

Self-Management for the Sustainability of University Management

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ABSTRACT

The problem addressed in this research lies in the urgent need to find innovative solutions for management in Venezuelan universities. Therefore, the purpose of the article is to generate a theoretical approach to the ontological perspectives of self-management for the sustainability of university management. Theories reviewed include human relations, contingency, social capital, total quality, and autopoiesis. From the interpretive paradigm, with a qualitative approach and a phenomenological-hermeneutic method, six interviews were conducted with managers and users of DISESO- FUNDISESOU at UNERG. As a result of epistemological filters, the findings were processed using grounded theory through constant comparison and theoretical sampling. The results reveal that, through self-management, an innovative approach to managerial structure has been adopted, counteracting the centralization of resources and relying heavily on the generation of own income. The discussion, from a social and humanistic perspective, highlights the importance of incorporating self-management into university management, as this brings a series of benefits that positively impact the community. It is concluded that self-management supported by various ontological perspectives which, when interwoven, offer a solid framework to ensure institutional sustainability. In theory, the emerging perspectives are oriented toward improving both the quality and equity of social production, as well as strengthening the university's connection with its environment.

Descriptors: Ontology, Self-management, Sustainability, Management, University, Sustainable Development.

Biographical review: Professor hired conventional time at the Universidad Rómulo Gallegos, in the Health Sciences Area (Nursing). Director of DISESO (UNERG) and Director of FUNDISESOU. Doctor in Educational Sciences. Dr. in Administrative Sciences.



Autogestión para la Sostenibilidad de la Gerencia Universitaria

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