



Pre-Conference Latino Higher Education Leadership Institute

SATURDAY, OCTOBER 8, 2016 | GRAND HYATT SAN ANTONIO | SAN ANTONIO, TX

Hispanic Association of Colleges and Universities (HACU) 15th Annual Latino Higher Education Leadership Institute Texas Ballroom D AGENDA

- 7:30 - 8:30 a.m. **Continental Breakfast and Registration**
- 8:30 - 9:00 a.m. **Welcome and Purpose of the Institute.**
Alicia Diaz, executive director of legislative affairs, HACU.
- 9:00 - 9:50 a.m. **Morning Keynote Speaker**
Juliet V. Garcia, Ph.D., senior advisor to the Chancellor, Community, National and Global Engagement, the University of Texas System.
- 9:50 - 10:00 a.m. **Break**
- 10:00 a.m. - Noon **Career Development and Leadership Roundtables: "Preparing Ourselves for Effective Higher Education Leadership"**
Six concurrent roundtable sessions will be offered during two sessions (10:00 – 10:55 a.m. and 11:05 a.m. – Noon).

Participants will choose a 50-minute roundtable/special topic session during each time period.

Concurrent Roundtable Workshops:

1. Culturally-Centered Perspectives of Leadership: How to Effectively Integrate your Value System in Professional Development.

Facilitator: Pablo G. Reguerin, assistant vice provost for student success, University of California, Santa Cruz.

Who we are determines how we work. This roundtable will explore how the use of cultural elements and individual Latino/a value systems contribute to shaping structures, practices and processes and may ultimately provide you with a competitive advantage.

2: Pathways to the Top: Cruising through the Valleys and Avoiding Derailment

Facilitator: Sofia Martinez Ramos, Ph.D., research affiliate, University of Arizona Mexican American Studies.

Movement up the ranks to top-level administration requires an understanding of the language, protocols, and expectations of the institution and those already in policy-making positions. Learn how to find a translator, a mentor and a champion to help you understand what is required and how to side step the minefields along the way.

3. Managing an Academic Institution: Shifts in Leadership Expectations

Leadership expectations encompass many old and new ideas that form the core of administrative service at a higher education institution. Some of these concerns are: the role of today's leaders; the delicate balance between constituencies; building support on campus, in our communities and with students, intertwined with finding and grooming talent; changing curriculum content; and creating an environment where Latino students feel welcomed and can succeed. Accompanying these concerns are additional duties including fundraising, crisis management, external/media relations, and governance and government relations. Integrating and facilitating these competing obligations is all in a day's work.

Facilitator: Margaret M. McMEnamin, Ph.D., president, Union County College, Cranford, NJ.

4. Must-Have Insights Seldom Discussed: The Price of Making Difficult Choices

Facilitator: Margarita Benitez, Ph.D., Lumina Fellow 2013-2015 and former president of the University of Puerto Rico's Cayey Campus.

Moving up the higher education ranks requires essential skills such as networking with key contacts, temptations to overcome and habits to leave behind. This session will draw from the experience of participants as well as from cases in the public domain to illuminate the personal and professional costs and assets that leadership requires.

5: Different Career Paths for Success in Academic and Administrative Leadership Development

Facilitator: Josephine "Jozi" De Leon, Ph.D., vice president for equity and inclusion, University of New Mexico.

This session will explore effective trajectories and career paths to high-level academic and administrative leadership positions. Vitae development in each will be discussed, as well as academic and administrative search, application, interview and negotiation processes. Participants are invited to bring 10 copies of their vitae to discuss and exchange.

6. Latinas at the Highest Levels of Higher Education: Why are There So Few?

The number of Latinas in top leadership positions within higher education continues to diminish. What changes need to take place before the needle moves forward? This workshop will examine barriers, challenges, and systemic conditions that keep the numbers down and promising strategies for change.

Facilitator: Emily Calderon Galdeano, Ed.D. CEO & principal, ELEVATE Consulting Group

Noon - 1:15 .p.m.

Joint Networking Lunch for Institute and Pre-K12 Higher Education Collaboration Symposium participants

Antonio R. Flores, Ph.D. HACU president and CEO

Lunch Keynote Speaker: Douglas Wood, Ed.D., Ford Foundation, program officer for Youth Opportunities.

1:15 - 2:00 p.m.

Afternoon Keynote Speaker: Félix V. Matos Rodríguez, Ph.D., president, Queens College, Queens, NY.

A Snap Shot of the Presidential Leadership Landscape: Donde estamos and Where do we go from Here?

2:00 - 3:15 p.m.

Presidents' Panel

Three presidents with differing backgrounds, trajectories, visions and styles will discuss their experiences leading an academic institution. Their stories will inform and inspire those aspiring to positions of leadership in this interactive session.

Speakers: Cynthia Teniente-Matson, Ph.D., president, Texas A&M, San Antonio.
Gilberto J. Marxuach Torros, J.D., president, Universidad del Sagrado Corazón, San Juan, Puerto Rico.
Mike Flores, Ph.D., president, Palo Alto College, San Antonio.

3:15 - 3:30 p.m.

What Have We Learned: A Call to Action

What will I do differently next week? The HACU Latino Higher Education Leadership Institute provided solid lessons and steps we must all take to grow and develop the next generation of Latino Leaders. We will explore how to use these lessons to be part of the solution.

Facilitator: Sofia Martinez Ramos, Ph.D., research affiliate, University of Arizona.

3:30 - 3:45 p.m.

Wrap-Up and Evaluation