Oral Defense Announcement
University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Political Science

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M.P.A, December 2003, Southern Illinois University Edwardsville
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Determinants of Police Department Change: An Institutional Theory Approach

Date: April 19, 2022
Time: 1:00 p.m. to 3:00 p.m.
Place: Remote

Abstract
This research examines the change in police practices after the death of Michael Brown in Ferguson, Missouri, in 2014. Immediately after his death and throughout the following years, police departments in St. Louis County, Missouri faced immense pressure to change. The pressure originated from numerous fronts, including the media, local community groups, and politicians. The research evaluates the change in policing using institutional theory with data from surveys and interviews of police chiefs. The findings indicate changes in policies after 2014. The most significant change occurred in departments strongly influenced by the mimetic dimension of institutional theory. The research adds to the literature by demonstrating the use of institutional theory to predict organizational change.

Defense of Dissertation Committee
Chairperson, Todd Swanstrom, Ph.D.
David Kimball, Ph.D.
Terry Jones, Ph.D.
Tammy Kochel, Ph.D.