

HACU LEADERSHIP ACADEMY

LA ACADEMIA DE LIDERAZGO

OVERVIEW

The Hispanic Association of Colleges and Universities' Leadership Academy, La Academia de Liderazgo, is a one-year program to prepare the next generation of culturally diverse leaders for the ranks of executive and senior-level positions.

La Academia is designed to increase the number of talented individuals who will serve as presidents and chancellors of Hispanic-Serving Institutions (HSIs) and Emerging HSIs. Fellows selected for the program participate in an array of leadership development activities that prepare them for leadership roles in the full spectrum of institutions of higher learning, but with a special focus on HSIs and emerging HSIs.

La Academia is a direct response to the declining rate of Hispanic university presidents (from 4.5 percent in 2006 to 3.9 percent in 2016), despite the unprecedented growth of U.S. Hispanic college student enrollment. Soon, if not already, 1 in 5 college students will be Hispanic, yet it is unlikely that many will enroll in a college or university with a Hispanic president. HACU is committed to reversing this ten-year decline by implementing an innovative academy that sets itself apart from other leadership programs in the following ways:

- Fellows participate in three week-long seminars integrated with HACU's highly regarded Annual Conference, Capitol Forum, and International Conference or experience.
- The curriculum emphasizes Hispanic-Serving Institutions (HSIs) and Emerging HSIs, but provides a holistic approach, including the search process, leadership fundamentals, current critical issues, and international relations.
- Hybrid content delivery with both in-person sessions and synchronous/asynchronous webinars allows a high degree of flexibility for busy work schedules.
- More than a dozen nationally recognized current and emeriti presidents and senior-level administrators with 100 plus years of combined experience serve on the faculty.
- Mentorship with a university president or senior administrator is a key component, as is the development of a special project designed to have an impact at the Fellow's current institution.



SEMINARS AND WEBINARS

La Academia will include three seminars and a series of webinars interspersed throughout a one-year period.

Webinar #1: Orientation

October 8, 2025

Seminar One: Foundational Seminar

October 29 - November 4, 2025, Aurora, CO

This seminar is a week-long comprehensive experience that covers a wide range of topics and concerns related to the many issues faced by today's college and university leaders. It is part of HACU's Annual Conference and sets the stage for future planned learning opportunities.

Webinar #2: Fundraising and Resource Development

November 19, 2025

Webinar #3: Transitioning from One Leadership Role to Another

January 21, 2026

Webinar #4: Developing an Institutional Vision

February 18, 2026

Webinar #5: Advocacy in the University Environment

March 18, 2026

Possibility of Partial Financial Support for the Academia Experience

We are pleased to indicate that there will be the availability of partial financial support for a limited number of Academia applicants and nominees. We have received generous commitments from some donors who will be covering the program fee for a limited number of individuals up to \$10,000. We also are actively working on securing other external sources of funds to help defray the cost of participating in La Academia de Liderazgo. The support that we may be able to provide to individual Fellows will be determined by how successful we are in securing external funds.



Seminar Two: Advocacy and Placement Seminar

Mid/Late April 2026, Washington, D.C.

This seminar is a four-day experience coordinated with the activities of the HACU Capitol Forum. Its focus is on advocacy, legislative initiatives and career path and job market dynamics for college and university CEOs.

Webinar #6: Presidential Success: The Power of Government and External Affairs

May 20, 2026

Seminar Three: International Seminar

Early/Mid Summer 2026, TBD

This seminar is a four-day experience in coordination with HACU's international conference. Its focus is on the issues and concerns which international higher education institutions are having to contend, and it provides many opportunities to network with international colleagues. The international seminar concludes with a special ceremony to recognize Fellows with a certificate of completion.



APPLICATION PROCESS

Deadline: April 4, 2025

Notification: June 2025

Who Should Apply or be Nominated?

Fellows selected to participate in La Academia de Liderazgo are affiliated with an institution of higher learning, most likely but not exclusively a Hispanic-Serving Institution (HSI) or an Emerging HSI and apply or are nominated to participate in the program. The individuals who apply or are nominated to participate in La Academia are deemed to benefit from a program of special experiences that will help to prepare them for executive leadership roles in higher education settings. Because more individuals may apply or be nominated than can be accommodated in any given year, a wait list will be created to replace selected individuals who ultimately may not be able to participate due to circumstances beyond their control. The wait list will also be used to select participants for subsequent programs if applicants still desire to be considered. Among the participant selection criteria are at least 10 years of full-time higher education experience, completion of at least a master's degree, and currently serving in a director or higher supervisory position or 6 years of previous supervisory experience.

Nominations

Prospective Fellows must be nominated by the President or CEO of his or her own institution or by an individual authorized to commit the institution to supporting the nominee during the program. By submitting a nomination, the institution agrees to provide the nominee with the necessary release time and support for participation in the program. La Academia de Liderazgo is for one academic year. Fellows must commit to participate in all scheduled seminars, meetings, and Mentor/Fellow activities.

Letters of Recommendation

Applications to La Academia require two letters of recommendation from a supervisor and/or colleague who can comment on the applicant's talent, responsibilities, and future leadership potential.

Application Requirements

Application Deadline: April 4, 2025

- A completed application.
- A current Curriculum Vitae.
- Two references who can provide letters of recommendation. References must be able to address the applicant's leadership potential, skills and abilities as they relate to Presidential or senior-level positions in higher education.

Selection Process and Notification

A selection committee will review all submissions. Selected Fellows and any individuals placed on the wait list will be notified by **June 2025**.

Program Costs

Program cost per Fellow is \$10,000 for HACU member Institutions and \$15,000 for non-HACU members. The program fee covers all program materials, HACU conference registrations and selected meals. Fellows are responsible for any additional costs associated with lodging and travel to and from the program activities, meals not covered by the program and incidentals. Please access the application at: https://www.hacu.net/hacu/HACU_Leadership_Fellows_Program.asp

Graduation

Fellows receive a certificate upon completion of the program.

More Information

Individuals with questions about the program are encouraged to contact Dr. Tito Guerrero at leadership@hacu.net or at (210) 576-3222.



FREQUENTLY ASKED QUESTIONS

1. Who is eligible to apply to or be nominated for the program?

Any individual who meets the participant selection criteria, is currently affiliated or previously affiliated with an institution of higher learning, who aspires to a presidential role in a higher education setting, and who believes that he or she would benefit from a program of special experiences that would help to prepare him or her for such a role is encouraged to apply or to be nominated.

2. What are the program obligations of Fellows selected to participate in the program?

Fellows selected to participate in the program are expected to attend and participate in the seminars designed to coincide with three key HACU events: the Annual Conference, the Capitol Forum, and the International Conference. Participate in the webinar series offered as part of the yearlong experience. Develop a Special Project designed to increase the marketability of program participants.

3. What costs do Fellows incur?

Fellows or their sponsoring Institution are required to finance their own travel costs to and from program activities. Such costs include airfare, ground transportation, meals not built into the program activities, incidentals, and lodging. However, registration costs for the Annual Conference, the Capitol Forum and the International Conference are included in La Academia program fee.

4. During the program, are Fellows expected to remain in the job that they held at the time of the application/nomination?

During the program, it is not necessary for Fellows to remain in the job that they held at the time of the application/nomination. Ideally, however, it is helpful for Fellows who change jobs while in the program to remain affiliated with a higher education institution during the course of the program.

5. Will dietary or any other accommodations for health or religious reasons be made?

All reasonable dietary or other accommodations for health or religious reasons will be made during the course of the program.

6. Is a diploma or certificate of completion conferred at the end of the program?

Yes, a certificate of completion is conferred at the closing of the International Conference.

7. Will HACU expect to be acknowledged for any special project that results in a publication, presentation or the awarding of a grant?

Yes, HACU expects to be acknowledged for any special project that results in a publication, presentation, or the awarding of a grant.

LEADERSHIP TEAM

Drawing on 100-plus years of leadership experience in higher education, the La Academia team is unparalleled in breadth and depth on issues related to higher education in general and with a focus on Hispanic-Serving Institutions/Emerging HSI in particular. Our team of experts have served as Presidents and CEOs in many sectors of higher education including faith-based, private/public universities, and community colleges. The team brings a diverse set of ideas and experiences to help train and develop the next generation of college leaders within an ever-changing environment of higher education.

La Academia's leadership team includes:

- **Program Director** who serves as the chief point of contact and administrator of the program.
- **Faculty** recognized as national experts on specific course content.
- **Mentors** who interact regularly with Fellows beyond the three seminars.
- **Steering Committee** who advise HACU on the development and assessment of La Academia.

Program Director



Tito Guerrero, Ed.D., serves as the Director of HACU's Leadership Academy/La Academia de Liderazgo. Prior to joining HACU, Guerrero served as a Vice President for the Middle States Commission on Higher Education. He has also served as President of Cambridge College, Stephen F. Austin State University, and the University of Southern Colorado. Among other positions that he has held, Guerrero served as Vice President and Associate Provost for Diversity at Texas A&M University and as Provost and Vice President for Academic Affairs at Texas A&M University-Corpus Christi. He obtained a Bachelor of Science in Health Education and Biology from Texas A&M University, a Master of Education from the University of North Texas and a Doctorate in Administration, Planning and Social Policy from Harvard University. He has served as a Director for the American Council on Education, the American Association of State Colleges and Universities, the Hispanic Association of Colleges and Universities, the Society for Advancement of Management and American Humanics, Inc.



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