidate Name:	
<b>Supervisor/Manager</b>	
Name:	
Position/Title:	
Hospital/Facility Address:	
Email	

I hereby verify that the above candidate has 5 years of MRT experience with a minimum of 5,000 practice hours.

**Supervisor/Manager Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

***This form is to be completed by the candidate’s Supervisor/Manager and submitted with the FCAMRT Application form.***

## Appendix D – Proof of Activity Form

Name:		CAMRT #	
Discipline:		Email:	
Pathway:		Activity:	

Description of activity

Copies of Degree / Diploma / Certificate etc., do NOT require completion of this form.

All other activities require completion of this form and the signature of a “guarantor” – a person who can verify completion of the activity.

**Fellowship candidate**

**Guarantor**

\_\_\_\_\_

*Print name*

Signature \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

E-mail \_\_\_\_\_

E-mail \_\_\_\_\_

Title \_\_\_\_\_

Place of  
Employment \_\_\_\_\_

## Appendix E – Example of Pathways Summary Tables

The following is an example of how to describe the activities under each respective pathway. Alex Robertson is a fictional FCAMRT applicant invented to that purpose.

Each activity logged must be named as shown in the examples below: number of the activity submitted under each respective pathway, the name of the pathway under which the activity is logged, the name of the applicant, and a short description of the proof submitted.

It is important to name the proof submitted the exact same way (word files, PDF files, etc.), so that the application reviewers can identify easily the proof for each activity in your submissions.

### Summary of activities for ACADEMIC PATHWAY

Activity/ Title of Activity		Date Submitted	Proof Submitted	Candidate's Point Assignment	Reviewer's Verification of Point Assignment
1	#1 Academic_Alex Robertson_Master's degree Dalhousie University, 1995	31/5/2019	31/5/2019	15	
2	#2 Academic_Alex Robertson_PhD University of Toronto, 2003	31/5/2019	31/5/2019	20	
<b>Total Points for Academic Pathway</b>					

### Summary of activities for RESEARCH PATHWAY

Activity/ Title of Activity		Date Submitted	Proof Submitted	Candidate's Point Assignment	Reviewer's Verification of Point Assignment
1	#1 Research_Alex Robertson_ Research Project (Name of project)	31/5/2019	31/5/2019	12	
2	#2 Research_Alex Robertson_Article only+Peer Reviewed+Published	31/5/2019	31/5/2019	11 (5+3+3)	
3	#3 Research_Alex Robertson_Grant recipient	31/5/2019	31/5/2019	3	
<b>Total Points for Research Pathway</b>					

### Summary of activities for SOCIAL RESPONSIBILITY PATHWAY

Activity/ Title of Activity		Date Submitted	Proof Submitted	Candidate's Point Assignment	Reviewer's Verification of Point Assignment
1	#1 Social Responsibility_Alex Robertson_ 50 hours _The SA Disaster Food Service & Canteen Operations, 2014	31/5/2019	31/5/2019	5	
2	#2 Social Responsibility_Alex Robertson_ 70 hours _Boys & Girls Club of Ottawa, 2015-2016	31/5/2019	31/5/2019	7	
3	#3 Social Responsibility_Alex Robertson_ 10 hours _Walk to End ALS, 2019	31/5/2019	31/5/2019	1	
<b>Total Points for Social Responsibility Pathway</b>					

### Summary of activities for EDUCATION OF OTHERS PATHWAY

Activity/ Title of Activity		Was This a Requirement in Your Work Position?	Date Submitted	Proof Submitted	Candidate's Point Assignment	Reviewer's Verification of Point Assignment
1	#1 Education of others_Alex Robertson_Author or major contributor to a course_ <i>Name of course and educational institution</i>	No	31/5/2019	31/5/2019	5	
2	#2 Education of others_Alex Robertson_Conference Presentation, 2018 (National)	No	31/5/2019	31/5/2019	4	
3	#3 Education of others_Alex Robertson_Guest lectures	No	31/5/2019	31/5/2019	2	
<b>Total Points for Education of Others Pathway</b>						

### Summary of activities for PROFESSIONAL CONTRIBUTION PATHWAY

Activity/ Title of Activity		Was This a Requirement in Your Work Position?	Date Submitted	Proof Submitted	Candidate's Point Assignment	Reviewer's Verification of Point Assignment
1	#1 Professional contribution _Alex Robertson_ Committee Member (national) – Name of Committee, 2015	No	31/5/2019	31/5/2019	5	
2	#2 Professional contribution _Alex Robertson_ Journal reviewer (National) – Name of Journal, 2010, 2011, 2012, 2013	No			8	
<b>Total Points for Professional Contributions Pathway</b>						

## Appendix F1 – Mentorship Project Resources

### **Achieving success in clinically based research: the importance of mentoring**

Elizabeth C. Ward BSpThy(Hons), Grad Cert Ed., PhD (Speech Pathologist) Catriona Hargrave BAppSc (MRT), MAppSc (Research), (Radiation Therapist) ...

Volume64, Issue4

Journal of Medical Radiation Sciences

December 2017

Pages 315-320

<https://onlinelibrary.wiley.com/doi/full/10.1002/jmrs.234>

**Book: Techniques for coaching and mentoring** / Megginson, David; Clutterbuck, David. -- Boston, Ma. : Elsevier Butterworth Heinemann, 2005. (Book) WX159 M497 2005 BC Cancer Agency. Vancouver Library. *(I can request this book for you if you like)*

### **Guidance on setting up a mentoring scheme/Oxford Learning Institute**

[https://www.learning.ox.ac.uk/media/global/wwwadminoxacuk/localsites/oxfordlearninginstitute/documents/supportresources/Guidance on setting up a mentoring scheme.pdf](https://www.learning.ox.ac.uk/media/global/wwwadminoxacuk/localsites/oxfordlearninginstitute/documents/supportresources/Guidance%20on%20setting%20up%20a%20mentoring%20scheme.pdf)

### **Mentoring Guide: a guide for mentors**

<https://www.rackham.umich.edu/downloads/more-mentoring-guide-for-mentors.pdf>

### **Mentoring Guide**

[https://cdn2.sph.harvard.edu/wp-content/uploads/sites/31/2015/10/Mentoring\\_Guide.pdf](https://cdn2.sph.harvard.edu/wp-content/uploads/sites/31/2015/10/Mentoring_Guide.pdf)

### **Ten simple rules for developing a mentor–mentee expectations document**

Kristyn S. Masters , Pamela K. Kreeger

PLOS Computational Biology

Published: September 21, 2017

<https://journals.plos.org/ploscompbiol/article?id=10.1371/journal.pcbi.1005709>

Mentoring 101 : Tools, Tips and Techniques to being and effective mentor

[https://hr.smcgov.org/sites/hr.smcgov.org/files/Mentoring%20Packet\\_v3.pdf](https://hr.smcgov.org/sites/hr.smcgov.org/files/Mentoring%20Packet_v3.pdf)

### **Optimizing Mentoring Relationships: Fostering Independence Growth Mindset Mentee Mental Health**

Centre for the improvement of Mentored Experiences in Research

<https://www.aps.org/programs/minorities/nmc/upload/Fostering-Independence-032718.pdf>

## Appendix F2 – Reflective Practice Paper Resources

### Writing Skills

1. Writing for Science – University of Leicester
  - a. <http://www2.le.ac.uk/offices/ld/resources/writing/writing-resources/science#section-0>
2. Elsevier – Infographic: How to write better science papers : tips for writing research articles people will want to read
  - a. <https://www.elsevier.com/connect/infographic-tips-to-writing-better-science-papers>
3. Scientific Writing - HLWIKI
  - a. [http://hlwiki.slais.ubc.ca/index.php/Scientific\\_writing](http://hlwiki.slais.ubc.ca/index.php/Scientific_writing)
4. Science Writing - UBC
  - a. [http://wiki.ubc.ca/images/c/cc/Science\\_Writing\\_Resource.pdf](http://wiki.ubc.ca/images/c/cc/Science_Writing_Resource.pdf)

### How to Conduct Research

1. Getting Organized for Health Research Projects - UBC
  - a. [https://wiki.ubc.ca/Library:Getting\\_Organized\\_for\\_Health\\_Research\\_Projects](https://wiki.ubc.ca/Library:Getting_Organized_for_Health_Research_Projects)
2. PICO Evidence-Based Practice Clinical Question / Search Plan Worksheet – Woodward library
  - a. <http://woodward.library.ubc.ca/files/2013/08/PICOWorksheet.pdf>
3. The PICO model – Fraser Health Research Administration and Development
  - a. <http://research.fraserhealth.ca/media/The%20PICO%20Model.pdf>
4. Pubmed.gov – Medical Database – Freely Available
  - a. <https://www.ncbi.nlm.nih.gov/pubmed/>

## Writing a Self-Reflection Paper

1. Reflection in/and Writing: Pedagogy and Practice in Medical Education / Academic Medicine, Vol. 87, No. 5 / May 2012 (copy and paste the url into your internet browser)
  - a. [http://medfam.umontreal.ca/wp-content/uploads/sites/16/6a-article\\_reflexion\\_1.pdf](http://medfam.umontreal.ca/wp-content/uploads/sites/16/6a-article_reflexion_1.pdf)
2. Reflective Writing – UNSW Australia
  - a. <https://student.unsw.edu.au/reflective-writing>
  - b. <https://student.unsw.edu.au/how-do-i-write-reflectively>
  - c. <https://student.unsw.edu.au/examples-reflective-writing>
3. The Reflective Writing – Monash University
  - a. <https://www.monash.edu/rlo/assignment-samples/education/education-reflective-writing>
4. Reflective Practice and Writing: a Guide to Getting Started
  - a. <http://www.alia.org.au/sites/default/files/documents/Reflective.Practice.Writing.Guide20130409JB.pdf>

## Citations

1. [https://library.leeds.ac.uk/skills-citations-numeric#activate-multiple\\_citations\\_to\\_the\\_same\\_item](https://library.leeds.ac.uk/skills-citations-numeric#activate-multiple_citations_to_the_same_item)
2. Purdue Owl Online Learning Lab
  - a. <https://owl.english.purdue.edu/owl/section/2/>
3. Citation Style Guides - SFU
  - a. <http://www.lib.sfu.ca/help/cite-write/citation-style-guides>

## Appendix F3 – Reflective Paper Assessment Rubric

Criteria	0-1 points	2-3 points	4-5 points	Score (/5) x 100	Weighting	Weighted Score
<b>Critical Reflection</b>	Critical reflection is not evident. Does not consider impact of activities on practice and/or patient outcomes. Does not clearly demonstrate application to current and/or future practice.	Appraises pathway contributions with some consideration of impact of activities on practice and/or patient outcomes. Draws meaning from experiences. May not clearly demonstrate application to current and/future practice.	Critically appraises pathway contributions and considers impact of activities on practice and/or patient outcomes. Draws meaning from experiences and demonstrates application to current and future practice.		<b>0.35</b>	
<b>Demonstration of Progression to Fellowship</b>	The activities, pathways and attributes of a CAMRT Fellow are weakly linked. Explanation of progression to Fellowship is not supported by concrete examples.	Makes a connection between activities, pathways and attributes of a CAMRT Fellow. Clarity and/or insight may be lacking in some instances. Examples provided demonstrate the candidate's progression to Fellowship	Makes clear and well-considered connections between activities, pathways and the attributes of a CAMRT Fellow. Concrete examples demonstrate the candidate's progression to Fellowship.		<b>0.35</b>	
<b>Quality of Writing</b> (see pg. 12 of Fellowship Candidate Guidelines)	Writing is disjointed. Multiple grammar and/or spelling errors present. Does not follow formatting and word count requirements.	Minor deficiencies noted in 1-2 of the following areas: Organization, grammar, spelling, formatting and/or word count requirements.	Ideas are logically organized, grammatically sound and free of spelling errors. Follows all format requirements and within word count allotted.		<b>0.15</b>	
<b>Referencing</b>	Reflective practice is not evidence-informed. Minimal or no use of references and/or in-text citations.	Reflective practice is evidence-informed. References are relevant and for the most part, current. Slight inconsistencies in referencing may be present.	Reflective practice is evidence-informed. All references used are relevant and used effectively throughout the paper. In-text citations included as required.		<b>0.15</b>	
			<b>Total Weighted Score</b>			

**Note: Candidates must achieve >75% on the reflective practice paper to successfully complete this component of the Fellowship Program**

Feedback to candidate (for scores less than 75%)