



FELLOWSHIP CANDIDATE GUIDELINES 2025

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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 healthcare 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 Project Phase. The flexibility of the framework allows for unique MRT experiences to meet the set criteria and outlines the criteria required to achieve their intended goals.

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, education of others, professional contribution and as an MRT community builder. 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 Pathways activities, so long as it occurred after their entry-to-practice MRT certification.

In the **Capstone Project Phase**, the candidate undertakes a new project of significant and widespread interest in the MRT community/profession. The culmination of knowledge and experience gained through this phase of the Fellowship Program provides evidence that the candidate embodies the desired attributes of a CAMRT Fellow.

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

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Attributes of a Fellow

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 CAMRT fellowship, four attributes have been identified that are deemed to be representative of professional excellence. They are the attributes and characteristics where a Fellow of the CAMRT would endeavor to become an expert.

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

Leadership – contributes to advancing patient outcomes and continuous quality improvement

- Advances the practice through activities such as research, mentoring and education
- Enables positive change within the clinical environment, the MRT team 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 healthcare providers
- Can be done in a variety of practice areas: clinical, education, research and/or administration

Innovation – thought and action that is creative and inspiring

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

Community Builder – strengthens the profession through advocacy, mentorship and a commitment to equity, diversity and inclusion.

- Go beyond clinical duties to strengthen the profession through influence, support and inclusive practices
- Promote ideas or policies that influence positive change and builds awareness of the essential role of MRTs within the healthcare system and with patients
- Foster professional growth by guiding, supporting, and learning alongside colleagues in a mutually respectful and collaborative relationship
- Promotes culturally safe, inclusive care by recognizing and respecting diversity in identity, background and lived experience to improve patient outcomes and ensure equitable, high-quality care for all

Overview of the Fellowship Program Phases

Pathways Phase

The Pathways Phase provides fellowship candidates with 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, education of others, professional contribution and MRT community builder.

The flexibility of the Pathways Phase 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. (See page 9, “Activities Points Table”)

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

Academic Achievement

- Formal education or a 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

Examples: CAMRT certificate (*CTIC, CBI, CDC, etc.*); University course (*Cultural Competence, Health Research Methodology, Patient Management, etc.*); Masters’ degree; PhD

Note: The following activities will not be accepted for point accumulation in the academic achievement 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/or 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: The following activities will not be accepted for point accumulation in the research pathway:

- More than one poster presentation for the same research
- Research required for a degree if points were awarded for the degree credential (*If publication is not required for the degree, the candidate can claim points for publication and/or as a grant recipient.*)

Education of Others

- Facilitation and delivery of learning to others through a variety of activities that may include knowledge exchange or knowledge translation
 - Provides opportunities to teach and inform others about practice and the profession
 - Has the potential to influence practice by ensuring the voice of the profession is represented at relevant tables

Examples: Presenter or lecturer at conference/workshop/Lunch and Learn; Author for book/course/educational institute

Note: A workshop is defined as leading or hosting a workshop, whereas an invitation to participate at a workshop as a presenter will be considered a presentation rather than leading or hosting a workshop.

Note: The following activities will not be accepted for point accumulation in the Education of Others pathway:

- Education of others that is a primary function within their job description

Professional Contribution

- Service to the profession that improves practice and supports initiatives that advance 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

Examples: Committee participant at the provincial or national level

MRT Community Builder

- Advocacy
 - Activities or publications that support patients, practitioners, the profession and/or the healthcare environment

Examples: Meeting government officials to convey MRTs point of view on an issue; Promoting a new practice that will improve patient care or decrease wait times; etc.

Note: Points will be assigned by the Fellowship Committee

- Mentorship
 - Mentorship is a collaborative, two-way relationship where mentors support mentees as motivators, guides and role models, while also learning from them. Successful mentorship is voluntary, confidential, and built on mutual trust, respect, clear communication and commitment

Examples: Supporting a new Internationally Educated MRT (IEMRT) with integration into the workplace; Guiding a colleague through a research project

Note: Points will be assigned by the Fellowship Committee

- Equity, Diversity and Inclusion

- Activities or publications that promote the fair treatment and full participation of all people that have been underrepresented or subject to discrimination because of their background, identity, disability, etc.

Examples: Promote the adoption of policies and/or practice that would minimize biases

Note: Points will be assigned by the Fellowship Committee

Capstone Project Phase

The Capstone Project Phase is the final phase of the Fellowship Program. A new project of significant and widespread interest in the MRT community/profession.

The project must be completed within the timeframe of the program that was assigned at the time the candidate registered in the program.

Note: Candidates are permitted to work on the Pathways Phase and Capstone Project Phase simultaneously.

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.

- Full Practice or Life membership with the CAMRT for at least five (5) consecutive years at the time of application, and to continue throughout their program (any leave exemptions must be verified by CAMRT)
- Evidence of five years (5000 hours) of MRT practice experience
- Evidence of the accumulation of 50 points across the pathways, broken down as the following:
 - **Academic Achievement Pathway**
Evidence of a minimum of 10 points from the academic achievement pathway
 - **Professional Contribution Pathway**
Evidence of a minimum of 10 points from the professional contribution pathway
 - **Additional Pathways**
Evidence of a combined minimum of 30 points from across the other three pathways (Research, Education of Others, MRT Community Builder)

The above eligibility points can be used towards the final points accumulation requirement.

Application Process

Complete and submit the application form to CAMRT with:

- Registration fee: \$500
- Verification of status as a practicing MRT form (found in fellowship portfolio guide)
- Pathways Summary forms (complete respective forms found in fellowship portfolio guide)
- Evidence supporting achievement of points identified in the Pathways Summary forms
 - Copies of certificates, results letters, etc.
 - Proof of Activity forms where needed (see fellowship portfolio guide)

Your application will be reviewed by the CAMRT Fellowship Committee. Within one month of submission, you will be notified of your acceptance into the program, or you will be provided with feedback for resubmission.

Cancellation Policy

If a candidate requiring resubmission chooses not to proceed, or if a candidate withdraws from the program within six (6) months after official acceptance, 75% of the registration fee will be refunded. If after six months a candidate withdraws from the program, all fees are forfeited.

Completing the Phases of Fellowship

Phase 1: Pathways Phase

Candidates are to build and maintain a portfolio to organize and track their activities and documentation related to the Pathways Phase of their fellowship candidacy. The *Fellowship Program Pathways Phase Portfolio Guide* is to be used from the candidate's registration through completion of the Pathway Phase and will serve as a useful tool for tracking and documentation for both candidate and assessors. **All files must be submitted in electronic format** when the candidate submits their portfolio for assessment and review. The committee will review the portfolio and respond to the candidate within 4-6 weeks.

Points accumulation: Activities

A total of **150 points** is required to complete the Pathways Phase of the CAMRT Fellowship Program. These points are accumulated based on the assigned values for designated activities falling under the five fellowship pathways (academic achievement, research, education of others, professional contribution and MRT community builder). The **50 eligibility points** can be used towards the final points accumulation requirement.

Points requirements and restrictions

Pathways Phase, points requirements: a **minimum of 20** points and a **maximum of 50** points will be accepted in each of the pathways.

Designated activities

Activities are the tasks you have done relative to a pathway to show evidence of achieving an attribute. Each pathway requires a number of related **activities** to be accomplished and verified. Lists of possible activities are identified in the following Activities Points Table, together with the respective points value assigned for each activity.

Logging and documenting activities

Activities must be logged per pathway using the respective Pathway's Summary of Activity form in the candidate's portfolio. 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, etc. In the event such evidence is not available for an activity, the Proof of Activity form (see fellowship portfolio) must be completed and submitted with the summary document. The proof of activity completion must be clearly identified in the evidence provided. The evidence submitted must also match the information provided in the *Summary of Activities Table*. Please see examples in the fellowship portfolio.

No timeframes

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

Activity Points Table

Note: Only activities accomplished **after** your entry-to-practice MRT certification can be used for point accumulation towards fellowship.

Pathway	Activity	Point Value*
Academic Achievement		Min 20 Max 50
	CAMRT full length course, university/college course	1
	CAMRT Leadership Development Institute	1
	CAMRT certificate programs (ex: CTIC, CDC, CBI)	3
	Post-graduate certificate	5
	Advanced Certificate in Radiological Technology (ACR) / Radiation Therapy (ACT) / Nuclear Medicine (ACNM)	5
	Diploma	7
	Bachelor's degree	10
	Advanced Practice (ex: APRT(T), CSRT)	12
	Master's degree	15
	Doctorate (PhD level)	25
	Other	Assigned by committee
Research (related to practice)		Min 20 Max 50
	Literature review	1
	Case study	2
	Poster presentation	3
	Research audit	3
	Research project related to degree, masters, doctorate (not published)	5
	Peer-reviewed, published article (1 st , 2 nd or last author)	5
	Principle Investigator (PI)	+3
	Grant recipient	+2
	Other	Assigned by committee

Pathway	Activity	Point Value*
Education of Others <i>(related to practice)</i>		Min 20 Max 50
	Conference presentation and/or lecture:	
	— Institutional	1
	— Local	2
	— Provincial	3
	— National / International	3
	— Award, ASRT@RSNA Speaker	3
	— Award, ASTRO Speaker	3
	Guest lectures	2
	Workshops (leading or hosting)	4
	CAMRT course author:	
	— Self-Study	2
	— Full Length	5
	Author or major contributor to a course/educational institution	5
	BPG / Position Statement contributor	1
	Lunch and learn / In-services	1
	Other	Assigned by committee
Professional Contribution (service and participation for the entire term of position)		Min 20 Max 50
	Local/ Institutional (max 10)	
	— Committee member	1 per term
	— Committee chair	2 per term
	— Other	Assigned by committee
	Provincial (max 20)	
	— Committee member	3 per term
	— Committee chair	5 per term
	— Board/Council member	7 per term
	— Executive Board/Council member	9 per term
	— President	15 per term
	— Other	Assigned by committee

Pathway	Activity	Point Value*
	National (max 50)	
	— Committee member	5 per term
	— Committee chair	7 per term
	— Board of Directors	10 per term
	— Executive Board/Council member	12 per term
	— President	20 per term
	— Exam development/validation	3 per year
	— Journal reviewer	2 per year
	— Full length course reviewer	2 per year
	— Self-study reviewer	1
	— Editor of a peer reviewed journal	15 per term
	— Other initiatives	1-5 (depending on commitment)
	Other	Assigned by committee
MRT Community Builder		Min 20 Max 50
	Advocacy	
	— Participated/Led advocacy efforts in your facility	Assigned by committee (max 5 points)
	— Participated/Led advocacy efforts at the regional or provincial level	Assigned by committee (max 5 points)
	— Participated/Led advocacy efforts at the national level	Assigned by committee (max 10 points)
	Mentorship	
	— Formal primary mentor role (requires an agreement, start/end date; clear objectives, results obtained, etc.)	Assigned by committee (max 10 points)
	— Informal primary mentor role (Verification by mentee required, hours-based component, description of mentoring, etc.)	Assigned by committee (max 5 points)
	— Mentor training was required	+1
	— Mentor evaluation was required	+1

Pathway	Activity	Point Value*
	Equity, Diversity and Inclusion	
	— Participated/Led EDI efforts in your facility	Assigned by committee (max 5 points)
	— Participated/Led EDI efforts at the regional or provincial level	Assigned by committee (max 5 points)
	— Participated/Led EDI efforts at the national level	Assigned by committee (max 10 points)
The Fellowship committee has the right to change point values for activities based on evidence presented. “Plus” (+) points are awarded for these activities in addition to their base activity, for example: If you have written a research article where you were the principle investigator, you would receive 5 points for the article, plus an additional 3 points for being the PI, for a total of 8 points.		

Phase 2: Capstone Project Phase

Candidates are also required to complete a Capstone Project within the timeframe of their fellowship program (5 years from registration). **All capstone projects must be “new” submissions.**

It is important for candidates to begin thinking about the Capstone Project early in their journey towards achieving fellowship. This will help with formulating ideas, critical thinking and making an informed decision for the focus of the project.

Upon completion of their Capstone Project, candidates are to submit them, or verification of their completion, to the CAMRT Fellowship Committee for review and/or for acceptance of their project towards their fellowship candidacy.

Capstone Project Options

Capstone projects are expected to be based on the pillars of CAMRT’s strategic direction, and to be proposed and completed during the candidate’s fellowship journey.

Candidates can choose one of the following options for their project:

- Development of a Journal Submission
- Development of a CAMRT Conference Presentation or an MRT Week Webinar
- Contribute to the Development/Maintenance of Best Practice Guidelines (BPGs)
- Participate in or Lead a Mentorship Project

Note: Advocacy is currently being investigated as a fifth Capstone project

Development of a Journal Submission

The journal submission would be expected to align with requirements for CAMRT’s journal, the JMIRS. Guidance in the development of the paper may be sought and provided from the JMIRS Managing Editor.

Additional information can be found at: <https://www.jmirs.org/>

- The paper submitted **must be a new project** (previously published papers would be counted towards the Pathways Phase)
- The fellowship candidate can choose the type of project: Full-length paper, Review paper, or Case study; other types of projects would require prior approval
- For both research paper and review paper, the fellowship candidate may contribute as part of a collaborative team and may be listed as the first, second, or last author. However, for narrative papers or case studies, the candidate must be the sole author.

Success: The candidate would achieve success by completing and publishing their paper.

Development of a CAMRT Conference Presentation, or Planning and Moderating an MRT Week Webinar

Development of a continuing professional development (CPD) offering is a valuable and impactful way to share your expertise, increase your capacity to formulate well-organized information, clearly communicate meaningful content and align with the CPD department's strategic goals and requirements.

- A CAMRT conference presentation would require the fellowship candidate to submit an abstract through the CAMRT Conference Call for Proposals and be accepted through the standard blind review process and planning committee approval. This requires alignment of content with CAMRT national conference goals, themes and the broad strategic pillars of our strategic plan.
- The development of a webinar would require the fellowship candidate to propose, facilitate the development of, review the content of, and moderate an MRT Week webinar (during MRT week). MRT week webinars must combine broadly appealing education and advocacy aspects and should be applicable to all MRT disciplines. Proposals are required to be approved by the Manager of Continuing Professional Development.

Success: The measurement of success would be that the candidate will have delivered their conference presentation nationally, or have planned and moderated an MRT Week webinar.

Contribute to the Development/Maintenance of Best Practice Guidelines

The Best Practice Guideline (BPG) would be expected to align with the requirements for CAMRT's BPG development process. The fellowship candidate would be expected to both lead and collaborate with other MRTs and CAMRT staff in the development of their BPG. Guidance will be provided by CAMRT Professional Practice & Research department to help candidates navigate the review and evidence submission process. For detailed instructions, please email bpg@camrt.ca.

- Subject to CAMRT approval, the fellowship candidate must select a topic from a list provided by CAMRT, or propose a new topic; OR lead in the updating and validation of three current BPGs.
- The candidate is responsible for adhering to the BPG review procedures and would be required to attend BPG Committee meetings until their proposed topic(s) has(have) been reviewed and approved.

Success: The candidate would achieve success by completing a verified online BPG(s).

Participate in or Lead a Mentorship Project

The fellowship candidate would be required to propose a new mentorship project that would support and empower MRTs in the professional community.

There are three components within the Mentorship Project:

Part 1. Mentorship program proposal - demonstrates critical thinking and planning (45%)

Part 2. Self-reflection summary - encourages continuous learning and improvement (40%)

Part 3. Feedback and testimony - external validation (15%)

Examples of Mentorship Program Ideas

- Career advancement mentorship - guide mentees in navigating career opportunities, such as transitioning into leadership roles, taking a specialized modality certification or pursuing advanced practice, such as the ARPT(T) designation.
- Bridging/learning program for IEMRTs - help international MRTs with certification preparation, workplace integration and understanding the Canadian healthcare system.
- Research mentorship - guide mentees in conducting research projects or writing journal articles for publications.
- Mentorship for new graduates – pair with newly certified MRTs to ease the transition into professional practice.
- EDI Advocacy – educate mentees on creating inclusive environments for both peers and patients, addressing biases, and working effectively in diverse teams.

Success: The candidate would succeed by achieving the minimum score as determined by the Fellowship Committee (see following Scoring Rubric)

Minimum score of 70.

Scoring Rubric

Scoring sessions	Standards	Points
Part 1. Mentorship Proposal (45%) Proposal needs to be submitted before the mentorship program starts.		
Clarity of objectives (10 points)	Clear and meaningful objectives aligned with mentorship goals	8-10
	Objectives are somewhat clear but lack specificity	5-7
	Objectives are vague or poorly defined	2-4
	Objectives are missing or unclear	0-1

Scoring sessions	Standards	Points
Program design and structure (20 points)	Comprehensive program with logical flow, defined timelines, and activities	16-20
	Adequate structure but lacks some details	11-15
	Loosely structured or missing key components	6-10
	Poorly structured or no clear design	0-5
Feasibility and flexibility (15 points)	Realistic plan with adaptability for mentorship needs	12-15
	Feasibility is moderately addressed but some gaps	7-11
	Feasibility is weak with unclear resources	3-6
	No consideration of feasibility or adaptability	0-2
Part 2. Self-Reflection (40%) Submit at program completion.		
Reflection on objectives and outcomes (10 points)	Thoughtful reflection with clear alignment between objectives and outcomes achieved	8-10
	General reflection with some alignment	5-7
	Limited reflection with minimal connection to objectives	1-4
	Reflection is absent or lacks substance	0
Identification of challenges and solutions (10 points)	Clearly identifies challenges and demonstrates effective problem-solving	8-10
	Identifies some challenges but provides limited solutions	5-7
	Minimally identifies challenges with no clear solutions	1-4
	Challenges are not addressed.	0

Scoring sessions	Standards	Points
Adaptability and problem-solving (10 points)	Shows ability to adjust and meet mentee needs	8-10
	Addressed challenges but lacked proactivity in solution	5-7
	Minimal effort to address challenges or adapt to the program	1-4
	No problem-solving or adaptability shown	0
Insights and future recommendations (10 points)	Provides valuable insights and practical recommendations for future mentorship programs	8-10
	Offers general insights with some actionable recommendations	5-7
	Minimal insights with vague recommendations	1-4
	No insights or recommendations provided	0
Part 3. Feedback and Testimony (15%)		
Mentee satisfaction must be demonstrated at program completion.		
Mentee Survey at program's end (15 points)	Positive feedback with strong testimony	11-15
	Mostly positive with some constructive feedback	6-10
	Negative feedback with significant issues	0-5
Total score		100

Fellowship Program Completion

Timeframe for completion

A candidate has five (5) years from acceptance (registration) to complete their fellowship program. The candidate must complete both the Pathways Phase and the Capstone Project Phase within this timeframe.

Pathway activities from prior to the start of the 5-year timeframe will be accepted as noted in the Pathways section. The candidate's capstone project must start after their registration into the program.

Conferring of Fellowship

The Fellowship designation "FCAMRT" will be bestowed at the time of program completion as per committee's approval. New FCAMRTs will be announced at CAMRT's Celebration of Excellence reception normally held during CAMRT's annual conference. Travel and accommodation will be covered for CAMRT's new Fellow in conjunction with recipients of CAMRT's Awards Program.

Appendix A– Fellowship Capstone Project Assessment Forms

(For use by CAMRT)

Develop a Journal Submission (research paper)

Title of research paper/project, publication info:		
Criteria, <i>One of the following:</i>	Satisfied	Not Satisfied
Full-length paper		
Research paper		
Review paper		
Narrative paper		
Case study		
Other		
<i>Note: A published paper is required for success of a Research project = “Satisfied”</i>		
Comment:		

Develop a CAMRT Conference Presentation, or Plan and Moderate an MRT Week Webinar

Title of educational offering:		
Criteria, <i>One of the following:</i>	Satisfied	Not Satisfied
Conference presentation		
Moderate an MRT Week webinar		
Other		
<i>Note: A presenting at a conference, or moderating a webinar is required for success = “Satisfied”</i>		
Comment:		

Appendix B– Fellowship Capstone Project Assessment Forms

(For use by CAMRT)

Develop a Best Practice Guideline

Title of best practice guideline:		
Criteria:	Satisfied	Not Satisfied
Best practice guideline		
Best practice guideline		
Best practice guideline		
<i>Note: A reviewed and approved (placed online) BPG is required for success = "Satisfied"</i>		
Comment:		

Develop a Mentorship Project

Title/Description of mentorship project:		
Part 1: Mentorship Proposal (45%)	Max points	Points
Clarity of objectives	10	
Program design and structure	20	
Feasibility and flexibility	15	
Part 2: Self-Reflection (40%)	Max points	Points
Reflection on objectives and outcomes	10	
Identification of challenges and solutions	10	
Adaptability and problem solving	10	
Insights and future recommendations	10	
Part 3: Feedback and testimony (15%)	Max points	Points
Mentee survey at program's end	15	
TOTAL SCORE	Max points	Points
Total score achieved	100	
<i>Note: A minimum of 70 is required for success of a Mentorship project</i>		
Comment:		