



ENLACE MID-LEVEL LEADERSHIP PROGRAM

The **HACU Institute for Professional Development** has launched the *Enlace* Mid-Level Leadership Program to help increase the number of top Latino/a talent for leadership positions in higher education. Research studies have shown the importance of providing more support and individually tailored training for today's middle managers to become highly effective senior leaders of tomorrow.

The *Enlace* Mid-Level Leadership Program is a six-month leadership development program designed for college and university professional personnel. Applications and nominations to the program will be accepted each spring. The program begins in the fall and workshops are held in conjunction with the HACU Annual Conference, the program concludes the following spring during the Capitol Forum.

Who Should Apply/Nominations

Mid-level leaders are defined as academic or non-academic support personnel within the structure of higher education organizations. Examples include academic department chairpersons, education program directors, student support directors, coordinators, team leaders, etc.

Main Topics Areas

Several topics will be covered during the six-month program. They include academic and student affairs management, regional institutional accreditation, diversity, equity, and inclusion, higher education advocacy issues, and personal interaction with our professional search firm partners.

Timeline

— Apr 4, 2025	Application/nomination deadline
— Apr 5 - 30	Application review/selection
— May 1 - 31	Final selection and notification of program participants
— August 30	Program participant payment deadline
— September 1 - 30	Program orientation and distribution of program materials



For more information and cost, scan the QR code or visit hacu.net.

Program Format

The scheduling format is structured as follows:

- Seminar 1 is held prior to the HACU Annual Conference in October of 2025. Participants attend the conference as part of the program requirements. They also will complete eight, 1-hour online sessions in November, December, February, March, and April.
- Participants complete the last in-person session and attend the National Capitol Forum on Hispanic Higher Education held in Washington, D.C. in the spring of April 2026.
- Participants earn a certificate upon completion. A graduation ceremony will take place at the final session.

Participant Selection Criteria

Professional Experience: At least five years of full-time higher education experience.

Educational Background: Completion of at least a bachelor's degree.

Supervisory Experience: Currently serving in a supervisory position or two years of previous supervisory experience.

CONTACT:

Paul A. Machen II, Ph.D.
 Executive Director
 Institute for Professional Leadership
 Hispanic Association of Colleges and Universities (HACU)
 4801 NW Loop 410, Suite 701
 San Antonio, Texas 78229
 Phone: (210) 576-3229 | Fax: (210)576-3284
paul.machen@hacu.net | www.hacu.net

