

# HACU LEADERSHIP ACADEMY

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## 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 leaders for the ranks of executive and senior-level positions.

Fellows selected for the program participate in an array of leadership development activities that prepare them for leadership roles in the full spectrum of higher education institutions of higher learning.

#### The main components of the program include:

- Fellows participate in three week-long seminars integrated with HACU's highly regarded Annual Conference, Capitol Forum, and International Conference or experience.
- The curriculum includes contact focused on the executive 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 5, 2026

**Seminar One: Foundational Seminar**  
October 28 - November 2, 2026, Chula Vista, CA

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 16, 2026

**Webinar #3: Transitioning from One Leadership Role to Another**  
January 25, 2027

**Webinar #4: Higher Education Governing Board Relations**  
February 16, 2027

**Webinar #5: Advocacy in the University Environment**  
March 22, 2027

**Webinar #6: HACU Advocacy Capitol Hill Visit and App Training**  
April 1, 2027

**Seminar Two: Advocacy and Placement Seminar**  
Mid April 2027, 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 executive level college and university leaders.

**Webinar #7: Presidential Success: The Power of Government and External Affairs**  
May 3, 2027

**Seminar Three: International Seminar**  
Mid June 2027, 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

**Extended Deadline: June 5, 2026**

**Notification: June 2026**

### Who Should Apply or be Nominated?

Fellows selected to participate in La Academia de Liderazgo are affiliated with an institution of higher learning, may 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. 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. 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 six 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

**Extended Application Deadline: June 5, 2026**

- A completed application.
- A current Resume or 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 2026**.

### 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](https://www.hacu.net/hacu/HACU_Leadership_Fellows_Program.asp)

### Limited Number of Partial Scholarships available

A limited number of scholarships that offer partial financial support are available to applicants and nominees made possible through the generous support from donors. The scholarship covers the program up to \$10,000 for a limited number of individuals.

### Graduation

Fellows receive a certificate upon completion of the program.

### More Information

Individuals with questions about the program are encouraged to contact Paul Machen, Ph.D., Senior Executive Director of Professional Leadership and Student Programs at [paul.machen@hacu.net](mailto:paul.machen@hacu.net) or at (210) 576-3229.

