Institutional theory has generated considerable insight into fundamental issues within sport.
This study seeks to advance Washington and Patterson's (2011) review by providing an
empirical review of institutional theory in sport. We follow Arksey and O'Malley's (2005)
scoping review protocol to identify 188 sport related institutional studies between 1979 and
2019. Our review provides evidence regarding the state of institutional scholarship within sport
via an analysis of authorship; year; journal; methodology; method; study population; and use
of institutional constructs (legitimacy, isomorphism, change, logics, fields, and work). Rather
than a hostile takeover or a joint venture proposed in Washington and Patterson's (2011)
review, the relationship between fields is more aptly described as a diffusion of ideas. By
developing an empirical review of institutional studies in sport, we hope to expedite the
diffusion of ideas between the two fields and work toward realising the collective benefits any
future joint venture may bring.
Keywords: legitimacy, isomorphism, change, fields, logics, work

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20 Introduction

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We can state, without hyperbole, that concepts from the institutional theory perspective have become institutionalized in the sport management literature. Concepts such as isomorphism, institutionalization, legitimacy, and organizational fields dominate subsequent research in that area. Around the same time that Powell and DiMaggio's (1991) 'orange book' was released, early sport management scholars, led by Trevor Slack, started applying the concepts of institutional theory to the sport context. Since then, the neoinstitutional approach (Powell & DiMaggio, 1991) has generated considerable insights into sport and has sought to explain fundamental issues within the field. These include what makes (sport) organizations so similar? Why do they adopt practices that are seemingly irrational? And how can we explain organizational change within sport organizations? Early institutional studies examined how institutional arrangements influence structure, design, and behavior of sport organizations (e.g., Kikulis, et al., 1992). This included explaining the shift from amateurism to professionalism within sport organizations and systems (e.g., O'Brien & Slack, 1999). These studies addressed how sport organizations can navigate their institutional environments to survive. Emphasis here included how and in what ways sport organizations respond to institutional pressures (e.g., Slack & Hinings, 1994). More contemporary institutional research has challenged the underlying assumptions of neo-institutionalism and the deterministic viewpoint that actors are "cultural dopes" subject to the "iron cage" of institutional forces (Powell & DiMaggio, 1991). Instead, institutional scholars, including some sport management researchers, have turned their attention to how actors are able to influence (i.e., create, maintain, and disrupt) institutional arrangements (e.g., Agyemang et al., 2018). This re-orientation towards agency has produced

a raft of new institutional-related research in sport which has sought to examine how

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individuals and sport organizations are able to change or adapt their institutional environments (e.g., Nite & Edwards, 2021).

Despite the continued contribution of institutional theory to sport, there remains definitional ambiguities surrounding the central concept of what constitutes an "institution". The term institution is homonymous. Ranging from narrow definitions of organizational types such as prisons or universities (i.e., equating institutions to organizations), to broader definitions such as "self-reproducing social order" which involves "cognitive, normative and regulative structures and activities that provide stability and meaning to social behavior" (Scott, 1995, p. 33). We adopted Greenwood et al. (2017) definition of institutions as "moreor-less taken for granted repetitive social behavior that is underpinned by normative systems and cognitive understandings that give meaning to social exchange and thus self-reproducing social order" (pp. 4-5). This broader view ensured our review encapsulated as much of the institutional-related sport literature as possible whilst delimiting it to organizational institutionalism (Greenwood et al., 2017). In adopting this definition, the purpose of the present study is to empirically review the use of institutional theory in sport literature. In doing so, we seek to review scholarship that has utilized institutional approaches to investigate phenomena in the empirical context of sport and provide recommendations for future research.

Periodically, institutional theorists have taken stock of the field to stimulate discussion and advance knowledge. In the mainstream literature this has often occurred in the form of key texts such as DiMaggio and Powell's (1991) 'orange book' or more recently Greenwood et al's (2008; 2017) 'green books'. Within sport management these discussions have taken the form of narrative reviews of institutional theory and sport management research (Washington & Patterson, 2011), and more specific discussions based on the development of specific constructs such as institutional work (Nite & Edwards, 2021). Our

scoping review complements these studies by offering the first empirical review of the institutional theory in sport literature. By reviewing the insights of 188 institutional theory studies in the context of sport since 1979, we hope to add to this literature via an exploration of the growth, breadth, and development of institutional theory in sport.

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Scoping reviews enable researchers to review knowledge in a field by adopting a "systematic approach to map evidence, identify main concepts, theories, sources, and knowledge gaps" (Tricco et al., 2018, p. 467). More specifically, they allow researchers to determine the extent, nature, and range of evidence on a topic, and are particularly useful for summarizing findings within research domains characterized by a heterogenous body of knowledge (Tricco et al., 2018). Relative to other types of reviews such as meta-research (i.e., syntheses of existing reviews) and systematic reviews (i.e., exhaustive reviews of narrow content domains based on pre-established inclusion and exclusion criteria), scoping review protocols are particularly appropriate for developing a structured approach to mapping the broad field of institutional studies in the sport domain (Dowling et al., 2020) and were therefore selected for this study. This study adopted Arksey and O'Malley's (2005) scoping review protocol. Arksey and O'Malley outline a five-stage protocol (i) identification of research question, (ii) determination of relevant studies, (iii) study selection, (iv) charting the data, and (v) collating, summarizing, and reporting the results. We also adopted the Preferred Reporting Items for Systematic reviews and Meta-Analyses extension for Scoping Review (PRISMA-SCR) (Tricco et al., 2018) which provided a 20-point checklist for presenting scoping reviews.

Identification of Research Question

Our review sought to answer the following research question: How has institutional theory been employed within sport related studies? In particular, the project had three aims:

(i) to investigate what is known about institutional theory within the empirical context of sport; (ii) to investigate how the use of different institutional constructs (i.e., institutional theory) within sport related literature has changed over time; and (iii) to identify potential future directions of research within institutional theory and sport related literature.

Determination of Relevant Studies

In August 2019, three electronic databases were searched (Scopus, Web of Science, SPORTDiscus) to ensure a comprehensive coverage of institutional studies in sport. The electronic database search terms "Institution*" AND "Sport*" (All-Fields) yielded a total of 3091 hits (Scopus n=1302, Web of Science n=1515, SPORTDiscus n=274). We further refined our search by focusing on peer-reviewed and English-language journal articles only. We also deliberately chose not to delimit our timeframe to ensure complete coverage of the literature. Consequently, all articles prior to August 2019, and those "in press" at this time, were included in our review. Through this process of refinement and once duplicates were removed, a total of 1995 articles were identified for further analysis.

Study Selection

To eliminate irrelevant studies, the research team developed explicit inclusion and exclusion criteria. Consistent with Arksey and O'Malley's (2005) protocol, these inclusion and exclusion criterion were developed post-hoc through an iterative process. In addition to the journal article and English language delimiters outlined above, an article was included if it utilized or engaged with concepts derived from organizational institutionalism (per Hall & Taylor, 1996) or referred to new institutionalism (DiMaggio & Powell, 1991) as opposed to alternate schools of institutionalism such as institutional economics and rational choice. This included any study which utilized core (e.g., isomorphism, legitimacy, logics, institutional/organizational change, fields) or secondary (e.g., decoupling, deinstitutionalization, entrepreneur, hybridity, social movements, pluralism, materiality, leadership) institutional

concepts identified within the SAGE Handbook of Organizational Institutionalism (Greenwood et al. 2017). Delimiting studies in this way ensured that our final data set included studies which utilized the theoretical, rather than normative use of the term institution, which often describes organizational contexts (e.g., university, school, or hospital), subsets of these contexts (e.g., institutional review board), or descriptions of institutionalized persons (e.g., prisoners, mental health patients, aged care residents).

To ensure the reliability of the selection process, the first and second author conducted an inter-coder reliability test on 100 articles from the SPORTDiscus database (first 100 automatically sorted by relevance according to EBSCO Host's algorithm). This process returned an initial result of 96% agreement, with only minor differences between reviewers on the remaining 4% of citations that were rectified upon discussion. Following this, the first four authors, then independently conducted a title and abstract review of citations to ensure that they met the inclusion criteria. Through this process a total of 209 studies were selected for full-text analysis. A further 50 studies were excluded upon an analysis of their full text, leaving 159 studies in our database. We conducted a manual search of all reference lists of these 159 studies identified in the database search to identify any additional citations that were not captured in the initial search. This extra step identified 29 additional relevant studies and took our final database to 188 studies.

Charting the Data

The next stage of the process involved charting and data extraction from the 188 citations identified from the search process. Data extraction was carried out using Microsoft Excel and involved collecting the following information on all citations: author, publication year, title, journal, journal type (i.e., sport or non-sport journal), abstract, study purpose, research questions, study location, article type (i.e., empirical/non-empirical), methodology, method, study population (e.g., national sport organizations), sport (e.g., football), use of

theory (specific/general), core constructs (e.g., isomorphism), dynamics and processes (e.g., coercive pressures). The selection of these variables was based upon the research question and overall aims. All articles were then randomly divided across the research team to extract the relevant data. The research team also met regularly throughout this stage to ensure accuracy and consistency of the data extraction process.

Collating, Summarizing and Reporting Results

A frequency and thematic analysis of the final database was then conducted. Frequency analysis is a descriptive statistical method that shows the number of occurrences for each variable. This analysis primarily focused on publication frequency by year, publication by journal, and geographical distribution of studies. We ran frequency analyses for publication by authors, study population, type of sport, article types and methods. We were also particularly interested in how institutional concepts had been adopted and utilized within the sport literature, so we ran frequency analyses of constructs over time. For our thematic analysis, we structured our review around the five core constructs (or tenets) identified by Washington and Patterson (2011): legitimacy, isomorphism, fields, organizational change, and logics. This enabled us to make direct comparisons about how the use of institutional theory in sport had changed over time. Additionally, the research team were also conscious of ensuring that we fully captured the use of any new concepts or recent developments that emerged within mainstream management and sport literature. For this reason, we added a sixth construct (institutional work and entrepreneurship), which emerged as an increasingly influential area of research both within the mainstream and sport management literature (Nite & Edwards, 2021). The next section presents the frequency and thematic analyses in full.

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Findings and Discussion

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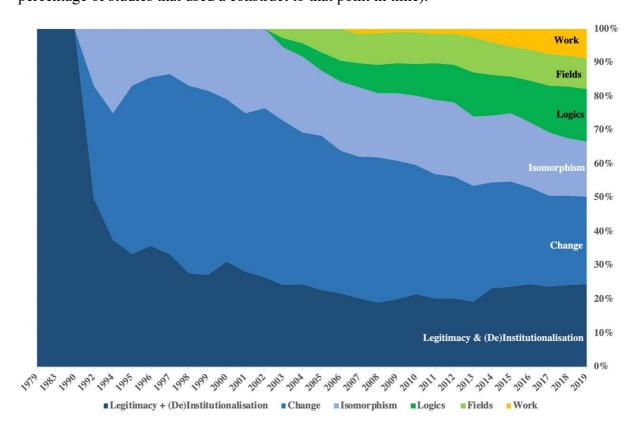
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The analysis yielded a comprehensive framework from which to describe the state of institutional theory in sport. The findings indicated that 229 researchers had (co)authored 188 studies since 1979. Indicative of the growth of the field, and institutional theory itself, over half (54%) of these studies have been published since 2013. Three in four studies (76%) were located within sport journals, with the Journal of Sport Management (31, 17%); Sport Management Review (24, 13%); European Sport Management Quarterly (15, 8%); and International Review of the Sociology of Sport (12, 6%) the most prominent. The remaining studies mainly appeared in mainstream management literature with the most common iournals identified as Academy of Management Journal (4), Organization Studies (3); and Canadian Journal of Administrative Sciences (3). The most prolific researchers were identified as Trevor Slack (19), Marvin Washington (11), Eivind Skille (10), and Bob Hinings (10). Nine in ten studies that utilized institutional theories were empirical (168, 89%), rather than conceptual or non-empirical (20, 11%). Qualitative methodologies were the most prominent within empirical studies (128, 76%); followed by quantitative (21, 13%); and mixed methods (19, 11%). Document analysis (41%), interviews (36%), observations (9%) and questionnaire/survey (6%) were the most frequently employed qualitative methodologies. Institutional theories were applied relatively evenly across a range of organizational contexts including national sport organizations (33, 18%); clubs (30, 16%); universities (primarily in the United States; 25, 13%); international federations (18, 10%); and leagues (15, 8%). A propensity for researchers to investigate multiple organizational contexts (32, 17%) within a single study was also noteworthy, in part due to the investigation of underlying social

structures common within the institutional perspective.

Institutional Constructs

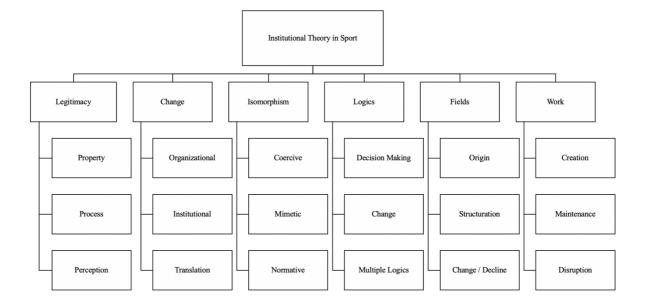
Three-hundred-and-six institutional constructs were utilized within the 188 studies identified in our population, averaging 1.6 constructs per study. Building on the work of Washington and Patterson (2011), the most applied constructs were *change* (77); *legitimization* (including [de]institutionalization) (73); *isomorphism* (49); *logics* (46); *work* (including entrepreneurship) (26); *fields* (27); and *other* (i.e., translation, leadership, decoupling) (8). Figure 1 outlines the relative usage of constructs over time (i.e., the percentage of studies that used a construct to that point in time).



The first generation of constructs in blue consisted of legitimization, change and isomorphism and were the foundational constructs upon which neo-institutionalism developed in mainstream management and sociological discourses from the late 1970s to the mid-1990s (e.g., DiMaggio & Powell, 1983; Meyer & Rowan, 1977). This group of constructs accounted for all studies in our analysis until the mid-2000s. The second generation of constructs consisted of logics and fields (e.g., Friedland & Alford, 1991;

Thornton & Ocasio, 1999). These views came to prominence within the sport management literature in the mid-2000s to explain issues of competing logics within predefined areas of organizational life. They also spawned several sub-domains including complexity, pluralism and hybridity that are becoming more common in the literature. The third and final generation picks up on the agency turn in institutional scholarship that broadly encompasses notions of institutional work and entrepreneurship (DiMaggio, 1988; Lawrence & Suddaby, 2006). These constructs focus more on the links between institutional structures and agency to better understand how agents (e.g., individuals, organizations) can influence the creation, maintenance, and disruption of institutions.

Figure 2 presents the six constructs of institutional theory developed by Washington and Patterson (2011) and Greenwood et al. (2008). In addition, we extend on their work by incorporating contemporary reviews and sub-classifications of each construct to help us, and the field, conceptualize the broad domain of institutional theory in sport (e.g., Durand & Thornton, 2018; Micelotta et al., 2017; Suddaby et al., 2017). We do not claim or assert the relative propriety of these frameworks in comparison to the multitude of others available, however, we look to these works as effective conceptual tools to organize our thinking and to demonstrate the scope of the field. Each construct will be discussed below.



Legitimacy and Institutionalization

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Our analysis revealed forty-one studies that investigated legitimacy. Organizational legitimacy can be defined as "the perceived appropriateness of an organization to a social system in terms of rules, values, norms, and definitions" (Deephouse et al., 2017, p. 32). Whilst the literature has identified many types of legitimacy (e.g., pragmatic, moral, cognitive), we draw from the legitimacy review study conducted by Suddaby et al. (2017) that identified three sub-research domains: legitimacy-as-property (i.e., as something an organization owns); legitimacy-as-process (i.e., socially constructed via interactions between actors); and legitimacy-as-perception (i.e., a collective social judgement or evaluation). The concept of legitimacy as a property that an organization owns has been utilized to explain a wide range of settings including the regulatory legitimacy of new lifestyle sports (e.g., Batuev & Robinson, 2018) and the utility of legitimacy to attract funding, support policy goals, and to provide governance oversight (e.g., Stenling & Sam, 2017). When viewed as a process, legitimacy studies have investigated the legitimation processes of various sport leagues, associations, and regulatory bodies (e.g., Read et al., 2019). Finally, a small but promising area of research has investigated perceptions of legitimacy. Particularly noteworthy here is the development of a framework that identified six themes that influenced how stakeholders perceive the legitimacy of a sport organization: role in community, staff and organizational behavior, valuing community, development approach, local players, and trialling procedures (Lock et al., 2015). Institutionalization and legitimacy often work in a symbiotic manner (e.g., Meyer & Rowan, 1977). From this perspective, institutionalization can be thought of as a "specified process of the social construction of value and the attainment of legitimacy... where certain practices can be seen as the only natural way of action" (Washington & Patterson, 2011, p.

5). Our analysis identified twenty-one studies that specifically investigated a form of

institutionalization. For example, the institutionalization of governance and control structures (Kikulis, 2000); or anti-ambush marketing legislation within the Olympic movement (Ellis et al., 2016). Eleven further studies investigated deinstitutionalization (i.e., the reversal of institutionalization processes) and were particularly prevalent in early institutional change studies (e.g., O'Brien & Slack, 1999). An inherent difficulty in institutionalization studies is the description of a program or structure that has, or is becoming, taken for granted or the natural way of action. Consequently, many studies couple institutionalization as a point of reference for historical activity that has subsequently been challenged or changed.

Change

Seventy-seven studies were identified in our review that broadly related to change. Although we recognize their overlap, studies were categorized into three indicative areas: *organizational change* (n=26); *institutional change* (n=44), and *translation* (n=7).

Organizational change

The first generation of change research grew out of an attempt to understand how the institutional environment influenced the structure, design, and values of sport organizations (e.g., Amis et al., 2004) (n=19). This body of research utilized design archetypes as representations of organizations (e.g., Kikulis et al., 1992), and plotted these archetypes against change tracks to determine the "incidence, nature and cause of movements and the absence of movement *between* archetypes" (Greenwood & Hinings, 1988, p. 303). The cumulation of this work was a more nuanced theoretical understanding of differences in the pace (initially quick, then slower), sequence (initially high-impact areas such as the board), and linearity (or more accurately non-linearity of change involving "oscillations and reversals") of organizational change (Amis et al., 2004). A second group of studies utilized Pettigrew's (1987) contextualist approach to understand change based on content, context, and process (n=4). This viewpoint offered a strong grounding in the external conditions for

change to help explain organizational change in transforming societies, or broad shifts in national sport systems (e.g., Girginov & Sandanski, 2008). The final subset of studies built on Laughlin's (1991) models of rebuttal, reorientation, colonization, and evolution to explain organizational change (n=3), drawing from more critical forms of inquiry to surface internal complexities and tensions in the change process (e.g., Zakus & Skinner, 2008).

Institutional Change

Institutional change is broadly understood as differences in the "form, quality, or state over time in an institution... [between] two or more points in time on a set of dimensions (e.g., frames, norms, or rules)" (Hargrave & Van de Ven, 2006, p. 866). We adopt the typology developed by Micelotta et al. (2017) that consists of: displacement, alignment, accommodation, and accretion, to classify the institutional change literature. Displacement studies investigate how institutions change when one set of institutional frames, norms, rules, or logics, are displaced by another (n=7). Within sport, this included how professionalism displaced amateurism in English cricket organizations (e.g., Wright & Zammuto, 2013), or how cultures of similarity were challenged by diversity initiatives (e.g., Cunningham, 2009).

Alignment research (n=19) has investigated how "institutional entrepreneurs embed changes into existing institutions and how macro-environmental evolutions can entail gradual and piecemeal institutional transitions" (Micelotta et al., 2017, p. 1901). For example, as societal norms and expectations changed toward concussion (e.g., Heinze & Lu, 2017); pay (e.g., Wright & Zammuto, 2013); and intercollegiate sport (e.g., Nite et al., 2019); powerful organizational actors worked to align their institutional fields with these changes to preserve the prevailing institutional structure. In fragmented and contested domains, forms of accommodation may occur between challengers seeking "to profoundly reconfigure the redistribution of material and symbolic resources" and incumbents who benefit from the existing arrangements and seek to protect their position (Micelotta et al., 2017, p. 1902)

(n=6). Studies have demonstrated the complex stakeholder environments in sport necessitate accommodation (e.g., Pedras et al., 2020) and can turn to innovative ideas such as the development of a separate shareholding company to accommodate competing logics within a single organization (Skirstad & Chelladurai, 2011). Finally, an emerging area of institutional research investigates the accretion of "bottom-up", "uncoordinated", or the "amplification of micro-level interactions" that can lead to transformational institutional change (n=3). For example, changes in sport participation (Borgers et al., 2019); discursive practices between institutional entrepreneurs and defenders (Lakshman & Akhter, 2015); and the "unintentional coproduction" embedded in the everyday organizational life of sport organizations (Fahlén & Stenling, 2019) can all, over time, lead to substantive institutional change.

Translation

Translation primarily investigates how ideas travel (n=8). The concept is broadly defined as when "new ideas are combined with already existing institutional practices and ... involves the combination of new externally given elements received through diffusion as well as old locally given ones inherited from the past" (Campbell, 2004, p. 80). The concept of translation has been used in a relatively specific manner in sport studies. Predominately by Scandinavian scholars to investigate how sport policies and programmes from central formulators are translated and applied by implementors in local contexts (e.g., Skille, 2011).

Isomorphism

Generally, isomorphism refers to the notion that institutionalized ideas can influence organizations to embrace structures and forms that resemble other organizations in the field and as a result become increasingly similar (DiMaggio & Powell, 1983). More specifically, it has been argued that "organizations increasingly become isomorphic [i.e., similar] over time as they collectively incorporate templates for organizing from their institutional environment in search of legitimacy" (Heugens & Lander, 2009, p. 61). However, this process assumes

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that adopting these specific practices will help provide a competitive advantage for the organization (i.e., adoption = survival) when in reality this notion is a myth (Meyer & Rowan, 1977). Forty-nine studies in this analysis considered isomorphism in their research.

Several moderating field level influences on isomorphic processes have been identified. For example, DiMaggio and Powell (1983) detailed three generic isomorphic pressures that can lead organizations to become increasingly similar (mimetic processes, normative pressures, and coercive isomorphism). Mimetic processes are often caused by uncertainty (ambiguous goals or environmental) and during these times, organizations will try to copy or imitate others who are seen as successful or legitimate (DiMaggio & Powell, 1983). Normative pressures on the other hand are associated with the adoption of practices or structures concerning what is generally considered to be a proper course of action within a particular field (e.g., professionalization) (Greenwood et al., 2008). Finally, coercive isomorphism is the product of power relationships and politics. Often, it results from "both formal and informal pressures exerted on organizations by other organizations upon which they are dependent and by cultural expectations in the society within which organizations function" (DiMaggio & Powell, 1983, p. 150). Many of the studies in this review (n=31) that applied isomorphism as a main construct also discussed the impacts of all three pressures. For example, Slack and Hinings (1994) used the concept of isomorphism and related institutional pressures to explore the emergence of professional and bureaucratic organisational structures in Canadian national sport organizations. On the other hand, some studies referred to the generic isomorphic pressures without specifically discussing isomorphism as a core construct (n=4). Leopkey and Parent (2012) for example, used DiMaggio and Powell's (1983) three generic pressures to describe how the concept of event legacy became institutionalized within the Olympic Movement. Twelve studies utilized isomorphism as a core construct but did not detail the isomorphic processes involved.

Logics

The concept of institutional logics emerged and evolved in response to common concerns within organization studies generally, and neo institutionalism specifically (e.g., agency, bounded rationality, and disproportionate attention on both mimetic isomorphism and the structural influence of organizational fields) (Durand & Thornton, 2018). Thornton and Ocasio (1999) defined institutional logics as "the socially constructed historical patterns of cultural symbols and material practices, assumptions, values, and beliefs by which individuals produce and reproduce their material subsistence, organize time and space, and provide meaning to their daily activity" (p. 804). Ultimately, logics are understood as guiding principles that are both influenced by, and have an influence on, the behavior of actors and organizations within social and institutional contexts. It is this (i.e., Thornton & Ocasio, 1999) approach to logics, alongside that of Friedland and Alford (1991), that guided the majority of the forty-six studies in this review.

We structure our review of logic studies in sport by combining areas of focus identified in Durand and Thornton's (2018) review and those of Lounsbury et al., (2017). Together these studies observe that research on logics tends to cover three key areas: logics and decision-making, changing logics, and dealing with multiple institutional logics.

Logics and Decision-making

Fundamentally, logics are understood as a frame for organizational decision-making and action. While some studies have specifically examined this relationship, fewer have focused here compared to the other two areas. Those that have, largely concentrated on the differing impact of multiple logics. For instance, Southall et al. (2008) examined how the dual logics of education and commercialism impacted the television representation of the National Collegiate Athletic Association's (NCAA) "March Madness" basketball event. In doing so, they found that the education logic had very little influence on related strategic

decision-making, while the dominant commercial logic directly impacted strategic choices related to television production. They argued this supports the contention that even when multiple logics were present, a dominant logic held a greater influence on decision-making, while other logics may exist purely for "ceremonial conformity" (p. 694) in aid of legitimacy.

Changing Logics

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Despite the stability often associated with institutions, the idea that logics emerge and evolve over time in response to various social and institutional pressures is central to our understanding of logics (Thornton & Ocasio, 2008). As such, changing logics is among the most prominent and enduring elements of logics research in both mainstream- and sportmanagement literatures. Researchers have centred their examinations on the antecedents of, and organizational responses to, changing logics and the consequences of those changes on organizations. With respect to antecedents, studies have identified a variety of internal and external, actions, forces and pressures that have influenced change (e.g., Borgers et al., 2018). Organizational responses to, and consequences from changing logics have also received attention. Nite (2017) for instance examined how the NCAA used media message framing to undertake the institutional maintenance work to protect existing logics in response to external pressures for change. Finally, some studies in this area have specifically addressed a call for research by Washington and Patterson (2011) on the dynamics of creating and changing logics in field level institutions. Hemme and Morais (2021), for example, identified and described five rhetorical strategies used by the National Parks and Recreation Association to develop and promote the field-level logic of public recreation in the United States.

Dealing with Multiple Institutional Logics

Greenwood et al. (2017) argue that "understanding how organizations cope with multiple logics is a priority in institutional research because scholars acknowledge that such plurality is rather the norm than the exception" (p. 11). The importance and pervasiveness of

multiple logics is reflected in the fact that many logic studies identified here considered multiple logics. Organization can exist within more than one institutional sphere simultaneously, and are consequently faced with negotiating multiple, pluralistic logics. Institutional complexity subsequently arises out of the existence of pluralism and generates varied responses to coping with conflicting and competing logics, such as hybrid forms of organizing (e.g., Svensson, 2017). The exploration of responses to institutional complexity was found to be central to the sport literature (e.g., Pedras et al., 2020). In particular, the strategies of structural differentiation, or compartmentalization and effective leadership, cultural buy-in, and stakeholder management were noted (e.g., Skirstad & Chelladurai, 2011). Finally, researchers in sport have taken a closer look at the impact (real or hypothetical) of specific sets of circumstances on the tensions between multiple logics at both the organizational and field level. For example, Pedras et al. (2020) found that the threat of insolvency "coalesced tension and compatibility between logics" (p. 494) at Triathlon Australia, whilst Agyemang et al. (2018) found that tensions between competing logics were eased by the perception of having to maintain an institution in response to a threat.

Fields

Fields are arguably the central organizing concept of institutional theory, Scott (2014) suggests their understanding and use continues to be both "widely accepted and hotly contested" (p. 219). The conceptual focus in sport studies seemingly revolves around the formative definition of fields put forward by DiMaggio and Powell (1983) and supported by Bourdieu's (1990) foundational notion of field. Of the 27 studies identified as directly engaging with the concept of fields, 18 provided a clear definition of fields and of those, 16 utilized DiMaggio and Powell's conceptualization to guide their understanding, while seven of those also explicitly engaged with Bourdieu's concept of field. Kitchin and Howe (2013)

provided a review of how elements of Bourdieu's practice theory (namely habitus, capital, and most importantly field) could be integrated into sport management research.

DiMaggio and Powell (1983) define organizational fields as "those organizations that, in the aggregate, constitute a recognized area of life: key suppliers, resource and product consumers, regulatory agencies, and other organizations that produce similar services or products" (p. 148). Washington and Patterson (2011) argued that "research in the organizational field tradition is one of the places where the research in institutional theory has moved faster than the research in the sport related institutional theory tradition" (p. 7). In the years since their seminal study, we have seen more sport studies focusing on fields. But with only 16 studies having been published since 2011 the increase has not been substantial. Scott (2014) argued that "some of the most important organizational scholarship of the past four decades has examined the origin, structuration, and change and/or decline of organization fields" (p. 223). With this in mind we used these categories to frame our discussion of sport studies that have utilized fields as their focal unit of analysis.

Origin

Consideration of the origins of institutional fields was found to be an area of research that is underrepresented in sport studies. While this could be related to conceptual overlap between origin, structuration, and change, with the focus of more studies falling under the latter two, this is nevertheless a gap in the research. This gap is important as empirical examinations of field origins could arguably provide a foundational depth of understanding that would contribute to other institutional work in that field as well as offering practical insights (Washington & Ventresca, 2008). In this review, only three studies were notable for a clear focus on understanding how, why, and/or under what conditions a field comes to exist in a way that is definable. For example, Washington and Ventresca (2008) explored the origin of the field of US college athletics, whilst Hoibian (2006) adopted a historical narrative

approach to examine both the genesis and institutionalization of the field of mountaineering by "analyzing the origin and developmental conditions of [the] social setting" (p. 341).

Structuration

DiMaggio and Powell (1983) emphasize that "fields only exist to the extent that they are institutionally defined" (p. 148) and it is this process of definition that we understand as structuration. Scott (2014) further notes that in organizational fields structuration can be referred to as "the extent of interaction and the nature of the inter-organizational structure that arises at the field level" and more broadly, the activities that produce and reproduce these social structures (p. 235). Within sport we see studies that examine many elements of field structuration. For example, Wright (2009) introduced the notion of fields as "nested" within one another, like a Russian Babushka doll, scrutinizing institutional change and formation via the interplay of societal, field, and organizational mechanisms. This same mechanism was then also adopted to examine multilevel (i.e., field) institutional change in the International Paralympic Committee (Gérard et al., 2017), finding that field level logics are simultaneously shaped by pressures coming from the top-down (i.e., from society to field) and from the bottom-up (i.e., organizations influencing the broader field).

Research that focused on the influence of central powerful actors on field structuration was also identified. Wright and Zammuto (2013) also added a horizontal element to field structuration by investigating social positions relative to a central value system (or logic) identifying central, middle status, and peripheral actors' roles in multilevel institutional change in English county cricket. Similarly, Washington (2004) considered how the NCAA, as a powerful interest association central within the field of US collegiate athletics, challenged the National Association of Intercollegiate Athletics to maintain dominance and control over field structuration.

Change and Decline

Change in institutional fields was found to be the most widely adopted area of field research within sport studies. In addition, as has been noted, there is broad overlap between examining change and structuration, meaning that many of the studies discussed in the previous section could also be discussed here and vice versa. Alternatively, no studies were identified as focusing on the decline of a field, signalling a key future research opportunity.

Principally, studies that considered field change looked at the process of change, the nature and extent of change, and/or influences affecting change, although like the broader categories many studies cover more than one of these areas. Among the most broadly cited sport studies on the nature and extent of field change comes from Cousens and Slack's (2005) analysis of the field of North American major league professional sport. They investigated changes in four facets of the field over time, specifically: "communities of actors, their exchange processes, their governance structures, and their beliefs and institutional logics of action" (p. 13). They found that a shift in dominant logics from embracing sport specific qualities, to stressing the entertainment value of major league sport, resulted from changing governance models brought about primarily by the deregulation of cable television.

A final group of studies on field change bring attention to the influences that can affect organizational change. Batuev and Robinson (2018) for instance identified three influences that framed the evolution of the field of skateboarding: the symbolic importance traditional non-competitive values, expanding commercial opportunities for professionalism and sponsorship, and the perceived impacts (both positive and negative) of entrance into the Olympic movement. In looking at field level change in English Rugby Union, O'Brien and Slack (2003) concluded that "a shift in the field's dominant logic is promoted, and indeed was prompted by a widespread change in its other components; notably, its communities of actors, exchange processes, forms of capital, and regulatory structure" (p. 443).

Institutional Work and Entrepreneurship

One concept which has gained notable traction within institutional scholarship in the last decade is institutional work. The perspective emerged from two broader literature bases that emphasized the ability of individuals to shape institutional arrangements (DiMaggio, 1988), and the sociology of practice tradition which examines how individuals manage and influence day-to-day activities (Bourdieu, 1977). Institutional work challenges the traditional neo-institutional assumptions of structural determinism, and the notion that actors are 'cultural dopes' at the whim of institutional arrangements. In their seminal work, Lawrence and Suddaby (2006) define institutional work as "the purposive action of individuals or organizations aimed at creating, maintaining and disrupting institutions" (p. 215) and outline various forms of institutional work. Since then, the perspective has "evolved from a concept introduced to capture a set of actions described in institutional research, to a perspective on the relationship between institutions and actors associated with a distinctive set of questions, assumptions, findings and theoretical claims" (Hampel et al., 2017, p. 558). This shift is apparent from the notable scholarly attention that has been dedicated to institutional work within sport management over the past decade (Nite & Edwards, 2021).

Our analysis identified 16 studies which explicitly adopted the institutional work perspective. Consistent with the mainstream management literature, these studies have predominantly focused on organizational and field-level institutional arrangements and have explored various research contexts including governing agencies (Dowling & Smith, 2016), sport clubs (Lok & de Rond, 2013), sexual abuse (Nite & Nauright, 2020), and mixed martial arts (MMA) organizations (Helms & Patterson, 2014; Woolf et al., 2016). We structure our review of this body of works by utilizing Lawrence and Suddaby's original categorizations: creation, maintenance, and disruption.

Creation

Institutional work represents a fundamental departure from traditional institutional sport scholarship that predominantly emphasized the influence of changing institutional pressures on sport organizations (e.g., Slack & Hinings, 1994). More recent studies have begun to focus on how actors are able to create institutional arrangements. For example, Helms and Patterson (2014) analysis of MMA organizations demonstrated how actors were able to utilize stigma, negative labels, and narratives created by others to attract audiences and increase the popularity of the sport. Similarly, Woolf et al. (2016) provided a micro-level account of how the sport of MMA developed within a training facility in Canada. Their analysis extended on Lawrence and Suddaby's original framework by identifying *refinement* and *barrier work* which Woolf et al. (2016) suggest both simultaneously helped grow, and hinder, the development of the sport. Both studies revealed the paradoxical role that institutional entrepreneurs – actors who create or transform institutional arrangements – can play in disrupting the very institutions they have sought to create.

Maintenance

Maintenance work refers to how institutions are maintained by actors to ensure institutional stability. Both Lawrence and Suddaby's original review of institutional work and Washington and Patterson's (2011) review of institutional theory in sport highlighted the need for more studies specifically within the area of maintenance. Our review suggests that much work has now been done within this area. Lok and de Rond (2013) explained how highly institutionalized practices are maintained by micro-level processes. Employing a year-long ethnographic case study of one of the oldest sporting institutions, the Oxford-Cambridge University Boat Race, the authors demonstrated that institutions contain a degree "plasticity" whereby institutional scripts "are stretched to accommodate ever-changing practice performance" (p. 186). Other studies have focused on how key sporting agencies maintain

their dominance within organizational fields. For example, the historical and longitudinal analysis conducted by Nite et al. (2019) revealed how the NCAA maintained its dominance through boundary work, adjustment of its own practices, and control of cognition (i.e., how other actors understood collegiate sport).

Disruption

Our analysis indicated that there were few studies that explicitly focused on actors' attempts to disrupt institutions within sport. This finding is consistent with Lawrence and Suddaby's (2006) assertions that empirical studies of institutional disruption and deinstitutionalization are rare. A recent exception was the study of Agyemang et al. (2018) that examined how actors employed maintenance work to respond to attempts to disrupt institutional arrangements in the case of Tommie Smith and John Carlos' silent protest at the 1968 Olympic Games. Although strictly speaking not a disruptive study, the analysis demonstrates how actors at the micro-level respond to other actors' attempts to disrupt an institution. Of note, the authors highlight the institutional complexity and the inter-play between several competing logics which can be temporarily produce what they described as an "institutional cease-fire" (p. 576).

We suggest that more work is needed within this specific area to understand how actors attempt to disrupt institutions. Agyemang et al. (2018) recognized this in their conclusionary remarks, "despite their role within change, we know very little about those who defy institutional rules and norms in an attempt to highlight a given cause" (p. 578). This is particularly surprising given that sport provides a rich context in which there are many highly visible attempts to disrupt arrangements. Recent examples include Colin Kaepernick's kneeling to the national anthem in response to racial prejudices and injustices, national boycotts of mega-events, and individual athlete and state-sponsored doping violations. We suggest that institutional theory has much more to offer in terms of being able to explain both

the processes and outcomes of these recent events. Further empirical examination of these disruptive acts will offer unique opportunities to contribute to theory in general and explore the interplay between actors, institutions, and logics specifically.

Entrepreneurship

A concept closely linked to institutional work is institutional entrepreneurship (Maguire et al., 2004). Institutional entrepreneurship refers to "the activities of actors who have an interest in particular institutional arrangements and who leverage resources to create institutions or transform existing ones" (Maguire et al., 2004, p. 657). This research domain emerged, in part, in response to the "paradox of embedded agency" problem which questions how it may be possible to be embedded within an institutional field whilst simultaneously able to shape it. Institutional entrepreneurs typically operate at micro-foundational level, "work" on the periphery as boundary-spanners and can leverage their unique political and social skills to enable institutional change.

Only a handful of studies (n=10) have adopted the institutional entrepreneurship perspective. Researchers have utilized the sport context to provide more detailed analysis of the micro-foundational level of how entrepreneurs operate. This includes the antecedents, mechanisms, and outcomes of change (Lakshman & Akhter, 2015) and how entrepreneurs can work to disrupt socially and ethically undesirable institutional practices (Khan et al., 2007). Collectively, the above studies have contributed to an agency-focused approach that helps explain how institutions can be created, maintained, and disrupted.

Future Directions and Research Agenda

This study sought to empirically review research that utilized institutional perspectives within the sport context. In reviewing the literature, our analysis identified 188 studies, revealing that sport, as an endeavor, is ripe to examine institutional phenomena. To work toward a joint venture between institutional theory more broadly, and sport management literature

specifically, this section sets out to achieve two goals. Firstly, we identify gaps in our current understanding based on our review of sport related institutional studies. Secondly, we attempt to align these gaps in our knowledge with the current movements of institutional theory in mainstream management to provide directions for future research.

With regards to our findings more generally, it seems to be that the sport management literature is following the movements of institutional theory more broadly. Thus, when the institutional theory literature was dominated by concepts of legitimacy, isomorphism, and change, so too was the sport management literature. However, once concepts such as logics and work were introduced to the institutional theory lexicon, so too did these concepts begin emerging in the sport management literature. In this way, building on Washington and Patterson (2011), the relationship between sport and institutional theory does not appear to be a joint venture or a hostile takeover, but instead a sort of diffusion of ideas. Like how a store gets a cult following in one location and then expands into other locations, so too has institutional theory developed a following in mainstream management's literature prior to expanding into sport management.

We would like to advance the conversation from a diffusion of ideas, toward a joint venture in which both mainstream- and sport- management "share in the costs and share in the benefits" of institutional analysis in sport (Washington & Patterson, 2011, p. 2). In Table 1 we identify sites of shared value to act as foundations for such a joint venture. The first column (left) summarizes the sport related institutional knowledge based on our review of the extant literature. The second column (middle) encapsulates the main thrust of future research directions proposed by leading institutional scholars in recent reviews of specific institutional constructs. Finally, the third column combines gaps in our sport-related knowledge with future research directions of institutional theory more broadly for the purpose of laying the foundation for a stronger joint venture between institutional theory and sport in future. Sites

of shared value should enable the pursuit of both derivate and sport-focussed models of research (Chalip, 2006). The former locates sport as an empirical context to affirm, apply, and advance mainstream theories (e.g., Lok & de Rond, 2013). The latter creates or adapts existing theory grounded in the phenomena of sport (e.g., Lock et al., 2015). We expand on these sites of shared value below.

Table 1 – Summary of findings, future research directions and potential sites of shared value for a joint venture

Summary of findings	Future research directions	Potential sites of shared value
Legitimacy & Institutionalization Researchers' have primarily employed pragmatic questions to examine the utility of legitimacy as a property for sport organizations. The process of gaining or losing legitimacy, and in particular the perception or social evaluation of sport organizations legitimacy are less understood.	Derived from Deephouse et al (2017). (1) Critically review, integrate, and consolidate different approaches to verbal legitimation tactics. (2) Investigate how both symbolic and substantive management approaches influence legitimacy judgements (3) How do new governance mechanisms develop and maintain legitimacy? (4) How does digital technology affect legitimation?	 How are verbal legitimation tactics used to justify transgressive behavior in sport? How are social judgements (i.e., perceptions) regarding the legitimacy of sport organizations formed between different stakeholder groups? What processes of legitimation and institutionalization have led international sport organizations to develop and maintain degrees of self-governance?
Change was present within and across all our institutional constructs. Our analysis indicated a shift away from organizational change towards institutional change in recent years. Revolutionary top-down changes in which logics have either displaced or come to co-exist with	Derived from Micelotta et al (2017). (5) How is transformative change influenced by field pluralism? (6) How is balance between multiple logics negotiated and maintained in complex organizations? (7) How do institutional entrepreneurs craft legitimation strategies and articulate frames that resonate	 How do national sport organizations operating simultaneously in multiple fields, institutionalize transformative change? How can institutional change help us understand social change in sport? In what ways can micro-social practices

other logics have dominated the change literature (e.g., the professionalization of amateur sports). Less understood is evolutionary, bottom-up change in which individuals and microprocesses change institutions over time.

- with culturally heterogeneous audiences?
- (8) Under what conditions do micro-level acts of improvisations stimulate broader field-level transformations?
- (e.g., kneeling) lead to institutional change in sport?
- How are sport policies translated between national, regional, and local levels?

Isomorphism

Isomorphism studies have become relatively less frequent in the last decade. Most studies conducted utilized DiMaggio and Powell's (1983) three isomorphic pressures: mimetic processes, normative pressures, and coercive isomorphism and in line with mainstream literature found that organizations became increasingly similar within the same field.

Derived from Heugens and Lander (2009).

- Through what processes do organizations experience, interpret, and manage isomorphic pressures?
- What field level mechanisms accelerate and coordinate collective organizational action?
- How do micro sociological processes (i.e., agency) interact with isomorphic pressures?

- How does symbolic isomorphism to the sport ethic influence the substantive performance of sport organizations?
- What field level mechanisms lead to 'breaking the iron cage' and the adoption of non-conforming organizational templates in sport organizations?
- Does field structuration of a sport influence isomorphic mechanisms?

Logics

Many studies examined binary logics that contrasted forms of commercial sport logics (i.e., professionalization, elite, business ideals) with forms of voluntary sport logics (i.e., play, participation, amateurism ideals). Logic studies primarily focused on how a once dominant logic came to accommodate a new logic into their organizational meaning systems and decisionmaking processes.

Derived from Ocasio et al (2017).

- How do actors influence the micro foundations of institutional logics?
- How do organizations assess and activate logics from the multiple logic systems that are available to them?
- Under what conditions are actors able to invoke or combine different logics, and with what effects?
- By what processes do sport organizations assess and activate logics within complex stakeholder environments?
- Do different logic systems exist between similar sports? If so, why?
- How has the combination of logics over time influenced the field structures and individual agency within given sports?
- Do athlete behaviors, over time, transform institutional logics?

Fields

Many studies used fields as a conceptual boundary condition, rather than as a focal unit of analysis. A paucity of research on the origin and structuration of fields was identified. Sport has advanced our understanding of nested fields and provides a useful basis for the examination of multilevel institutional change

Derived from Zietsma et al., (2017).

- What is the pace, sequence, and linearity of field changes?
- How do organizations manage connections to multiple fields (i.e., those organizations in interstitial positions)?
- What are the effects of fieldto-field interactions on the structuration of respective fields?
- How can issue fields influence the creation of institutional infrastructure to address societal problems?

- By what mechanisms and processes does multilevel change occur within nested fields in sport?
- How do social activists influence field dynamics in sport?
- What is the role of proto institutions in field development in sport?
- How has the pace, sequence and linearity of sport policy adoption differed between sports?

Institutional Work & Entrepreneurship

The main findings indicated that preliminary work had been completed in the areas of creation and maintenance, however there was yet to be any studies completed in the area of institutional disruption. This may be because of sport's rigid institutional arrangements and the difficulties actors within sport can have in disrupting institutional arrangements.

Derived from Hampel et al. (2017).

- How does institutional work influence 'big' societal institutions (i.e., those beyond organizations and fields)?
- When, why, and how do networks of heterogeneous actors work together to shape institutions?
- How does institutional work relate to material objects such as new technologies?
- How does institutional work shape policy and practice to address the world's grand challenges?

- Given the mass media distribution of sport, how can high profile athletes and sport organizations influence societal institutions?
- How has new technology influenced the institutional work performed by sport managers?
- To what extent do microsocial behaviors (e.g., passion, emotion) influence institutional work in the context of sport?

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Legitimacy and institutionalization are central to institutional analysis. Most of the work on legitimacy has focussed on legitimacy as an organizational property, a resource or asset that sport organizations gain or lose. Less research has investigated the process of how legitimacy is constructed, or the way the legitimacy of sport organizations is perceived or evaluated by their constituents. Regarding the process of legitimation, sport seems a good site

to integrate and consolidate different types of verbal legitimation tactics due to the highly publicized and chronicled audio-visual content (e.g., sport commentary, press conferences, government debates) and legitimacy struggles (e.g., doping, violence, match-fixing, race, and gender issues). Analysing such content over a period of time could yield new theoretical insights into the tactics used by institutional entrepreneurs to legitimate actions within the field of sport. A second avenue for future research in the legitimacy domain, may be to further the work of Lock et al. (2015) who developed the *Capture Perceptions of (Sport)*Organizations Legitimacy framework to examine social judgements of an Australian community sport organization. Expanding and testing this tool in new contexts could inform the strategic legitimation efforts of sport organizations more broadly. Given that legitimacy has 'a clear effect on social and economic exchanges' (Deephouse et al., 2017, p. 34) and the social judgements of constituent groups are socially constructed and context dependent, the expansion of this type of work to different types of sport organizations (e.g., international federations, professional teams, sponsors, national sport organizations) could open up a range of future research opportunities.

Change was omnipresent within the sport related institutional literature and within our institutional constructs. Our findings indicated a shift away from focusing on the narrow concept of organizational change, toward the broader concept of institutional change.

Building upon the observation that sport often leads discussions of societal change, institutional scholars in sport could engage in the grand challenges research program as a way of investigating the influence of sport on social change in broader societal institutions. As institutional studies on race (e.g., Agyemang et al., 2018), inclusion (e.g., Robertson et al., 2019), diversity (e.g., Cunningham, 2009), concussion (e.g., Heinze & Lu, 2017), sexual abuse (e.g., Nite & Nauright, 2020), child labor (Khan et al., 2007), and doping (Read et al.,

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2019) all indicate, institutional theory can be a powerful lens from which to investigate some of sport, management, and society's grandest challenges.

Like the construct itself, research in sport studies using isomorphism were found to be relatively similar and generally aligned with forms of testing DiMaggio and Powell's (1983) original hypotheses. Heugens and Lander's (2009, p. 78) meta-analysis of 144 isomorphism studies concluded conformity with isomorphic pressures increased the symbolic performance of organizations. However small average effect sizes (0.07 for coercive and normative pressures and 0.09 for mimetic pressures) indicated relatively weak isomorphic forces and hardly the inescapable iron cage that early structural determinists presented as a stylized fact of organizational life. Consequently, whilst there is some theoretical meat left on proverbial isomorphism bone, scholars need to be careful not to replicate what is known. One area of promise, highlighted by Greenwood and Meyer (2008) is the investigation of power and politics, and the degree of heterogeneity between organizations. They suggest that given variance in 'field structuration,' 'complex institutional arrangements,' and 'multiple institutional prescriptions' a more nuanced and multidimensional exploration of the degree of similarity may be warranted (p. 263). One way this may be approached within sport studies is to treat isomorphic mechanisms as "categories of mechanisms, not variables with specific effects, and focus on how these mechanisms operate" (Washington & Ventresca, 2004, p. 93). Linking isomorphic mechanisms to agents (e.g., powerful elites) or historical field structuring events (e.g., broadcast rights deals) could inform a more structural view of institutional change that has been relegated in institutional scholarship following the agency turn with its associated focus on actors, actions, and micro-social processes.

Logic studies generally investigated versions of the binary logics that contrasted forms of commercial sport logics (i.e., professionalization, elite, business ideals) with forms of voluntary sport logics (i.e., play, participation, amateurism ideals). These studies often

discussed two types of logic multiplicity, (1) where two logics lacked compatibility within a single organization, and hence existed in a state of tension or conflict, or (2) how an existing logic was displaced by a new logic. Rarely did logic studies investigate other types of logic multiplicity such as the relationships between peripheral and dominant logics, or where central logics were highly compatible (c.f. Besharov & Smith, 2014). Additionally, with few exceptions (c.f., Borgers et al., 2019; Fahlen & Stenling, 2019), institutional logics and change have been investigated from a top-down perspective in which changing logics at societal, field, or organizational level influence forms of alignment and accommodation of logics at lower levels. What is less well understood is how these changes can occur from a bottom-up perspective, or how existing institutional arrangements can be slowly transformed by the aggregation of micro-social processes. Given sports relative rigid institutional logic systems, a view toward how micro-social processes transform field level logics over time may be a beneficial future research avenue.

Our research aligned with Washington and Patterson's (2011) observation that the organizational (or institutional) field construct, seems to be the one construct that has not diffused as much as the others (less than 8% of all studies, but having been around since 2000). Potentially this could be attributed to the fact that most published sport studies only examine one sport (or one organization, association, etc.) at a time. Whereas organizational field studies tend to study movements of broader activities that are nested across multiple organizations. A particular limitation of many field studies we observed was the use of fields as a tool for delimiting the contextual boundary for studies focussing on other institutional constructs (e.g., logics or isomorphism), as opposed to 'saying something' about the field itself. Within those studies that have been undertaken, our analysis specifically revealed a lack of research on the origin and structuration of fields. This has implications in three ways. Firstly, how field formation relates to institutionalization and legitimation of fields/sports at

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inception. Secondly, as Washington (2004) demonstrated, fields merge, split, grow, and decline over time. Many major sport institutions around the world formed based on combining fields. Third, the structuration of fields can influence how symbolic and material resources are distributed, how norms are formed, and what type of actors have power relative to the accepted norms and values of the field. Better understanding the historical development of, and structuration processes within fields, could help us more accurately develop an understanding of how modern sport came to be, and why certain groups hold decision making power.

Our final call for future research is a call for a continued divergence between institutional work and other notions of institutional change. Our findings broadly align with Nite and Edwards (2021) review of institutional work literature in sport management, in particular their call for a stronger integration of institutional work with other core institutional constructs (particularly fields, legitimacy, and logics). As institutional scholarship increasingly focusses on agency, there is a heightened need to bring micro sociological approaches back into institutional theory, and in doing so link these with existing institutional constructs which better explain macro sociological phenomena. Given the applied focus of sport management, it is hardly surprising that sport scholars have gravitated to institutional work to explain the changing arrangements within sport. We feel there are opportunities for investigating how individuals in sport can influence society. If 2020 has taught us anything, it is that sport might be the first place where societal institutions are de-institutionalized or disrupted. Sport leagues were one of the first professions to shut down during the onset of COVID-19 and empty stadia became one of the iconic symbols of changed societal institutions impacted by COVID-19. The Black Lives Matter protests not only almost disrupted the restart of those leagues, but it also reverberated across the globe. In addition, delving deeper into the psychological mechanisms (e.g., passion, emotion) and field location

(e.g., central, middle status, and peripheral) of actors may also help advance institutional theory in the sport context. Moreover, this line of research has the potential to further develop concepts of institutional entrepreneurship and institutional leadership.

Building upon the idea of sport management and institutional theory as a diffusion process, it is encouraging to see the introduction of new ideas into sport management journals (e.g., leadership, emotions, perceptions of legitimacy etc.). This suggests that just like institutions change, so too will the institutional theory studies that are published in sport management (albeit with lots of work and slowly). We only hope that with the maturation of institutional theory in the sport management literature that there are enough gatekeepers (editors and reviewers) that are equally aware of these newer concepts and do not constrain contemporary institutional scholarship to the 1980s version of institutional theory.

Recognizing institutional theory's explanatory potential, it is incumbent on scholars to see beyond the theory's historical beginnings and utilize the wide variety of perspectives that contemporary institutional scholarship offers.

753 Conclusion

Scoping reviews possess several limitations, particularly in comparison to other review types such as systematic reviews or meta-analyses. Firstly, scoping reviews do not assess the quality of the studies included in the review, nor are they as exhaustive as traditional systematic reviews. Secondly, the homonymous nature of the term institution (and its derivatives) in combination with multiple types of institutionalism (i.e., political, economic – see Hall & Taylor, 1996) make the conceptual boundaries of any search, at best, porous. Whilst we included an additional evaluation stage that involved an ancestry search of all citations in our analysis to identify any boundary spanners to minimize this limitation, we do not claim that our review is an exhaustive representation of studies that have utilized institutional theory in sport. Finally, common limitations in scoping reviews were also

apparent in our study. For example, whilst we have made efforts to include the seminal books of the field in general, such as the orange (Powell & DiMaggio, 1991) and green books (Greenwood et al., 2008; 2017), our search only included journal articles written in English.

Institutional theory has become one of the central theoretical perspectives in sport studies. Contemporary institutional theory now covers a vast territory, from individual agency to world society. Despite this, no structured empirical review of this literature had been attempted. This is an important oversight for a discipline wishing to theoretically advance as an academic field, and practically influence the provision of sport. By providing an empirical review of institutional theory in sport we hope to expediate the diffusion of ideas between mainstream- and sport- management in the hopes of realising the collective benefits of a joint venture in the future.

This scoping review has advanced Washington and Patterson's (2011) study by systematically reviewing and consolidating sport related institutional studies. Institutional theory can be a daunting theoretical landscape for new (and experienced) scholars to enter. By reviewing the literature (see appendix 1) we hope to have contributed in a small way to advancing the accessibility of contemporary institutional theories as they relate to sport. Our second contribution looked to map the extant literature into conceptual groups. By outlining and classifying the notable features of the theoretical landscape (Figure 2), our hope is that scholars are more able to easily navigate their way through the institutional terrain.

Our third contribution was to demonstrate the growth, breadth, and development of institutional theory in sport (Figure 1). Institutional theory is not singular, but rather a composite of theoretical viewpoints, the major constructs of which were analyzed in this study. Our final contribution was the development of a road map for future research (Table 1). In the decade since Washington and Patterson's (2011) study, the number of studies that have used institutional theory in sport have more than doubled. Consequently, the theoretical

789 landscape is substantively different now, then it was then. By providing a clear road map for 790 future research, with signposts to contemporary reviews, we hope to expediate diffusion of 791 ideas between mainstream- and sport- management. 792 793 References 794 *Agyemang, K., Berg, B., & Fuller, R. (2018). Disrupting the disruptor: Perceptions as 795 institutional maintenance work at the 1968 Olympic Games. Journal of Sport 796 Management, 32(6), 567-580. 797 *Amis, J., Slack, T., & Hinings, B. (2004). The pace, sequence, and linearity of radical change. 798 Academy of Management Journal, 47(1), 15-39. 799 Arksey, H., & O'Malley, L. (2005). Scoping studies: Towards a methodological framework. 800 *International Journal of Social Research Methodology*, 8(1), 19–32. 801 Battilana, J., Leca, B., & Boxenbaum, E. (2009). How actors change institutions: Towards a 802 theory of institutional entrepreneurship. Academy of Management Annals, 3(1), 65– 803 107. 804 *Batuev, M. & Robinson, L. (2018). What influences organizational evolution of modern sport: 805 The case of skateboarding. Sport, Business and Management: An International Journal, 806 *8*(5), 492-510. 807 Besharov, M., & Smith, W. (2014). Multiple Institutional Logics in Organizations: Explaining 808 Their Varied Nature and Implications', Academy of Management Review, 39(3), 364-809 381. *Borgers, J., Pilgaard, M., & Vanreusel, B. (2018). Can we consider changes in sports 810 811 participation as institutional change? A conceptual framework. *International Review* 812 *for the Sociology of Sport*, *53*(1), 84-100. 813 Bourdieu, P. (1977). Outline of a theory of practice. Polity Press. 814 Bourdieu, P. (1990). The logic of practice. Polity Press.

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* Indicates included in our review

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