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**SPORTS, GAMES
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Any university that tries to be 'so many different things to so many different people, must of necessity, be partially at war with itself.' Because what is contested, like academic values or professional tendencies in athletics, is central and enduring, conflict tends to persist and reform or change can be quite difficult. Competing elements simply cannot be compromised, but often the organization cannot just be disaggregated; opponents must continue to coexist, however difficult that might be.

Troy Buer, "Organizational Complexity: The Athletics Department and the University", in *New Directions for Higher Education*, 148 (Winter 2009), 112.

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