



# ENLACE MID-LEVEL LEADERSHIP PROGRAM

## ADVANCING MID-LEVEL LEADERS TOWARD SENIOR ROLES IN HIGHER EDUCATION

The HACU Institute for Professional Development and Leadership offers the *Enlace* Mid-Level Leadership Program, a six-month leadership experience for higher education professionals preparing to advance into senior roles while navigating the realities of today's institutional environment. Designed for experienced mid-level leaders, the program is supported by a peer cohort and national experts and offers structured opportunities to connect, learn, and apply insights over time.

### Who Should Apply/Nominations

Enlace is designed for experienced academic and non-academic professionals currently serving in supervisory or leadership roles within higher education. Typical participants include department chairs, program directors, student support leaders, coordinators, and team leaders seeking broader institutional impact.

### Key Leadership Focus Areas

- Leading across academic, student, and operational areas
- Data-informed decision-making and institutional effectiveness
- Accreditation, governance, and accountability
- Higher education advocacy and policy
- Career strategy and pathways to senior leadership roles

### Program Format

The scheduling format is structured as follows:

- Oct. 29-Nov. 4: In person seminar aligned with the HACU Annual Conference, including full conference participation
- Eight interactive virtual sessions delivered across fall and spring
- April 2026: Final session in-person convening in Washington, D.C., aligned with the National Capitol Forum on Hispanic Higher Education
- Program completion will take place with graduation ceremony and certificate presentation

### What Participants Gain

Participants leave Enlace with:

- A national peer cohort navigating similar leadership challenges
- Practical frameworks grounded in real higher education contexts
- Direct engagement with senior leaders and national experts
- Greater clarity and confidence in their path toward senior leadership roles

### 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.

### Timeline

— April 17, 2026	Application/nomination deadline
— June 2026	Application review/selection
— July 3, 2026	Final selection and notification of program participants
— August 30	Program participant payment deadline
— September 9, 2026	Program orientation and distribution of program materials

### CONTACT:

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