

# Southern University Institutional Advancement and Career Services Capacity Building Model and Process



## Developing Relationships – Strengthening Partnerships – Impacting Students One Mission – Impacting Five Campuses

Capacity-building is defined as the “process of developing and strengthening the skills, instincts, abilities, processes and resources that organizations and communities need to survive, adapt, and thrive in a fast-changing world.” An essential ingredient in capacity-building is transformation that is generated and sustained over time from within; transformation of this kind goes beyond performing tasks to changing mindsets and attitudes. Universities in particular can serve as centers of capacity-building through research, innovation and data collection and analysis. Institutional Advancement and Career Services developed the Corporate Capacity Building Model for corporations and the initiative has impacted student development. University Career Services Departments are definitely evolving as innovation presents new efficient and effective ways to service students. Cultural paradigm shifts now appear to flow seamlessly through higher education, and as such the mission of the career center of the future will be to build meaningful connections through partnerships and develop career communities of learners and net-workers that engage students and alumni for a lifetime; which further substantiates the need for long-term strategic planning as opposed to short-term solutions that seem to die off with antiquated services and practices. Based on historical trends, the transformation in college career services post 2008 appeared to be inevitable, but now it requires intentional planning and collaborative engagement by all stakeholders involved, both internally and externally.

Click on the links below to view the online articles regarding previous Capacity Building Day events.

### Walmart Day

<https://foundation.sus.edu/capacity-building-walmart-and-southern/>

### Dow Day

<https://foundation.sus.edu/dialogue-with-dow/>

### For more Information Contact

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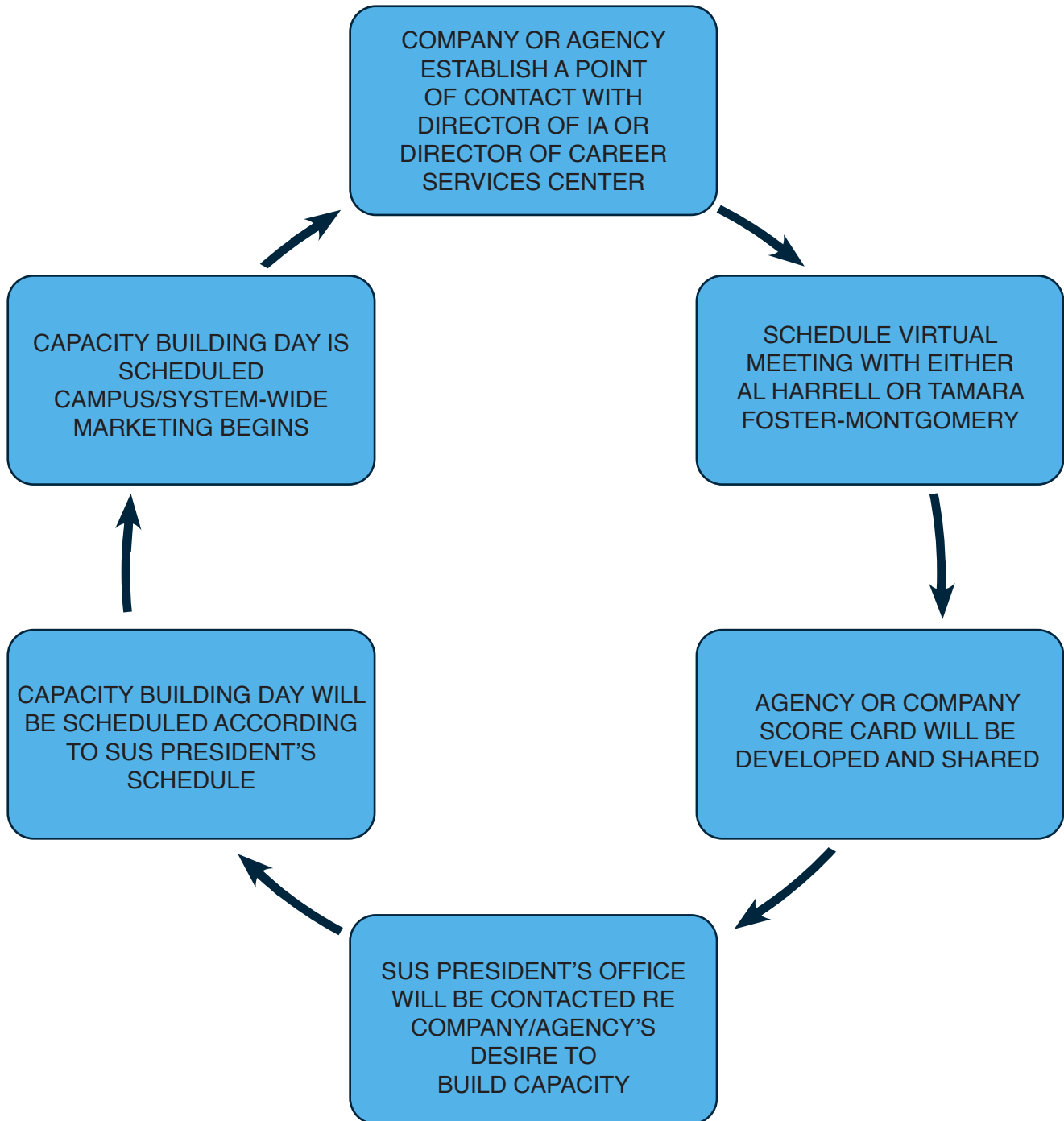
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Savings Made Simple



## CAPACITY BUILDING APPOINTMENT PROCESS



Notes



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