

The Organizational Metamorphosis of the University: Hermeneutics of Decolonization and Dialogic Knowledge

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ABSTRACT

This scientific documentary article examines the imperative of the organizational metamorphosis of the contemporary university, focusing its analysis on the deconstruction of prevailing Eurocentric structures. The fundamental purpose of the study is to understand how the decolonization of knowledge and the dialogic nature of knowledge shape new logics of management and epistemic coexistence within the university institutional framework. Methodologically, the research was framed within the interpretive paradigm using the documentary hermeneutic method, employing critical and reflective analysis of key theoretical sources from decoloniality and transcomplexity. The main findings demonstrate that the current university structure maintains rigid patterns of cognitive subordination, thus requiring a transparadigmatic opening that redefines administrative and curricular practices. The main conclusion was that the metamorphosis of the university is not limited to procedural reforms, but rather demands an ontological and relational refounding based on pluriversal dialogue, transforming the organization into an ecosystem open to the intersubjective co-construction of emancipatory knowledge.

Keywords: University Organizations; Decolonization; Dialogicity of Knowledge; Documentary Hermeneutics; Epistemic Metamorphosis.

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