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**Abstract**

If the university as an institution is to achieve its aims with increased effectiveness, it must modify its structures by organizing both teaching and research in a more flexible manner and also by ensuring raised standards in these two areas. This reorganization should be marked by a greater supervision and a more thorough exploitation of the teaching and research resources at the disposal of the institution. The following discussion centers on two questions: (i) the need for agreement between the university and its employees concerning their mutual obligations in terms of a regulated work contract; (ii) the creation of separate structures for teaching and research, which by relying on market mechanisms both internal and external to the university would enable the latter to tackle its educational and research tasks more efficiently and flexibly. (HRK / Abstract übernommen)