

### Abstract

This paper will review and discuss Gumport & Snyderman (2002) article, *The Formal Organization of Knowledge: An Analysis of Academic Structure*. This discussion will explain the theoretical framework of my two selected peer-reviewed research journals. The implication of this discussion is to ensure that educational institutions of higher education serve as a place where students gain and access knowledge.

#### **Article Overview: Gumport & Snyderman (2002) article, *The Formal Organization of Knowledge: An Analysis of Academic Structure***

The purpose of this peer-reviewed research journal is to examine the permanence and provide change to improve educational institution structures. The researchers want to ensure that the purpose of academic institutions is to offer quality learning opportunity for students' success. The article states, "The multidimensional nature of academic structure provides an essential scaffolding for universities to function as complex social institutions: as settings for educational activities of teaching and learning, for organizational practices to coordinate and manage academic work, for elaborating careers and professional identities, and for legitimating enduring as well as emerging knowledge categories (Gumport & Snyderman, 2002)." I strongly agree with the authors because academic institutions should have clear visions to establish knowledge for every student achievement.

#### **My Perspective**

Based from the reading, I realize that educational organizations are places where knowledge is developed and achieved. These institutions should provide sustainable and affordable academic learning opportunities for students. The article states, "Universities and colleges both reflect and reconstitute classifications of knowledge and in so doing establish

categories of expertise and knowledge worth knowing (Pescarmona, 2011).” I believe that college and university entities understand the aspect and needs of knowledge in today market.

### **Interactive Questions for Reading Journal**

Below are the three interactive questions I developed as I was reviewing Gumpert & Snyderman (2002) article:

1. How would academic institutions provide sustainable knowledge?
2. What is the purpose of academic structure?
3. How would educational institutions make change?

Below is the discussion of the three main Interactive Responses:

#### **1. How would academic institutions provide sustainable knowledge?**

After reading the peer-reviewed journal studies, I realize it is important to understand how educational researchers and educators work together to ensure academic institutions provide sustainable knowledge to learners. It is essential for educational institutions to provide accessible quality educations to every student regardless of their backgrounds. The article states, “Through the process of sharing knowledge, the organization will realize they have knowledge that can be used to create new knowledge and innovate in order to create a sustainable competitive advantage (Gentry, 2012).” It is indispensable that educational researchers and educators sustain knowledge by sharing and discussing new ideas to achieve the objectives of their institutions.

#### **2. What is the purpose of academic structure?**

The reason of asking this question is to make sure that educational institutions gain knowledge and understanding the purpose of their academic structure. It is vital that researchers and academic leaders understand the primary role of academic structure. Academic structure builds knowledge and sustains quality learning opportunities for students’ achievements. The

article states, “Provide significant staff and faculty development opportunities to enhance understanding, teaching and research in academic structure (Bartell, 2011).” By doing so, the academic institutions would appropriately incorporate the concepts of its academic structure and provide quality knowledge for students’ success.

### **3. How would educational institutions make change?**

The purpose of making change is to ensure that educational institutions survive and achieve goals. It is indispensable to assess educational institutions’ competency and recommend changes to attain goal for the institution. The article states, “Educational institutions are built on relationships; leadership is a relational activity and the decisions made by educators can have a significant impact on the learning outcomes for students (Gentry, 2012).” The outcome of program change plan helps educational institutions realize their performance objectives, including service demonstration and service delivery to the community.

#### **Two Selected Articles: Reflection**

Below is the discussion of my two selected articles:

##### **Discussion Overview**

I have selected two peer-reviewed research journals: First, “Working on Cooperative Learning: Challenges in Implementing a New Strategy” written by Isabella Pescarmona; and second, “A Teacher Educator Who Challenged Minds and Changed Lives for African Americans” written by Ruben Gentry. The conceptual framework of these peer-reviewed journal studies is to ensure that college professors are able to efficiently and effectively perform their duties to teach and evaluate their results of teaching. The article states, “Our primary objectives are to provide a rationale for the study of academic structure and to illustrate how our conceptual interests translate into empirical inquiry (Pescarmona, 2011).” These studies investigate the

implications of an educational innovation for a group of teachers, and to what extent would they change their educational practices.

### **My Perspective**

My recommendation for this discussion is to ensure that effective educational institutions should recognize the impact of knowledge to improve students' progress. It is vital for the institution to provide reasonable rewards for teaching, in terms of salary, rank, recognition and such fringe benefits as retirement, health insurance, travel to professional meetings, and assistance with the costs of publication, if needed. The article states, "The college or university would support sustainable communities in the surrounding region and develop relationships with local businesses that foster sustainable practices (Gumport & Snyderman, 2002)." The purpose of this assignment is to ensure that educational leaders and staff recognize the progress of implementing knowledge to attain positive outcome.

### **Conclusion: Overall Impression**

Based on the assigned readings and discussion overview, I realize that sustainable knowledge would be achieved by making sure that organizational management boards and employees are voluntarily involved to work together as a team. It is realistically important for the leaders to employ extraordinary communication method to make change achievable. The article states, "According to Strategic Management, teachers should work and learn together in teams that devote most of their energy toward examining student work, assessment data, instructional practice, and curriculum (Bartell, 2011)." I believe that staffs should be engaged in all aspects of implementing new knowledge in higher education.

## Works Cited

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