

Contents

1	Introduction	1
	References	7
2	Recent Reforms in the German Higher Education System	9
	2.1 General Societal Developments as a Fundamental Trigger for Reforms	10
	2.2 Higher Education Reforms in Germany Since the Mid-1990s	14
	2.2.1 Reforms in Teaching	15
	2.2.2 Reforms in Research	17
	2.2.3 Reforms in Financing	21
	2.2.4 Reforms in Staffing Structures	23
	2.2.5 Reforms in Governance Structures	27
	References	30
3	Quantitative-Structural Configuration and Developments	39
	3.1 Quantitative Developments	41
	3.1.1 The Expansion of Higher Education and Its Theoretical Explanation	42
	3.1.2 Quantitative Development of the German Higher Education System in Terms of Students	46
	3.1.3 Quantitative Development of the German Higher Education System in Terms of Academic Staff	57
	3.2 Trends in Differentiation within the German Higher Education System	63
	3.2.1 Developments in Differentiation by Type of Higher Education Institution	65
	3.2.2 Differentiation in Terms of Ownership (Public vs. Private)	71
	3.2.3 Developments in Differentiation by Reputation	75
	3.3 Trends in the Funding of the German Higher Education System . . .	78
	3.3.1 Developments in the Extent of Financing—An International Comparison	80

3.3.2	Detailed Examination of the Development of Higher Education Funding in Germany	83
	References	91
4	Governance Structures and Their Developments	99
4.1	Governance Mechanisms and Their Properties	101
4.2	Typologies of Governance Regimes at Higher Education Institutions	108
4.2.1	The Coordination Triangle	109
4.2.2	The Governance Equalizer	111
4.3	Current Results of Governance Research	117
	References	126
5	German Higher Education Institutions as Organizations	133
5.1	General Organization Theory	136
5.1.1	Organizations and Their Elements	136
5.1.2	Neo-Institutionalist Organization Theory and Its Application to German Higher Education Institutions	141
5.2	Specific Organization Theories Relating to Higher Education Institutions	147
5.2.1	Higher Education Institutions As Loosely Coupled Organizations	148
5.2.2	Higher Education Institutions as Professional Organizations	153
5.2.3	Higher Education Institutions as Organized Anarchies	161
5.2.4	Complete Organizations, or How Specific Are Higher Education Institutions as Organizations?	167
	References	171
6	Research on Actors and Groups of Actors at Higher Education Institutions	177
6.1	Students: From University Entrance to Graduation	177
6.1.1	Motivation for Taking Up a Study Program, the Choice of Subject and the Choice of Location/Higher Education Institution in Germany	178
6.1.2	Students Who Drop Out	182
6.1.3	The Graduates	188
6.2	Academics: From Graduate to Professor	195
6.2.1	The Doctoral Phase	197
6.2.2	The Postdoc Phase	200
6.2.3	The Appointment Procedure	202
6.2.4	Selection Criteria for Appointments in Academia	205
6.3	Administrative Staff	209
	References	214

7	Equality of Opportunity in the German Higher Education System	223
7.1	Gender	224
7.1.1	Students	225
7.1.2	Academic Staff	229
7.1.3	Administrative Staff	236
7.2	Social Background	240
7.2.1	Students	240
7.2.2	Academic Staff	245
	References	250
8	Summarizing Reflections—Stability and Change in German Higher Education	257