



Factsheet on the Bavarian Higher Education Innovation Act

Germany's most modern Higher Education Act for more agility, excellence and innovation

- **First comprehensive reform of the Bavarian Higher Education Act since 2006**
- **The novel law on higher education, research and innovation in Bavaria (Bavarian Higher Education Innovation Act – “BayHIG”) consolidates the Higher Education Act and the Higher Education Personnel Act**
- **Fitting legal innovation framework for the *Hightech Agenda Bavaria*, our campaign for large-scale investments in high-tech-related research and innovation**
- **Beginning of a new era of entrepreneurial activity at Bavarian universities and universities of applied sciences**

1. **More agility: We are reducing bureaucracy at our higher education institutions!** Instead of microcontrolling, we focus on strategic guidance. Our higher education institutions obtain significantly more freedom and flexibility in the use of their resources, e.g. simplified funding and more flexible recruitment. The new strategic instrument for that is the Innovation Fund: higher education institutions are to retain vacant resources and utilise them for participation in new state-funded programs.
2. **Trusted organisational framework: We are keeping internal governance in balance!** Our tried-and-tested and universally accepted organisational structure remains, providing legal certainty and clarity while permitting the higher education institutions to focus completely on agility, excellence and innovation. At the same time, the new clause on innovation grants our higher education institutions extensive individual options regarding their organisation.
3. **More excellence: We want the brightest minds for Bavaria!** We are delivering a state-of-the-art appointment law, adding the option of direct appointments to the well-proven recruitment process as well as introducing the possibility of excellence appointments for particularly qualified professors. This allows an even easier and faster appointment by the president or the dean. Thus, Bavaria sets new standards in Germany.
4. **Additional strength in research: We are transforming our higher education institutions into places of innovation!** Universities can authorise their professors to focus on their research predominantly or exclusively. Professors may also take research leave or sabbaticals, providing more compatibility of family and career. The transfer of knowledge and technology and research cooperation between higher education institutions will be supported specifically.
5. **A new era of entrepreneurship: We are imbuing institutions of higher education with the start-up spirit of innovation and the transfer of knowledge and technology!** The founding of companies is a task of growing importance for Bavarian higher education institutions. They

pursue this goal by taking adequate measures, facilitating access to university infrastructure and granting professors entrepreneurial leave.

6. **Strengthened transfer of knowledge and technology: We put research into action!** We promote research at our universities of applied sciences and affirm the transfer of knowledge and technology as a key task for all higher education institutions. Transfer is also confirmed as a part of our professors' official set of duties. In addition, new centres for the transfer of knowledge and technology will be developed in every region of Bavaria.
7. **Faster construction: We let universities do it themselves!** We concede our higher education institutions more independence and flexibility with regard to building, making them eligible to build facilities under their own authority.
8. **Attractive study conditions: We are listening to our students!** The new Bavarian Higher Education Innovation Act promotes the idea of institutionalised student representation by introducing the concept of a student board at state level. The Act also features guidelines for innovative teaching and further regulations that have proven to be helpful during the challenging times of the pandemic.
9. **Successful scouting of talents: We want our talents to unleash their full potential!** We offer an inspiring environment and promote young careers by intensifying the internationalisation of study programmes, the development of career centres, granting our universities of applied sciences the right to award doctorates and expanding doctorate options at our art colleges. Post-doc development positions, tenure track, junior professorships and the new young professorship at our universities of applied sciences are also part of this initiative.

In response to ever-growing national and international competition, the Bavarian Higher Education Innovation Act enables higher education institutions to offer autonomous degree programmes conducted in foreign languages, thus strengthening their international profiles considerably and adapting to a professional environment that is increasingly characterised by internationality. Foreign students enrolled in such programs may attend German language courses taught at higher education institutions in order to obtain sufficient proficiency in German.

10. **Modern understanding of higher education: Our higher education institutions set the new standard!** They are places for encounters, exchange and critical discourse. The Bavarian Higher Education Innovation Act is our answer to increasing national and international competition. We have redefined a modern mission for our higher education institutions considering key challenges such as sustainability, digitisation, gender equality, inclusion and science communication, empowering them to attend to the social, cultural, ecological and economic needs of the state and society.