




**Organizational Theory and  
Decision-Making of Your Clergy  
Committee**



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**Presentation Overview**



- Overview of Organizational Theory
- Clergy Committee & Its Purpose
- Application/Take-Aways
- Case Study (Time permitting)
- Questions

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**Learning Outcomes**



By participating in this session, the attendee will:

- Gain a general understanding of Organizational Theory.
- Engage in an analysis and initial application of key theoretical concepts.
- Being to apply some concepts specific to the institution, the surrounding environment, and its impact on compliance effort with the Clergy Act.
- Engage in an analysis of committee membership based on function.

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### What is Organizational Theory?

- The study of how organizations function and their relationship with their surrounding environment.
- Aims to understand organizations in order to improve efficiency and effectiveness.
- Organizations exist in order to accomplish certain product-related or economic goals.
- Assembly of people working together to achieve a common goal through an orchestrated division of labor (Hodge, Anthony, & Gales, 2006).

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### What is Organizational Theory?

Groups of **people** filling roles and working together toward the achievement of **common objectives** within a formal social structure (Birnbaum, 1998).

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### What is Organizational Theory?

Organizational Characteristics:

- Incredibly complex.
- Include an array of:
  - People
  - Departments
  - Technologies
  - Strategies & Goals
- Behavior is very hard to predict.
- Open systems dealing with changing, challenging, and erratic behavior (Bolman and Deal, 2017).

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## Organizational Theory – Higher Education

Primer of Organizational Environments

- Core Environment
  - Core identity – this is the reason the organization exists.
- Task Environment
  - Exists to support AND protect the Core Environment.
- Cultural Environment
  - Local environment that shapes the organizational identity.
- Institutional Environment
  - Larger, broader environment that shapes the organizational identity.

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## Organizational Theory – Environment(s)

The diagram features a central black circle labeled 'TECHNICAL CORE'. This core is enclosed within a larger, grey, dashed-line circle labeled 'Task Environment'. An arrow labeled 'INPUTS' points from the left towards the 'Task Environment' circle, and another arrow labeled 'OUTPUTS' points from the 'Task Environment' circle to the right.

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## Organizational Theory – Environment(s)

The diagram features a central black circle labeled 'TECHNICAL CORE'. This core is enclosed within a larger, grey, dashed-line circle labeled 'Task Environment'. This 'Task Environment' circle is positioned in the center of two larger, overlapping circles: a green one on the left labeled 'Institutional Environment' and a red one on the right labeled 'Cultural Environment'. An arrow labeled 'INPUTS' points from the left towards the 'Task Environment' circle, and another arrow labeled 'OUTPUTS' points from the 'Task Environment' circle to the right.

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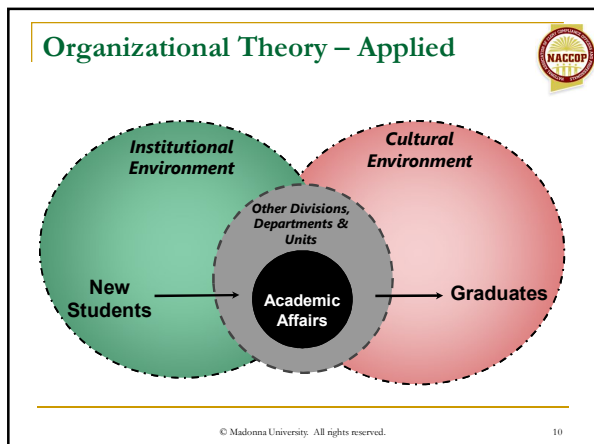
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- ### Organizational Theory & The Clery Committee
- The Clery Committee
    - Most members come from the Task Environment.
    - Designed to protect the Core Technology.
    - Collaborating to achieve a common goal.
  - Function vs. Individuals
    - Focus on purpose of the Clery Act as a consumer protection law.
    - Focus on Function/Role vs. Personalities.
    - Overall awareness of:
      - The purpose of YOUR institution. Why does it exist?
      - How the institution operates.
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- ### Clery Committee - Model
- |  |                                   |
|--|-----------------------------------|
| ■ Public Safety/Police                   | ■ Compliance/Internal Audit       |
| ■ Student Conduct                        | ■ Environmental Health and Safety |
| ■ VP of Student Affairs/Dean of Students | ■ Residence Life/Housing          |
| ■ Provost/Academic Affairs               | ■ Title IX                        |
| ■ Admissions                             | ■ Risk Management/Fire Safety     |
| ■ Legal Affairs                          | ■ Study Abroad                    |
| ■ Student Activities/Greek Life          | ■ Real Estate Office              |
| ■ Dir. Student Health                    | ■ Human Resources                 |
|  | ■ Athletics                       |
- Developing a Clery Compliance Committee (2015)  
Lindi Swope, Director of Clery Compliance Activities  
D. Stafford & Associates
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### Clery Committee at Madonna University

- Public Safety
- Student Conduct
- VP of Student Affairs/Dean of Students
- Residence Life
- Academic Affairs/Study Abroad
- Registrar's Office
- Student Life
- Career Services
- Corporate Compliance/Title IX
- Athletics
- Facilities

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### Purpose of a Clery Committee

- Gather Information
- Education and Training
- Coordinate Resources
- Assess for Compliance Gaps within the Institution
- Build Administrative Capacity

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### Application & Take-Aways

- Important to Cultivate Key Relationships
- Understand Your Institution/Organization
- Continually Train & Educate Your Clery Committee
- Essential Elements for:
  - Problem-Solving
  - Decision-Making
- Function vs. Individuals
  - Buy-in from the "right" people (informal influence)
  - Institutional Champions (formal influence)

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## Case Study

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## Questions?

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## Section Break

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## Remember to Evaluate This Session!

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