

## Academic Member requirements

### What we're looking for

Academic Members (Academic MCIPD) use their expertise to define and shape HR thinking, knowledge and practice in support of the wider people profession. To achieve Academic Membership, you'll be an established academic in the field of HR teaching, research or thought leadership, with provable expertise across more than one HR subject area. You'll also be starting to make policy and / or strategy contributions.

You're typically:

- Using your expertise to **define and shape** HR thinking and knowledge
- **Researching and developing** HR practice
- Proactively **promoting great people practice**
- **Leading** teaching or research programmes
- **Championing** academic or research standards
- Growing your own **local and national network** across the HR profession
- **Coaching and mentoring** students and staff, providing learning opportunities for them

Your work will be across a number of HR subject areas, and your professional contribution will be not only in your institution but also nationally. You'll need to demonstrate how your work develops and changes HR practice in the workplace and / or HR profession. It's likely that much of your work will be at post-graduate level.

You'll also:

- Have a **reputation as a subject matter expert** for HR in your institution
- Be **contributing** to your department's plans
- **Actively plan your CPD**, keeping up to date with HR and L&D trends, both academic and in the workplace
- **Comply** with the CIPD ethical Code of Professional Conduct

### What types of roles do Academic Members hold?

There isn't a particular role that you should hold. However, in order to meet the membership requirements you are likely to have had at least 4-5 years working in the field of HR teaching or research, and therefore are likely to hold a role commensurate with the following positions:

- Senior or principal lecturer / teaching fellow
- Curriculum leader
- Senior or principal researcher / research fellow

### Education requirements

Ideally you will have a Masters level or postgraduate qualification. However, it is more important that you can demonstrate the requirements and thinking at this level, so this is not a pre-requisite for applying for Academic Membership.