



**UNIVERSITÄT
BAYREUTH**



Bayerisches Staatsministerium
für Wissenschaft und Kunst

Agreement of Objectives

Following on from the creation of Innovation Alliance
University 4.0, signed on July 17, 2018, the following
Agreement of Objectives

between

the University of Bayreuth

represented by the President

Professor Dr. Stefan Leible

- hereinafter referred to as "UBT" -

and

the Bavarian State Ministry of Education, Science and the Arts

represented by Minister of State

Bernd Sibler

- hereinafter referred to as the "State Ministry" -

has been concluded in order to guarantee and heighten the competitiveness of
Bavarian universities.

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1 Preamble

The Agreement of Objectives serves to concretise the ten measures for the implementation of the higher education policy objectives bindingly agreed in the Innovation Alliance University 4.0. These remain binding even if they are not expressly mentioned below. In addition, the agreement of objectives contains provisions on reporting obligations, and on consequences for the achievement or non-achievement of objectives¹. Together with the Innovation Alliance University 4.0, the agreement on objectives forms the basis for the University's development plan.

2 Measures for the implementation of higher education policy objectives

2.1 Optimal study conditions

Status Quo

Already in the Agreement of Objectives for 2014-2018, UBT set itself the goal of keeping duration of study constant. As the duration of Bachelor's and Master's degree programmes has increased despite all efforts, further action is required in this regard. In order to improve the basic conditions for study and teaching, UBT has created supplementary structures within the framework of its EduCare concept in order to support students with advice and seminars, especially in the introductory phase. In 2016, UBT was one of the first universities in Bavaria to receive system accreditation as a visible seal of quality for studies and teaching.

UBT promotes the use of innovative teaching-learning concepts. In order to support teachers in the use of digital resources, the Centre for Learning & Teaching in Higher Education (FBZHL) offers various services. FBZHL also trains student assistants ("e-tutors") to support teachers in the use of digital resources in teaching. In addition, the university management awards teachers with the "University of Bayreuth Prize for Digitally Supported Teaching".

As part of the "Quality Offensive for Teacher Education" funding programme, UBT is carrying out the project "Professional and Cultural Diversity in Schools and Universities" until 2023. The project offers specially created offerings that give teacher training students the opportunity of, at their own initiative, extending their competencies beyond those in technical areas, e.g. in the constructive handling of diversity, or in training.

¹ Unless otherwise stated, the University of Bayreuth intends to implement the measures listed under "Measurands and Processes" by 30 September 2021.

UBT Goals

The goal of teaching at UBT is to make an active contribution to the character development of students. To this end, UBT imparts professional qualifications at a high level, while at the same time promoting interdisciplinary, social, and cultural skills. Through a reorientation of the *Studium Generale*, students should be enabled to think and act in a future-oriented and creative way and to take gender- and diversity-sensitive perspectives into account. Innovative forms of teaching and learning are to be further developed and expanded.

At the same time, UBT is clearly committed to digitisation in teaching: in order to promote media and information literacy in all courses of study, UBT coordinates campus-wide IT training. In order to advance the goal of ongoing technical and didactic development and to shape digital education, UBT bundles the competencies of its Faculties, the IT Service Centre, the library and the Centre for Learning & Teaching in Higher Education. In addition, UBT uses the Virtual University of Bavaria (vhb) and is actively involved in the expansion of its university-wide digital teaching offering.

Measurands and Processes

- Successful system re-accreditation under new law (Student Accreditation Agreement, Bavarian Student Accreditation Ordinance) by 2022.
- Successful internal accreditation of all study programmes by 2021.
- Review of the suitability of study orientation procedures and obligatory counselling interviews with programme advisers in the event of a delay in a course of study for all (ongoing) development of that course of study.
- Further expansion of courses that train all students in dealing with diversity.
- Continuation of the range of courses that address the professional and cultural diversity of teacher training students.
- Conception and implementation of a certified offering in the *Studium Generale* (min. 30 credit points) to complement, in modular form, UBT courses in various subject areas (sustainability, entrepreneurship, intercultural competence, intersectionality).
- Increase in the number of digitally supported courses to 10% in 2021.
- Increase in the number of users of Virtual University of Bavaria (vhb) courses for students by 10% (compared to the 2018/19 winter semester: 1,183 persons).

2.2 Strengthening the transfer of ideas, knowledge, and technology, the

utilization of technology, and the social-scientific dialogue

Status Quo

As part of the Third Mission, knowledge and technology transfer is a central theme of UBT's Structure and Development Plan 2025 (StEP). A transfer strategy was adopted in January 2017 for targeted implementation. As a basis for strengthening and bundling these activities, the Entrepreneurship and Innovation staff department was established as a new service unit at UBT in October 2014, offering consulting, workshops, and seminars.

Since the 2018 summer semester, students have been able to interrupt their studies to start a company ("foundation semester"). To further strengthen the "Third Mission", a professorship was established from the supplementary budget for 2018 ("Entrepreneurship and digital business models") and a further professorship was rededicated from university funds. ("Human Resource Management and Entrepreneurship"). In addition, the project "Entrepreneurship4All@UBT" was acquired, through which the range of courses on the topics of entrepreneurship and digitisation at UBT is to be further expanded and made accessible to all faculties.

UBT Goals

UBT wants to further expand its "Third Mission" as part of the globally networked sciences, and in close cooperation with teaching and research. The aim is therefore to promote entrepreneurial thinking and action among students in order to create new perspectives for students and strengthen the region through start-up activities. Furthermore, the courses currently offered through the "Entrepreneurship4All@UBT" project are to be further developed and consolidated. Moreover, companies should also benefit from a closer ties with UBT and its research institutions in the future.

Measurands and Processes

- Periodic updating of the university-wide transfer strategy to reflect all activities in the area of "Third Mission" (next revision 2021).
- Third-party revenues from R&D projects amounting to €3 million per year on average over the duration of the project.
- Establishment of two additional positions for technology scouting and for initiating and supporting cooperation and research projects with companies.
- Opening of the Institute for Entrepreneurship & Innovation by 2021 with at least four professorships.

- Creation and offering of at least six courses in the field of entrepreneurship, accessible to all faculties, as a development and continuation of the courses currently offered by the Entrepreneurship4All@UBT project, by 2021.

2.3 Structural and digital infrastructure

Status Quo

The communication and administrative processes of a university are complex and must therefore be supported by the upkeep of modern infrastructure. A central issue at present is the digitisation of administration. In the D3 document management system various processes are already mapped (e.g. procurement processes, registry, contract file). However, there are still some media discontinuities here.

In coordination with the State Ministry and other Bavarian universities, UBT has set up an integrated reporting system structured according to uniform principles using the CEUS-Local data warehouse system. CEUS-Local merges data from different source systems and thus ensures a uniform, centrally available, and reliable data basis.

In the area of student administration, the CAMPUSonline campus management system has been introduced for all faculties.

UBT Goals

UBT is pushing the further development of organisational processes and structures with the aim of increasing transparency and efficiency. The digital filing of documents enables the avoidance of duplicate structures as well as faster and more structured access for all process participants. The goal is therefore to continuously extend the use of the D3 document management system to further areas of administration and to map further processes in digital workflows. On the other hand, work is being done to further reduce existing media discontinuity.

In addition, UBT is further expanding its planning and control infrastructure. The basis for this continues to be the integrated reporting system. This and the available database are to be successively expanded and qualitatively improved in order to provide various management levels with an optimal basis for decision-making in planning and control.

Measurands and Processes

- Development and adaptation of an electronic contract file in the D3 document management system by the end of 2019. Introduction to support various

contract processes (2019: 2 processes; 2020: 3, 2021: 3; 2022: 2).

- Conception of an electronic student file in addition to the CAMPUSonline campus management system still in 2019; rollout in the examination offices by the end of 2021. Further development in other areas of the Student Life Cycle to run in parallel from 2021.
- Provision of at least 20 forms for processing via the digital form server, taking into account aspects of user-friendliness (e.g. Filling-in assistance, web-based, barrier-free, optimised for mobile devices).
- Automation of the CEUS local authentication process by the end of 2020.
- Extension of the CEUS local database by adding additional domains by the end of 2022.
- Carrying out regular quality checks to ensure and improve data quality.

3 Expansion programme

Due to the large number of new students expected in the coming years, the expansion programme to cater for the increasing number of students will be continued. State funds are to be used by the University for the purpose of maintaining its student capacities created to date in certain fields of study and for the admission of first-year students, as specified below. However, they will only remain at the disposal of the University at their current amount for as long as these capacities are actually in demand from students. The funds allocated to the Free State of Bavaria by the Federal Government within the framework of the 2020 Higher Education Pact for the admission of additional first-year students are reserved for its funding. When using the funds, the University will work towards increasing the proportion of first-year students in the subject groups of mathematics, computer science, natural sciences, and technology, facilitating high-quality studies, and increasing the proportion of women in professorships and other positions in accordance with Art. 1 §1 Para. 3 of the Administrative Agreement between the Federal Government and the States on the 2020 Higher Education Pact (third programme phase).

For the years 2019 to 2022 (subject to the provision of funds by the budget legislator), the Free State of Bavaria shall make available (on 1 January) to the higher education institution, for the purpose of maintaining its student capacities, as defined in the expansion programme, and for the intake of the number of first-year students specified in the following:

This amount consists of

- €9,075,447 from the unlimited part of the programme
- €3,948,611 from the limited part of the programme.

In addition, the posts allocated to the University as part of the 2007/2008 double budget under Chapter 1528 Tit. 42201/Chapter 1549 Tit. 42201 will be retained.

The Free State of Bavaria provides funds totalling 765,510.87 € for rentals in the years 2019 to 2022 to accommodate additional first-year students. Further funds can be made available from available budget funds according to need; while scope and duration will be determined in the respective individual proceedings.

The University may, at its own discretion, decide on the use of the funds and take measures necessary to achieving the objectives of their specific purpose (preservation of the previously established student capacities in certain fields of study, and intake of additional first-year students). Any funds not used for the intended purpose or not in accordance with the expansion plan shall be refunded.

In comparison to the 2005 base year (2005 summer semester and 2005/2006 winter semester, data according to official statistics), the University undertakes to accept in the academic years 2019 to 2022 (summer semester and subsequent winter semester respectively) 677 additional first-year students per year in their first university semester (enrolled first-time) This results in an obligation to intake a total of 2,462 first-year students in each of the 1st university semesters of the academic years to 2019 to 2022.

If necessary, the "Increasing Student Numbers" steering committee will check the actual development of study behaviour on the basis of the official statistical data of the previous academic year, and, on this basis, proposes any deviations from the plans underlying this agreement on objectives that may lead to an adjustment of the Agreement of Objectives, in agreement with the contractual partners. A fundamental change in the expansion programme requires the approval of the Council of Ministers.

The 2020 Higher Education Pact expires on 31.12.2020. During the term of the Agreement of Objectives, the State and the University will agree, in the light of the future "Strengthening Studies and Teaching" agreement, on any necessary adjustments to the objectives of the expansion programme.

4 Individual measures and priorities for profile development

4.1 Increasing the number of qualified women in professorships

Status Quo

The promotion of women in science contributes to increasing scientific excellence. The University is therefore striving to increase the proportion of women in professorships. In order to achieve this, University management has been concluding agreements of objectives with the individual faculties since 2013. The second round for the period 2018-2022 was sealed on 01.02.2018. As an incentive, UBT is offering a prize for the advancement of women.

Meanwhile, there is an extensive range of coaching, mentoring and qualification measures for female scientists. In cooperation with the Centre for Learning & Teaching in Higher Education (see 2.1) and the UBT Graduate School, seminars are offered on topics such as conflict management and presentation techniques. Female scientists from all over Bavaria can take part in these seminars - and take advantage of networking opportunities.

As a bridge between research and political work conducted on campus for equality and against discrimination, the "GeQuInDi" network (Gender, Queer, Intersectionality and Diversity Studies) offers researchers, teachers, students, and interested parties the opportunity for interdisciplinary networking in order to plan research projects or events together.

Since 2006, UBT has been recognized as a family-friendly university, joining the "Family in the University" Best Practice Club in 2016.

UBT Goals

UBT aims to increase the proportion of women in new appointments in order to increase the overall proportion of professorial women. In addition, UBT aims to increase the proportion of women in research areas in which women are under-represented, and is taking increasing measures to promote careers. Particular attention is being paid to STEM, law, and philosophy, areas in which women are under-represented, especially at the professorship level.

In principle, UBT aims to increase the proportion of women at all levels of qualification, especially in the STEM area. In doing so, UBT relies on a forward-looking youth work starting at school age and continuing into

university studies, and on to every further career level. Furthermore, the research network "GeQuInDi" is to be expanded and strengthened in the area of teaching.

Measurands and Processes

- Increase in the proportion of women professors from 20.8% as of 1.12.2017 to a target value of approx. 24% by 1.12.2021. With regard to the total number of professors working at UBT in 2017 (240), this would increase the number of women professors from 50 to 57.
- Achievement of a 28% share of women in appointment procedures on average for the years 2018 to 2020². In order to create financial incentives for female candidates to accept appointment, a part of the funds of this Agreement of Objectives will be used to provide financial support for appointment negotiations with women as additional leverage.
- Implementation of measures to raise awareness of gender aspects:
 - Training courses for appointment commissions on the newly formulated employment guidelines.
 - Offering further training for managers and newly appointed persons in cooperation with the Equal Opportunities Department.
- Advancement of women in the postdoctoral phase through coaching and mentoring measures, information, support, and advisory services.
- Continuation and expansion of the work of the "GeQuInDi" network, e.g. by creating the possibility of an additional certificate programme.
- Revision, attunement, and University-wide publication of the "Recommendations for the gender- and diversity-friendly use of language" guide.
- Continuation of the STEM-support programme, which includes, for example, the STEM.UNI & School and STEM.UNI & Study programmes.
- Continuation of the coaching and mentoring programme of the Equal Opportunities Department.
- Supporting: Expansion of childcare services. In order to achieve the above-mentioned goals, the State Ministry is providing €313,498 in 2019 and €515,880 each in the years 2020 to 2022 from the Innovation Fund.

² Average value over several years to take account of annual fluctuations due to the usually low number of cases.

4.2 Internationalization and Diversity

Status Quo

The topics of internationalization and diversity are anchored in StEP as cross-sectional tasks. In the area of internationalization, UBT relies on a focused internationalization strategy in which partnerships are evaluated and established and maintained in accordance with a global hub strategy. Gateway offices have so far been established in Shanghai (China) and Melbourne (Australia).

UBT offers 26 international study programmes, 17 of which are at master's level. The establishment of an English-language UBT website has been implemented for the most part. The provision of English-language documents (information material, employment contract documents, study, examination and doctoral regulations, etc.) continues to progress. UBT has successfully passed the HRK "Internationalization" audit, as well as the corresponding re-audit.

In the area of diversity, UBT has in recent years already established and expanded fixed structures for the aspects of equal opportunities, accessibility, family justice, and internationality. In September 2017, a Diversity Service Centre was set up with (initially) modest resources. In spring 2018, UBT raised "Equal Opportunities and Diversity" to one of four strategic seminal areas in StEP.

UBT Goals

UBT strives to consolidate and expand its position in the international scientific environment. This includes the establishment of globally visible, strategically selected, and content-related productive research networks. In addition to the internationalization strategy, targeted activities are to be defined and expanded in consolidated, strategic regions (e.g. (East/West/South) Africa) and in privileged destinations (e.g. Israel, Colombia).

The creation of further, internationally competitive teaching and double degree programmes, in particular foreign-language courses at master's level, is essential. In addition, UBT intends to increasingly integrate references to global challenges into teaching. Moreover, international recruitment is to be expanded at all qualification levels, supported by the expansion and professionalization of international marketing.

UBT is establishing the *Alexander von Humboldt Centre of International Excellence at Bayreuth University* with the aim of strengthening the internationality and excellence of

research at UBT and intensively networking with the world's best universities.³ The remit of the Centre will be, on the one hand, to attract visiting international guest researchers for research stays in Bayreuth by awarding fellowships and short term grants and, on the other hand, to organise workshops for mutual exchange in cooperation with researchers, primarily from the strategic destinations of UBT's internationalization strategy.

In addition, the intercultural sensitivity and foreign language competence of all target groups (student body, teachers, administration) are to be increased.

In the area of diversity, UBT aims to promote a climate of tolerance and appreciation at all levels of internal University communication and interaction. Gender, participation and equal opportunities should be taken into account in all structures and processes, and UBT culture should be tangible for all University members.

The aim is also to ensure that the entire field of study (e.g. study organisation and course, teaching-learning processes) is gender- and diversity-based.

Measurands and Processes

- Development and implementation of the "Internationalization Strategy 2025".
 - Completion of the strategy in 2019
 - Subsequently: Revision, updating, and coordination with all relevant committees and implementation at all levels
- Full implementation of the Global Hub Strategy by 2022: Opening of six additional foreign branches (four in Africa, one in Boston, USA), one in Bordeaux (France)⁴, alongside existing branches in Shanghai (China) and Melbourne (Australia).
- Increase the proportion of international doctoral students (starting from 20%) and professors (starting from 10%) by 10% each, i.e. to 22% and 11% respectively.
- Increase in the number of foreign-language master's programmes by 20%.
- Development of "external internationalization departments" in a pilot faculty by 2021, and subsequent consolidation phase for other faculties.
- Establishment of a "Diversity Service Agency" with a team of three persons

³ Funding is provided by the university allowance, which is available to UBT within the framework of the successfully acquired Africa Multiple Cluster of Excellence

⁴ Financing will come from other sources.

(staffing of 1.9 positions) as a low-threshold information and counselling centre for students, academic, and non-scientific staff tasked with project planning, coordination, and implementation of diversity measures.

- Offerings for gender- and diversity-based leadership training for professors, junior researchers, and persons with management and coordination responsibilities, also in administration:
 - Conception, piloting, and introduction by 2020
 - Evaluation and further development as of 2021
- Implementation of ten to 20 events (at least two per year) on gender- and diversity-based leadership and work in heterogeneous teams.
 - Training of scientific and non-scientific executives in gender- and diversity-based leadership and communication.
 - Supporting heterogeneous teams through suitable offerings of training and team building measures.
- Development of an overall concept for diversity-based study at UBT, including recommendations for step-by-step implementation.

In order to achieve the above-mentioned goals, the State Ministry is providing €237,970 in 2019 and €297,096 each in the years 2020 to 2022 from its Innovation Fund.

4.3 Digitization

Status Quo

Another priority among four priority seminal areas in StEP is digitization. The guideline for advancing digitisation is the University-wide IT concept "Digital Agenda - IT Strategic Plan 2016-2020". The Vice President for Digitization and Innovation coordinates and is responsible for the activities. Since 2015, UBT has established a continuous improvement process for information security and conducted training measures for greater information security (cf. 2.3).

In spring 2018, the Research Centre for Scientific Computing (BZHPC) was founded as a central scientific facility. It bundles competencies and resources in the field of high-performance scientific computing. The integrated Keylab High Performance Computing (HPC) provides mainframe computers and a central infrastructure for this purpose. There are also consulting and training services for users.

In teaching, digital training concepts are used and training courses made available for instructors (cf. 2.1). The Campus Online campus management system was introduced

for student administration. Administration uses an integrated reporting system (cf. 2.3).

UBT Goals

In the area of research, research data management is to be expanded in addition to HPC. Organizationally, the conceptual further development and technical implementation of associated services will be located at BZHPC. In addition to the sustainability of data through the support of an integrated research data management, the goals are greater utilization of data capital and the generation of new findings through the linking of different data sets.

UBT strives to become even more globally visible through the web-based provision of learning content on digital platforms, in order to significantly increase the awareness of the range of courses on offer and thus attract even more interested international students (cf. 4.2). Information security is one of the strategic concerns of UBT. The university will therefore make further efforts to secure its information processing.

Measurands and Processes

- Development of a technical and organizational infrastructure to support consistent research data management. This includes the provision of a software tool for the creation of data management plans (end of 2019), an institutional repository for the publication of research data (2021), and a concept for the provision of an electronic laboratory journal as a central service (2022).
- Further development of the recommendations for action on research data management into a guideline to support researchers.
- Creation of three didactically conceived online courses (MOOCs) from UBT master's programme in English on a MOOC platform that is accessible to millions of users worldwide.
- Increased IT security:
 - Establishment, implementation and continuous adaptation of an IT security concept.
 - Regular awareness training sessions on IT security for students and staff (twice a year).
 - The provision of self-study courses on aspects of IT security.

In order to achieve the above-mentioned goals, the State Ministry is providing €447,634 in 2019 and €603,003 each in the years 2020 to 2022 from its Innovation Fund.

4.4 Early-Career Scholar Funding

Status Quo

UBT Graduate School was founded a few years ago to provide structured training for doctoral students at UBT. As of 1 December 2017, UBT Graduate School had 1,117 doctoral students.

In addition to the possibility of a doctorate, UBT offers its early-career scholars various career paths, opening up prospects in research, as well as in the research support or non-university contexts. To ensure a transparent process of monitoring and evaluating junior professorships, there is a coordinated guideline.

In order to be able to offer an integrated qualification programme for early-career scholars, the "WiN-Academy" was established, which combines the offerings of UBT Graduate School and the existing "Qualification Programme WiN". The "WiN-Academy" offers qualification opportunities in addition to specialist training. The Continuing Education Centre for University Teaching (cf. 2.1) also offers a certificate programme for the further development of didactic skills.

UBT Goals

UBT will continue to pay special attention to the support of early-career scholars. It is important to offer young researchers the opportunity to work autonomously and largely independently at an early stage. The aim is therefore to increase the number of junior professorships and junior research groups. Some of the junior professors should also be given the opportunity to follow a tenure track in order to present them predictable career prospects at UBT. In addition, UBT offers internationally outstanding postdoctoral researchers the opportunity to establish their own research group at UBT by setting up their own junior research groups, and thus to become independent and raise their profile in the scientific community at a very early stage.⁵

In addition, existing structures for bridging funding gaps are to be expanded in order to ensure that successful UBT staff members remain and continue their work here.

Coaching and mentoring programmes for young early-career scholars are intended to facilitate their entry into new career phases and to promote personal development.

⁵ Funding is provided by the university allowance made available to UBT as part of the Africa Multiple Cluster of Excellence it has acquired.

Measurands and Processes

- Support for 60% of all doctoral students as members of UBT Graduate School.
- Continuous offer of 50 qualification courses or training measures for doctoral students and postdoctoral researchers per year.
- Continuation of the existing support programme for early-career scholars after their doctorate:
 - Promotion of three conference grants per year for the independent implementation of international events at UBT.
 - Funding of 25 travel grants per year for travel to participate in international conferences.
- Establishment of the W1-W3 Bayreuth tenure-track professorship (a new call for proposals in years 1 and 2, then process optimization).
- Establishment of a bridging fund for postdoctoral researchers (creation of a synopsis of existing bridging possibilities at UBT, and determination of further needs; funding for 8 person months per year, flexible deployment).
- Establishment of coaching and mentoring programmes:
 - Development of a coaching programme for doctoral candidates in their final phase, and postdoctoral researchers in 2019, and offer of 20 internal and external coaching measures on average per year from 2020 for personal development and self-reflection.
 - Establishment of a mentoring structure for junior professors and post-doctoral lecturers in 2019, to be provided from 2020 onwards by experienced UBT professors.

In order to achieve the above-mentioned goals, the State Ministry is providing €229,765 in 2019 and €433,849 each in the years 2020 to 2022 from its Innovation Fund.

5 Reporting, performance review, target achievement, entry into force

At the end of 2021 (cut-off date: 30.09.2021), the University will report on the status of the ten measures bindingly agreed in Innovation Alliance University 4.0 for the implementation of University policy objectives and of individual measures and priorities for refining its profile, as laid down in this Agreement of Objectives.

On the basis of the agreed evaluation criteria and key figures, a joint analysis and evaluation of the achievement of objectives is to be carried out. The following applies to the objectives financed by the Innovation Fund: If the agreed goals are achieved,

the University will retain its resources in accordance with this agreement; in this case, the share in relation to the goal of promoting women can be used in 2022 - if desired - without budgetary earmarking. If the objectives are not achieved, the University has the possibility to prove that it has failed to achieve the agreed objectives for reasons for which it is not responsible, even though it has taken the necessary and appropriate actions to achieve these objectives. If this is not evidenced, resources will not be allocated for 2022, in accordance with this Agreement of Objectives.

The continuation of the expansion programme for the years after 2023 will be decided at the latest in the course of negotiations on the continuation of the Innovation Alliance and Agreement of Objectives. The decision will be based on the overall development of the number of students and in particular the number of first-year students between 2019 and 2021. Depending on the provisions of the "Strengthening Studies and Teaching" future contract, other parameters may also be used to allocate resources.

The Agreement of Objectives shall come into force on 1 July 2019 and end on 31 December 2022 when the "Innovation Alliance for Higher Education 4.0" expires. Both sides can demand an adjustment of the Agreement for good cause.

Munich, 8 July 2019

Prof. Dr. Stefan Leible

President of the University of Bayreuth

Bernd Sibler

Bavarian Minister of State
for Education, Science and
the Arts