

# Diversity in action

2025 Annual Report

hsrm 



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# United in diversity

“All people are different” – and this diversity is key to our university’s success. The variety of perspectives, questions, and approaches in challenging times are valuable components that contribute to the collective success of Hochschule RheinMain – University of Applied Sciences and Arts (HSRM).

This success has quite literally been recognized: In 2025, the Stifterverband für die Deutsche Wissenschaft awarded the “Vielfalt gestalten” (“Shaping Diversity”) certificate to HSRM following successful completion of the Diversity Audit for instance. A compelling gender equality strategy led to HSRM’s selection for funding in the second round of the “Professorinnenprogramm 2030,” a program to support female professors funded jointly by the federal and state governments. It is now the only university in the state of Hesse to bear the designation of “University with a Strong Commitment to Gender Equality.” HSRM has been supporting women and girls from school through to a professorship for quite some time now with initiatives such as Girls’ Days, the Hessen-Technikum orientation program, and the aforementioned Professorinnenprogramm. HSRM also received the seal of approval of the German Association of University Professors and Lecturers (Deutscher Hochschulverband, DHV) for its fair and transparent appointment procedure.

“2025 was a year  
of diversity here at  
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variety of events.”

HSRM’s focus on diverse perspectives and exchanges is also reflected in its steadily growing internationalization – with programs such as PreStudying@HSRM and Prepare@HSRM as well as English-taught master’s degree programs. In 2025, visits by foreign delegations were as much a part of the agenda as intensification of the cooperation with international partner universities. HSRM’s international program once again comprised several summer schools and a staff week.

The facilities in the new Building L are equally diverse. They include the TeachingLearningCenter (LLZ) with its Competence & Career Center, University Sports, the Language Center, and the Institute for Continuing Professional Education. It is also the new home of the library on the Kurt-Schumacher-Ring Campus and features a variety of spaces specifically for students to study and interact, along with a new cafeteria. New student housing with an integrated daycare center is being built in the immediate vicinity, which will make for an even livelier campus.



The new System-Integrated Engineering doctoral center opened on October 1. Researchers from four universities of applied sciences will conduct joint projects here on sustainable energy and resource efficiency.

At the inaugural symposium on sustainability, researchers from all five of HSRM's faculties gathered at the Bleichstraße/Bertramstraße Campus to explore different dimensions of sustainability in four themed blocks.

With its Educational Innovation System (EIS@HSRM) project, Hochschule RheinMain – University of Applied Sciences and Arts was among the six universities in Hesse selected for funding by the Foundation for Innovation in Higher Education in its national "Teaching Architecture" call for proposals. It was allocated €5.3 million in funding for its concept to advance teaching and learning.

A cooperation agreement was signed with the Hesse Chamber of Tax Consultants for the planned dual bachelor's degree in tax law, with the first cohort due to begin in the 2026/27 winter semester.

Last but not least, we continuously updated our academic programs to prepare students for social, technological, and economic shifts while also expanding research activities in our core research areas.

2025 was a year of diversity here at HSRM – and a whole variety of events. Both helped to strengthen our university's profile. I would like to take this opportunity to express my sincere thanks to all employees who contributed to this outstanding progress with their tremendous dedication and also to our partners from industry and politics for their support and trust.

I hope you enjoy reading our annual report!

**Prof. Dr. Eva Waller**  
**President**

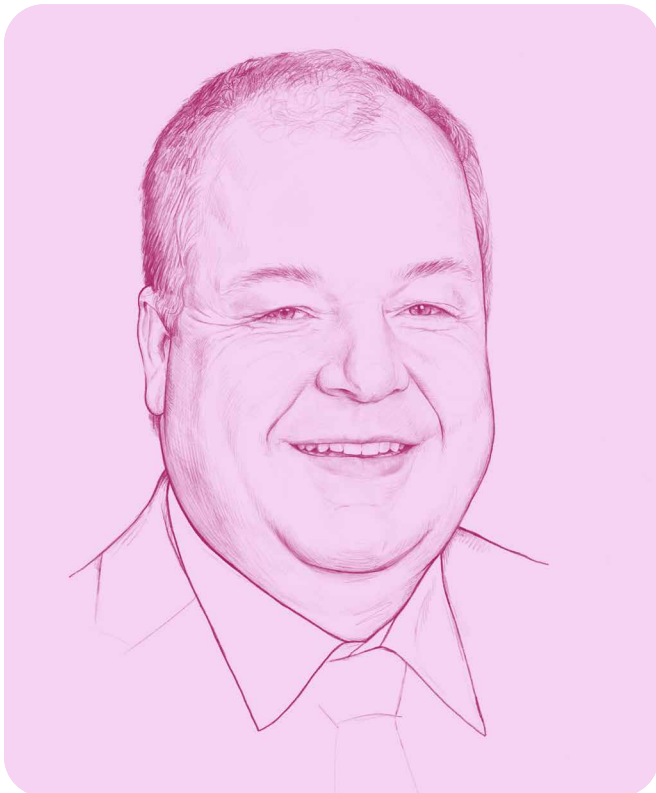


# Three questions



# Sustainability as a unifying theme across research, teaching, and university culture

Three questions for Professor Andreas Brensing,  
Vice-President for Research, Entrepreneurship and  
Science Communication



## **What were the most important developments in your areas of responsibility in 2025?**

There was one particularly good piece of news in 2025: Following a long and complicated application and review process, the System-Integrated Engineering doctoral center (PZ ING) was approved by the Hessian Ministry of Science and Research, Arts and Culture and could open on October 1. Researchers at the PZ ING will explore the topics of resource efficiency, sustainable energy supply, medical and physical engineering, and digitalized systems. PZ ING is now the fourth doctoral center at HSRM and complements the existing doctoral centers for applied computer science, mobility and logistics, and social work. Together with our four research centers (AZARE, FoRM, RITMO, and SSMT), our university offers opportunities for comprehensive academic qualification in key fields from bachelor's and master's degrees to doctoral studies. The number of professors meeting the strict criteria for membership in a doctoral center increased to 34 in 2025. This also attests to the success of the HSRM's highly dedicated researchers.

“By the end of 2025, we had managed to identify a number of important, forward-looking key points and to incorporate these into the draft budget for the coming years.”

In the summer, the federal government published its High-Tech Agenda for Germany. It details the technologies that are vital to Germany's innovative strength and long-term resilience. At the same time, it sets funding priorities for the coming years. HSRM possesses proven expertise in four of the six key technologies mentioned. Artificial intelligence, climate-neutral energy generation, and climate-neutral mobility are explored at the SSMT, AZARE, and RITMO research centers. The fields of quantum technologies and microelectronics will be combined in a single specialization at HSRM. Work began in 2025 on preparation of a proposal to request funding from the "Research Impulses" funding line of the German Research Foundation (DFG); submission is planned for 2026. The HSRM is very well positioned to support the High-Tech Agenda for Germany and to make meaningful contributions to the key technologies that benefit both society and the economy.

#### **What were the biggest challenges in 2025?**

The new Higher Education Pact between the State of Hesse and the universities in Hesse for the years 2026 to 2031 brings financial constraints that will affect all areas of HSRM. In 2025, we began planning how we intend to organize research, entrepreneurship, and science communication with the reduced budget, in line with our research and transfer strategy for the coming years. By the end of 2025, we had managed to identify a number of important, forward-looking points and to incorporate these into the draft budget for the coming years.

These include the continuation of internal research funding as well as the university's program for mid-level academic staff. Particularly with regard to the latter, it was important to reassure early-career researchers already supported through this program about the funding of their positions. HSRM will be able to continue contributing to promising research projects with its own scientific staff. We moreover plan to provide central support to apply for and implement research projects according to changed requirements and to adjust and digitalize these in line with the new research structures at HSRM. HSRM established a corresponding procedure in 2025 accordingly.

#### **What were you particularly pleased about in 2025?**

For me, definitely approval of the System-Integrated Engineering doctoral center. Countless committed individuals were involved in this process over a period of many years. Which is why I am all the more pleased that this intensive work has now successfully been completed.

In the second half of the year, HSRM was particularly successful in securing third-party funded projects. These included two within the Horizon Europe program and one within the HAW-ForschungsPraxis initiative. The successful grant applications submitted by newly appointed professors are particularly worthy of note. The university's appointment policy in recent years, coupled with efforts to expand the research environment of newly appointed professors, is beginning to pay real dividends.

We celebrated a notable success in the field of entrepreneurship: In 2025, HSRM rose to the upper middle tier of Stifterverband's Gründungsradar ranking, which measures entrepreneurial activity at higher education institutions in Germany. What is more, it was highlighted as the institution with the steepest growth trajectory.

Towards the end of the year, we secured funding to strengthen structures that will enable a more targeted transfer of research results into spin-offs, partnerships with industry and practice-oriented institutions, patents, and professional development programs. HSRM thus continues to reinforce its position as a competent partner for business and society.

Beyond all the successes both big and small, it was above all the many pleasant personal encounters and conversations that I appreciated the most in 2025.

# A competent partner for business and society

Three questions for Professor Christian Schachtner,  
Vice-President for Academic Affairs and Sustainability

## What were the most important developments in your areas of responsibility in 2025?

In 2025, personnel and structural changes took center stage: A change in leadership, coupled with restructuring of the faculty, led to adjustments in the allocation of responsibilities. The topic of sustainability was integrated into the university's structures and international affairs will in future be handled entirely by the operational services for international students.

There were also pleasing developments in the number of enrollments, with increases in all faculties for the 2025/26 winter semester. Overall, the number of students grew for the first time since the outbreak of the COVID-19 pandemic in 2020, up 20 percent. Particularly the Wiesbaden Business School and the Faculty of Applied Social Sciences benefited from this development. This mirrors the national trend: Comparative data shows average growth of around two percent at universities of applied sciences, with a decline in enrollments at universities. This development underscores the continued importance of universities of applied sciences within the higher education landscape thanks to their practice-oriented programs and strong regional anchoring. HSRM experienced above-average growth compared with both the national and Hessian averages.

Artificial intelligence (AI) remains a key focus of studies and teaching. We were able to further expand our AI infrastructure with funding from a state-funded program and to at

the same time provide targeted support for existing and new initiatives of faculty members. We aim to further integrate AI into teaching in ways that will support the learning process. For the first time, we also set ourselves the goal of digital sovereignty: Through development projects, we are laying the foundations to reduce our long-term dependence on commercial providers of large language models based outside Europe and establish an independent development environment for small language models.

In the field of sustainability, we primarily focused on preparing the Sustainability Office to continue its work from 2026 and implement the university's sustainability strategy. We structured activities and grouped them into thematic clusters. The aim is to further integrate the topic of sustainability into academic programs and extracurricular activities, while continuing to support university-wide sustainability projects. To enhance the effectiveness of these measures, a concept is currently being developed to ensure their long-term implementation. This includes additional support for university-wide working groups on sustainability in operational processes.

## What were the biggest challenges in 2025?

The financial situation and unresolved questions relating to the Hessian Higher Education Pact remain the biggest challenges. Given the limited financial resources, maintaining high-quality degree programs while continuing to develop studies, teaching, and sustainability remains a central task.

HSRM's positioning as a campus-based university was also the subject of intense debate in 2025. We plan to introduce a systematic evaluation framework in 2026 to assess how diverse formats such as blended learning, part-time options, and modular programs can be incorporated into degree programs and new target groups reached.



## “Artificial intelligence remains a key focus of studies and teaching.”

The large number of submissions and their high quality reflect the great commitment of our teaching staff and their efforts to improve and demonstrate good teaching.

Inauguration of the new Building L was also cause for celebration: The new facilities on the Kurt-Schumacher-Ring Campus offer students a pleasant space with diverse possibilities for studying and social interaction. They considerably enhance the quality of life on campus.

In the area of sustainability, we successfully expanded our annual Green Day into a multi-day event, the “Sustainable Future Days,” with a wide range of activities across all faculties. It was particularly pleasing to see how firmly sustainability has been established as a unifying theme across research, teaching, and university culture. The HSRM symposium on sustainability as identity (“Identität Nachhaltigkeit”) and the sustainability reporting event (“Zukunftstag Nachhaltigkeitsberichterstattung”) clearly showed that sustainability is not just a strategic goal at HSRM. Rather it is a guiding principle that is actively lived.

The high level of participation across all faculties confirms that our university community supports this shared approach.

Another milestone was the university’s selection for the “Teaching Architecture” program of the Foundation for Innovation in Higher Education. The HSRM secured €5.3 million in funding for its concept to establish an educational innovation system (EIS@HSRM) to advance teaching and learning at the university. We hope that this project will systematically identify and trial effective concepts and ensure their long-term integration into the university’s regulatory and administrative processes.

This will enable innovations to have a lasting effect, rather than just a one-off impact. At the same time, we expect the project to foster collaboration between teaching staff and students and to enhance the transferability of successful models, thereby enhancing the quality, flexibility, and long-term sustainability of our teaching.

We also saw encouraging progress in the field of AI: Preliminary steps to establish teaching and research communities met with great interest. This enabled us to network and exchange ideas. Our aim for 2026 is to establish a regular, systematic dialog.

The evaluation of the accreditation cycle developed as part of system accreditation was also a topic of much debate in 2025. It became clear that while the existing processes are generally sound, targeted improvements are required in certain areas.

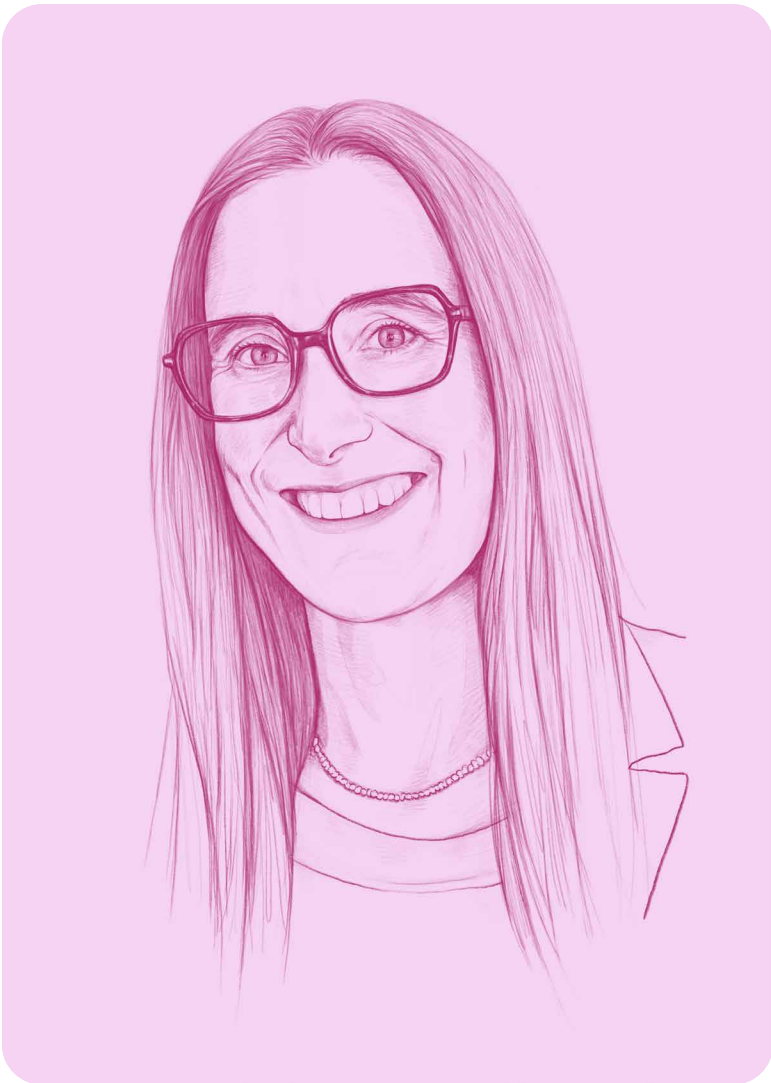
Effectively engaging and involving the student body remains an ongoing challenge. Although individual university initiatives and formats are well received, their reach is not yet sufficiently broad to have a wider impact across the university. Hence we will continue to prioritize establishing suitable communication channels and pooling relevant information. At the same time, we are striving to empower students to get involved and enable more reliable participation so that initiatives are not only developed but also used consistently and supported in the long term.

### What were you particularly pleased about in 2025?

The prizes for good teaching were a highlight for me. In 2025, prizes were conferred to Professor Abiola Sarnecki and Professor Jürgen Telke from the Wiesbaden Business School in the open category and to Professor Florin Kerle from the Faculty of Applied Social Sciences in the sustainability category.

# A vibrant place for encounters

Three questions for Dr. Tina Klug,  
Vice-President for Finance and Administration



### **What were the most important developments in your areas of responsibility in 2025?**

2025 was a year of extensive structural, digital, and construction-related development in my areas of responsibility. One key issue was further digitalization of our administrative processes, for example. This included the introduction of electronic time tracking with the PLANO tool in addition to the continued roll-out of MathPlan's digital class and exam timetabling tool across all faculties. These both helped to make processes significantly more transparent and efficient. Shortly before the end of the year, the Construction and Facility Management division and Campus Services introduced a ticketing system with which we aim to systematically manage our processes, optimize collaboration, and further improve our overall service quality. These are just three examples of the ongoing digitalization within university administration.

The grand opening of the new Building L on the Kurt-Schumacher-Ring Campus was also a major highlight. With its library, lecture hall, seminar rooms, study areas, and co-working spaces, the Think café, and the Teaching Learning Center (LLZ), modern facilities have been created here that allow space for a whole variety of teaching, learning, and interaction formats. They also reinforce the diversity that is actively lived at our university.

In the area of occupational health management, a comprehensive risk assessment of psychological stress was conducted for the first time in 2025. The very high participation rate shows just how relevant this topic is for our university and how diverse the perspectives are that this process brought to light.

### **What were the biggest challenges in 2025?**

The biggest challenge was undoubtedly the new Hessian Higher Education Pact and its implications for Hochschule RheinMain – University of Applied Sciences and Arts in the coming years. While it will allow us to plan through to 2031, it will mean significant financial cuts at the university. Above all, the rising personnel and operating costs combined with only modest budget increases present us with major structural challenges.

One consequence was the launch of a university-wide consolidation process. Not only financial management is called for, but also a sensitive approach to addressing the concerns, expectations, and perspectives of our staff. I am very grateful for the outstanding commitment of all areas of the university. We made the strategic decision to review the consolidation potential within all central service units and faculties. In my opinion, this is a better – albeit more difficult – approach than blanket cuts. I would like to stress the

tremendous readiness I perceived throughout the entire university to take responsibility together for ensuring the long-term resilience and future readiness of HSRM. This is by no means a given and deserves the according recognition!

**“I am very grateful for the outstanding commitment of all areas of the university.”**

One further challenge lay in developing a new model for allocating funds within our university. The aim is to align the allocation of our increasingly limited resources even more closely with the strategic aims of both the university and the federal state.

### **What were you particularly pleased about in 2025?**

I was particularly pleased about opening of the new café on the Unter den Eichen Campus. After quite some time, there is now once again a vibrant meeting place for students and staff where people of all backgrounds and perspectives can come together and experience diversity. It is truly wonderful.

With the introduction of parking management, an important project for the further development of our campuses was implemented with a great deal of commitment from the responsible departments. As part of our university's mobility management, it contributes significantly to the transparent, fair, and sustainable use of the limited available space, thereby establishing a sound basis for future campus development. In doing so, HSRM makes an important contribution to the Hessian state government's transport and climate policy goals.

Beyond these projects, I am impressed by the many examples, both large and small, of solidarity, responsibility, and commitment during the consolidation process. Despite the difficult financial situation, I witnessed a remarkable willingness to actively help shape developments in 2025. My sincere thanks to all members of our university who contribute every single day to both smooth daily operations and our future resilience with their ideas and dedication.

# A closer look





# Diversity in action

## Diversity at HSRM

On February 5, 2025, the Stifterverband für die Deutsche Wissenschaft awarded Hochschule RheinMain – University of Applied Sciences and Arts its “Vielfalt gestalten” diversity certificate in Berlin.

This certificate attests that the university sees the diversity of its students and staff as an opportunity and has found ways to leverage this potential. Whether studying part-time, with a migration background, or from a non-academic family, all students should have the chance to participate in education. It is equally important to promote diversity among university employees – both academic and administrative staff.

### **Equal opportunity starts at school**

With its talent scouting program, HSRM already promotes equal opportunity at school. The program aims to help students from non-academic families recognize and develop their potential. The individual biography of each young person is viewed as a valuable resource and their achievements are always seen within the context of their respective personal circumstances.

HSRM recognizes different educational backgrounds and works to combat inequality in education and class-based discrimination through its partnership with ArbeiterKind ([www.arbeiterkind.de](http://www.arbeiterkind.de)). The Time4ING program grants students additional time to complete their studies. Program participants are also offered complementary learning opportunities, individual coaching, and up to two additional semesters of BAföG funding. International students are prepared for their studies at HSRM through the Succeed@HSRM preparatory programs.

### **Against racism and for a university community based on solidarity**

Hochschule RheinMain – University of Applied Sciences and Arts is a liberal institution committed to combating racism. Students from the bachelor's degree in social work offered by the Faculty of Applied Social Sciences developed an anti-racism brochure to raise awareness of this issue among all members of the university and to promote a university community based on solidarity.

During the two-year audit leading up to certification, students, academic staff, and administrative employees worked together to develop the strategy, structure, and culture of the university's diversity initiatives. They developed a shared understanding of diversity and its future structural integration at HSRM and defined three areas of action, each with preliminary goals. These relate to studies and teaching, staff working conditions, communication, and organizational processes.





Kathrin Peltz, Prof. Dr. Abiola Sarnecki, and Prof. Dr. Eva Waller from HSRM with Dr. Volker Meyer-Guckel, Secretary General of the Stifterverband für die Deutsche Wissenschaft

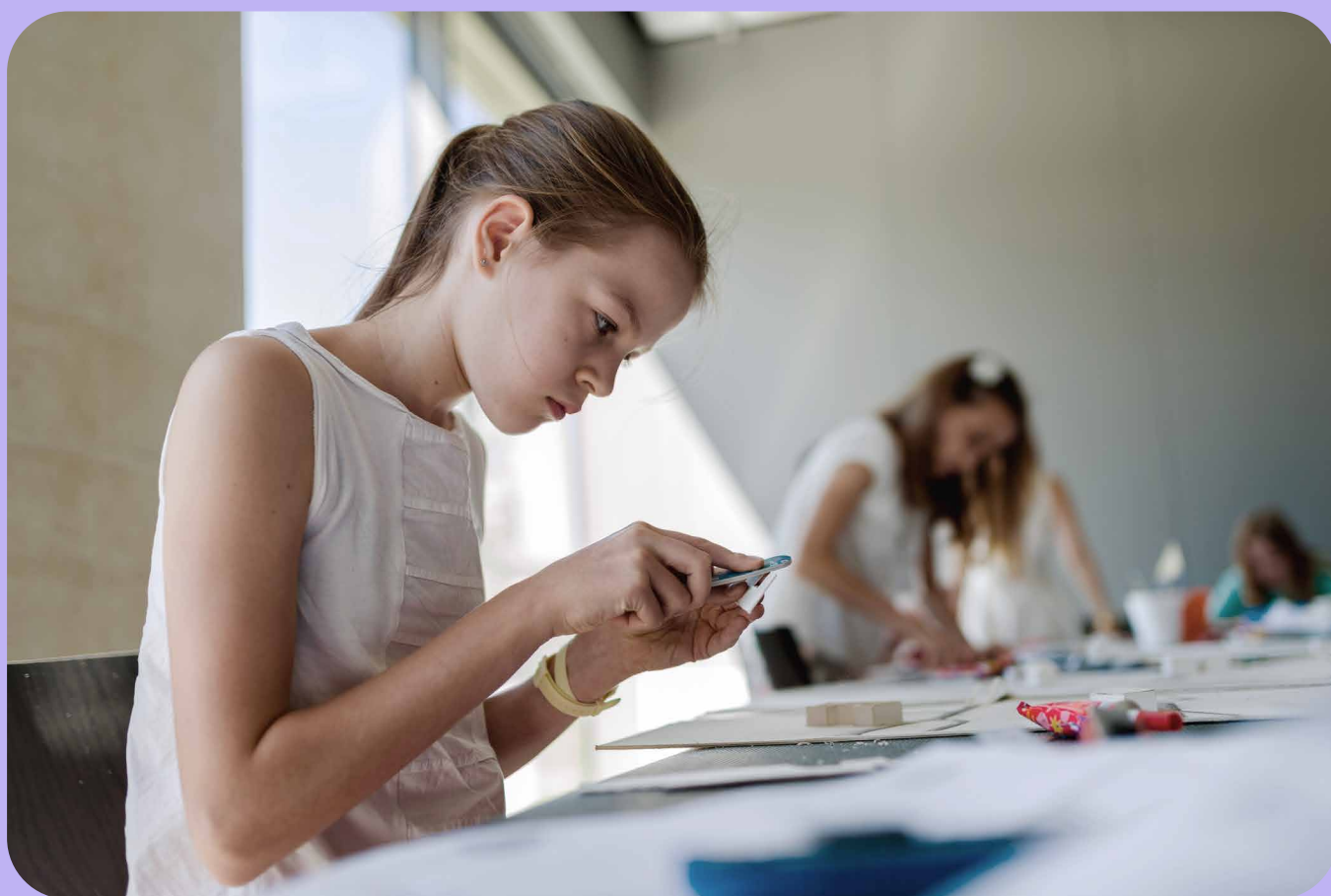
### **Transparency, participation, and respectful interaction**

With its new protection and intervention concept and the newly established Central Anti-Discrimination Office (ZAS), Hochschule RheinMain – University of Applied Sciences and Arts now has a transparent procedure and a central contact and coordination office for the confidential handling of cases of discrimination. The two-stage procedure, which can involve anything from an amicable resolution to an official complaint procedure, is designed to foster transparency, participation, and respectful interaction. The consideration of diversity as a potential asset that should be fostered within teams has been incorporated into the staff development guidelines.

All members of the university are able to contact our Diversity Officer and contact for anti-discrimination and anti-Semitism, Prof. Dr. Abiola Sarnecki, at any time. Together with her team, she provides support in cases of experienced or observed discrimination and runs events and workshops on various dimensions of diversity.

# Gender equality in practice

Supporting young women from  
high school through university to  
a professorship



Gender equality is an important concern of Hochschule RheinMain – University of Applied Sciences and Arts (HSRM): The university implements comprehensive measures, including already working with female high school students, offering guidance to female high school graduates, empowering female students through mentoring, and actively supporting women in academia on their path to a professorship.

HSRM is actively working to improve gender equality in academia, particularly in STEM disciplines. Support already begins at a young age: A total of 84 schoolgirls gained hands-on insights into the Faculty of Engineering and the Faculty of Architecture and Civil Engineering during Girls' Day. They built solar-powered cars, soldered their own mini LED dice, and observed microorganisms under a microscope in workshops.

With practice-oriented programs, mentoring networks, and structural funding, HSRM is actively working to improve gender equality in academia, particularly in STEM disciplines. Support already begins at a young age: A total of 84 schoolgirls gained hands-on insights into the Faculty of Engineering and the Faculty of Architecture and Civil Engineering during Girls' Day. They built solar-powered cars, soldered their own mini LED dice, and observed microorganisms under a microscope in workshops.

### **Guidance after high school**

Another initiative designed to build the interest and self-confidence of young women in STEM careers and degree programs is the Hessen-Technikum. It is aimed at female students who have obtained their higher education entrance qualification (Abitur, Fachhochschulreife) or completed at least the academic part of the Fachhochschulreife by the start of the program. Participants in this six-month orientation program can study for a trial period and gain insights into partner companies during two internships.

### **Support during studies**

ProCareer.MINT is a mentoring program of Mentoring Hessen that specifically supports female students in STEM degree programs at universities in Hesse as they transition into professional practice. They are offered structured mentoring with experienced women from academia, business, and public administration over the course of one year. In 2025, 144 women participated in the program, including eight students from HSRM. Supported jointly by universities and companies in Hesse and the Hessian Ministry of Science and Research, Arts and Culture, the project combines mentoring, training, and networking to support female students in their transition into research and professional careers.

### **Support for female early-career researchers**

Female academics or lateral entrants from industry can learn about the requirements for appointments at universities of applied sciences during events of the "Karriere HAW Prof.in – Wege in die Wissenschaft" career development program.

Events are offered jointly by Mainz University of Applied Sciences, HSRM, the Catholic University of Applied Sciences Mainz, Bingen University of Applied Sciences, and Johannes Gutenberg University Mainz. Interested participants can discuss their eligibility for appointment with female professors and experts, pathways to a professorship, and application documents during formats such as lunch-time talks, discussion panels, and profile reviews.

At the same time, HSRM is implementing structural measures to increase the proportion of women in academia: In the second selection round of the Professorinnen-programm 2030, HSRM's compelling gender equality concept led to it being selected for funding. It was also the only university in Hesse to be awarded the designation of "University Highly Committed to Gender Equality".

### **Start-up support and networking**

As part of the "EXIST-Women" program, HSRM's RheinMain StartUpLabs and the Gründungsfabrik Rheingau supported ten women on their journey to starting a business. The program offers participants a three-month scholarship and €2,000 in funding as well as workshops and coaching on launching a business.

HSRM events such as the Ladies Talk of the Faculty of Engineering or the FLINTA\* Lunch in Wiesbaden offer female students, staff, and professors opportunities to network and exchange.

# Contributing to society

Actively living diversity in research  
and teaching

Whether the mobility choices of young people, feminist design, or inclusive museums, diversity shaped research and teaching in all five faculties at Hochschule RheinMain – University of Applied Sciences and Arts (HSRM) in 2025. These examples demonstrate how diversity helps to refine research questions, bring disciplines together, and lead to solutions that benefit society.

The mobility decisions of young people and their subjective sense of safety naturally depend on the infrastructure available to them. Social aspects – or the social identity of young people – often receive less attention, however. Yet it is precisely these factors (gender and gender identity, age, native language, and physical and mental abilities) that researchers from the Faculty of Architecture and Civil Engineering honed in on during their project “Subjektive Sicherheit & urbaner Raum: Mobilitätsentscheidungen junger Menschen” (SuSi). With their research findings, they support a gender-sensitive transport policy and help to make mobility more equitable and accessible.

## **Lecture series brings designers together**

The Faculty of Design Computer Science Media offered a lecture series on achieving a more just society. Entitled “DESIGN=FEMINISM”, the event brought together participants who view design within its broader social and cultural contexts. In summer 2025, speakers included a Hamburg-based curator critical of the marginalization of women within her own institution as well as a German-Korean filmmaker who explores Germany's invisible migration history through the story of her own mother. A queer-feminist designer, author, and activist who uses design as a tool of resistance was also among the speakers, as was a Berlin-based duo whose book “Design als Haltung” (“Design as an Attitude”) outlines a vision of social design beyond the service-oriented mindset.



### **Diverse topics at the new doctoral center**

Diversity is also a hallmark of the new doctoral center for system-integrated engineering, which involves professors from the fields of civil engineering, electrical engineering and information technology, geomatics, engineering, physical engineering, and mechanical engineering. This joint facility of Hochschule RheinMain – University of Applied Sciences and Arts, Frankfurt University of Applied Sciences, Fulda University of Applied Sciences, and Technische Hochschule Mittelhessen opened in October 2025 and will enable engineering graduates to pursue doctoral studies in their respective discipline at universities of applied sciences in Hesse in the future.

Meanwhile, in the Faculty of Applied Social Sciences, students of the bachelor's program in social work spent two semesters exploring how museums can become inclusive, participatory spaces that also appeal to groups that previously had only few opportunities for cultural participation. The students worked with the Stadtmuseum am Markt (sam) and began by examining concepts and analyzing social and educational spaces as well as the cultural offers of museums in Wiesbaden before developing various ideas on this topic.

The outcome was four approaches that address the diverse cultural interests of target groups that previously had little contact with museums while also taking the museum's perspective into account.

### **Conference encourages exchange of international perspectives**

In summer 2025, the 29th International Symposium on Logistics brought diverse international perspectives together at Wiesbaden Business School. It offered the around 90 experts from over 30 countries a forum at HSRM for discussing current research questions and practical solutions relating to logistics and sustainable supply chains. The session topics reflected the diversity in the current logistics research, ranging from circularity in the supply chains in various industries through the role of digital technologies in fostering sustainability and transparency to the resilience and innovative capacity of global supply chains.



Participants in the International Summer School in Media Management

## Internationalization means diversity – and HSRM lives this

Hochschule RheinMain – University of Applied Sciences and Arts (HSRM) opens doors, connects people, and builds bridges. In 2025, a whole series of concrete steps both in Germany and abroad significantly boosted internationalization at Hochschule RheinMain – University of Applied Sciences and Arts. Internationalization means diversity through people of different backgrounds with individual experiences and perspectives that enrich life on campus.

“The diverse summer schools offered by the faculties were in high demand, bringing young people and a wide range of perspectives to HSRM.”

A delegation led by President Prof. Dr. Eva Waller traveled to Japan and South Korea. Existing partnerships were strengthened and new contacts were established during the trip with the goal of intensifying cooperation with Asian partner universities – more mobility, more exchanges, more collaborative projects.

#### **English-language master's degrees**

Diversity continues to grow on campus. Over the past year, the university developed several English-language master's programs that are set to launch in the 2026/27 winter semester. This is a major milestone for HSRM, as English-language programs open the university to students from around the world and boost its international visibility. Today, around 14 percent of HSRM students are already international students and hail from around 100 different countries.

#### **Preparation program for international students**

In parallel, HSRM now also offers targeted preparation: Prepare@HSRM and PreStudyING@HSRM get prospective international students up to speed for their studies and at the same time explore new channels for international recruitment. Prepare@HSRM is designed for international students who already hold a higher education entrance qualification for direct admission. Ten scholarships are available per course for refugees. PreStudyING@HSRM is for those interested in engineering and science programs whose admission documents do not qualify them for direct admission; it essentially serves as an alternative to a Studienkolleg (preparatory course). Both programs got off to a successful start: In the 2025/26 winter semester, 29 students began Prepare@HSRM while 26 students started the PreStudyING@HSRM program. Most of the participants were from Afghanistan, Iran, Kenya, Morocco, Syria, Turkey, and Ukraine.

#### **On-campus networking**

In addition to the structured programs, HSRM's buddy program was once again a success in 2025: With the help of their tandem partner, students from around the world quickly found their bearings and made new friends. The diverse summer schools offered by the faculties were in high demand, bringing young people and a wide range of perspectives to HSRM.

#### **Diversity in action**

There were also countless opportunities for students and university staff to gain international experience – through semesters abroad, international excursions, and the Staff Weeks. These formats foster academic and intercultural competencies in equal measure. A great many students and visiting staff also came from abroad to spend time at HSRM.

With its activities, HSRM sends a clear message, namely that internationalization is not an end in itself. It is diversity in action and enriches teaching, research, and life on campus.





# Highlights of 2025



# Knowledge transfer, networking, and international and local projects

The Faculty of Architecture and Civil Engineering was involved in countless interdisciplinary and practice-oriented projects in 2025. The focus was on knowledge transfer, networking, and sustainability.

One visible result of interdisciplinary collaboration is the "Climate-Friendly Construction" summer school that emerged from a cooperative project between the Faculty of Architecture and Civil Engineering, the Faculty of Applied Social Sciences, and the Teaching Learning Center (LLZ). Thirty students from nine countries designed and built an outdoor seminar room. During practical workshops, they learned how to work with various sustainable building materials, tools, and construction methods.

The faculty also participated in the HERILAND Blended Intensive Programme 2025, expanding its international network even further. Five students from the Architectural Heritage Conservation program participated in the workshops at the University of Antwerp. The program seeks to empower future young professionals to manage diverse cultural landscapes sustainably and to familiarize themselves with new tools in the field.

The new interdisciplinary System-Integrated Engineering doctoral center in which several universities and faculties are participating also has an interdisciplinary focus; Prof. Dr.-Ing. Leander Bathon and Prof. Dr. Arne Arns are involved on behalf of the faculty.

The faculty attended a number of networking and knowledge transfer events. In March 2025, alumni, students, and industry professionals met in Wiesbaden for the Wiesbadener Baubetriebsabend, a networking event for the construction industry. Students of the Architecture | Building Revitalization and Transformation master's degree program developed architectural concepts for a new rehearsal and meeting place in Wiesbaden for the Hessian State Ballet. Their work was exhibited at Loftwerk Wiesbaden.



And in November 2025, HSRM hosted the constituent meeting of the external advisory board of the Rhine-Main Institute for Transformative Sciences in Mobility and Logistics (RITMO). This committee brings together representatives from research, politics, business, and local authorities.

Another highlight was the annual meeting of the network of UNESCO Chairs in Germany that was organized by the UNESCO Chair on Historic Urban Landscapes and Cultural Heritage Impact Assessment in October. The faculty also demonstrated its commitment at the local level: Staff renovated the school library at the Goethe School in Wiesbaden-Biebrich as part of the "Wiesbaden Engagiert" volunteering scheme. This project shows how the university actively contributes to life in Wiesbaden.

# A year of diversity: highlights from teaching and research

A variety of special events were among the highlights of 2025 for the Faculty of Design Computer Science Media. These included the International Summer School in Media Management with participants from countries such as Singapore, South Africa, South Korea, and the U.S.

The art installation “UNTITLED” at the heart of Wiesbaden on the International Day of No Prostitution was another highlight and served as a space for reflection on violence against women. The faculty also hosted academic conferences such as the 18th Mobile Media Forum.

At the same time, the diverse special courses that take place within the faculty every day should not be overlooked: the diversity of routine yet meaningful interactions between students, as well as between students, faculty and staff, are equally important. The diversity of unique moments during students' studies. The diversity of subjects and topics, especially within the interdisciplinary Faculty of Design Computer Science Media. The diversity of commitment shown by faculty members. The diversity of degrees that the faculty offers – from bachelor's and master's degrees to doctoral studies.

The diversity of projects, research activities, and research findings. The diversity of modern equipment in our workshops: from virtual reality technology to film and sound studios.

The faculty's consistently high student numbers over many years indicate that this diversity is appreciated. The academic publications, successful doctoral dissertations, and the prizes and awards that the faculty has received reflect its strong performance and broad range of achievements. With opening of the revamped library on the Unter den Eichen Campus, a special, beautifully designed space is now available to the faculty for a variety of purposes, including meetings, group work, and individual study.



# Internationalization, new degree programs, and diverse events

The Faculty of Engineering continued its internationalization efforts in 2025: The new Pre-StudyING@HSRM program launched with over 30 first-year students from countries such as Iran, Kenya, Morocco, and Ukraine. They are being prepared for their studies at Hochschule RheinMain – University of Applied Sciences and Arts through a variety of courses.

Opportunities for future cooperation were discussed with a high-level delegation from Indonesia that visited the Rüsselsheim Campus. In addition, the “Plastics – Boon and Bane” international summer school took place in August. Around 20 international students explored the benefits and risks of plastics through a variety of teaching formats and field trips. Four English-language master’s degree programs are currently in the accreditation process.

A variety of events were held at the Rüsselsheim Campus over the course of the year: ESA reserve astronaut Amelie Schoenenwald spoke about her career during the AstroNoon event, which was organized in collaboration

with the Immanuel Kant School in Rüsselsheim, the European Space Education Resource Office (ESERO), and Sternfreunde Rüsselsheim e. V. amateur astronomy association. Nobel Prize-winning physicist Prof. Dr. Reinhard Genzel gave a lecture on black holes. Current research topics were presented during the monthly “Lunchtalks” at AZARE research center. And on Engineering Night, interested visitors were able to learn more about the faculty during lectures, lab tours, and a program of activities.

The faculty has partnered with the city of Rüsselsheim am Main to promote intergenerational learning through the GenerationenUNI program. This enables senior citizens to take part in university courses. Together with the Max Planck School in Rüsselsheim, the faculty ran a STEM camp on solar energy during which students built a solar-powered smartphone charger.

The System-Integrated Engineering doctoral center opened on October 1. From now on, students are able to pursue doctoral studies directly within the faculty. At the same time, the faculty is restructuring its bachelor’s degrees: several existing programs are being combined into a degree program in applied engineering with a wide range of specialization options.

The Rüsselsheim Campus also offered a variety of opportunities beyond its academic programs: Scuderia Mensa and RheinVolt Motorsport celebrated fantastic successes at student racing events. The new beer garden and the renovated library offer spaces for learning and relaxation. The newly established MakerSpace is another valuable addition. Students and staff can use the materials and tools provided here to work on technical projects under expert guidance.



# Working together to actively shape diversity



For the Faculty of Applied Social Sciences, 2025 was a year of professional positioning, social responsibility, and lived diversity. At the start of the year, faculty members contributed their views to the social discourse on migration. These were widely reported in the media and helped to bring social aspects to the fore.

One particular highlight for the faculty was the methods festival ("Methoden-festival Demokratie in der Sozialen Arbeit") organized by the Wiesbaden Institute for Methods of Social Work (wims). This event focused on the participation of communities in shaping social environments and linked social work methods with current sociopolitical issues.

The RheinMain Research Center for Professionalism in Social Work (FoRM) examined diversity from an international and theoretical perspective during a research day and explored the challenges for social work and humanitarian aid in light of weakening of the multilateral, rules-based world order. A symposium on neutrality in child and youth welfare ("Neutral war gestalten – wie politisch muss die Kinder- und Jugendhilfe heute sein?") provided an additional perspective and demonstrated how political education and empowerment help draw attention to different life situations and reinforce diversity as a resource for democratic coexistence.

Through its participation in international research projects, the Faculty of Applied Social Sciences underscored its commitment not only to addressing diversity, but also to actively shaping and developing it further.

Overall, it became clear that the Faculty of Applied Social Sciences advocates a liberal, reflective, and socially committed approach to social work. Diversity is understood as a strength – in teaching, research, and knowledge transfer as well as in the dialog with society and professional practice.

# Diversity in teaching, research, and society



2025 was a year of diversity in action at Wiesbaden Business School. International perspectives, social responsibility, and a variety of academic programs shaped everyday life.

The third International Seminars Week in June was one highlight. Faculty staff and guests from around the world discussed topics such as digitalization, artificial intelligence, and marketing. Various co-teaching workshops and an accompanying cultural program provided opportunities for intercultural learning and networking.

This was followed in July by the 29th International Symposium on Logistics, with around 90 participants from over 30 countries. Circularity in supply chains, sustainable logistics, and resilient value chains formed the focus. Specialized lectures, workshops, and field trips linked theory and practice.

International diversity was also tangible in everyday academic life: Around 60 students from a variety of countries spent a semester at the business school. They deepened their understanding of diversity in courses, while brown bag seminars with researchers from Brazil and Thailand enriched the exchange for the first time.

Diversity also means solidarity. Events on the situation at Ukrainian universities showed how academic life continues under wartime conditions. In this context, the annual conference of the German-Ukrainian Lawyers' Association (DUJv) also took place at the business school.

The first university-wide symposium on sustainability as identity offered interdisciplinary perspectives in November. It was complemented by the international training school of the COST Action "BetterCare" project, which brought different disciplines and cultural backgrounds together to improve safety in home care.

The planned dual bachelor's program in tax law added further diversity to our academic offerings: In future, students will be able to complete practical training in companies alongside their academic studies. Diversity was clearly lived in teaching, research, and everyday university life at the Wiesbaden Business School in 2025.

# Farewells, consolidation, and setting the future course

In 2025, the University Council of Hochschule RheinMain – University of Applied Sciences and Arts (HSRM) was able to support and actively shape a whole variety of innovations at HSRM. In spring, a farewell ceremony was held for Prof. Dr. Christiane Jost after four terms as Vice-President for Academic and International Affairs at HSRM. Prof. Dr. Ursula Walkenhorst, Chair of the University Council, acknowledged Professor Jost's career with a lecture on the social significance of individuals who have been emancipated and made reflective through education. Countless representatives from academia, administration, politics, and the student body attended the event and also had the opportunity to express personal words of thanks.

The University Council toured the new Building L on the Kurt-Schumacher-Ring Campus. The modern facilities and new teaching and learning spaces were highlighted as an important contribution to supporting a contemporary learning culture.

The new Higher Education Pact presents major challenges for HSRM. Hence the negotiations on this pact and the subsequent consolidation process formed the focus of the University Council's work in 2025. The Hessian university councils met with the Hessian Minister for Science and Research, Art, and Culture, Timon Gremmels, in Kassel to discuss the implications of the Higher Education Pact, possible support, and the situation of Hessian universities.

Preparations for the election of a new university president in 2026 already began in 2025. Four members of the University Council participated in the selection committee, which is chaired by Prof. Dr. Walkenhorst. This committee works with clear criteria to ensure a transparent and forward-looking selection process.



# Time tracking, parking fees, and consolidation

HSRM's All-Campus Staff Council addressed a variety of challenges in 2025. With the introduction of the new time tracking system, parking management, and an in-depth review of desk sharing and AI systems, the focus was on countless key issues that affect the diverse living and working situations of the university's employees. The All-Campus Staff Council consistently advocated for practical and socially balanced solutions as well as sufficient training and information.

In the second half of the year, we turned our attention to the new Higher Education Pact, which will make financial cuts and consolidation measures necessary.

Here, too, we aimed to ensure employees' interests are taken into account in decision-making processes in a transparent, constructive, and responsible manner.

The All-Campus Staff Council also addressed other issues, such as the staff appointment process and the risk assessment for psychological stress, and redesigned its internal newsletter. We were once again involved in IT-related matters, such as software roll-outs, pilot schemes, and IT security issues.

At the end of the year, two council members stepped down and began their well-deserved retirement. They were replaced promptly, ensuring that the All-Campus Staff Council remained at full strength and could continue to represent the interests of all employees with the utmost dedication.

Looking ahead to the coming year, we are preparing for the upcoming collective bargaining negotiations and expect an outcome that recognizes the performance and dedication of all employees.



# Rallies, podcasts, and a creative summer

For AStA, 2025 was a year full of pilot projects, challenges, and great commitment. We were actively involved in countless areas, representing students' interests, conceiving new programs, and improving existing structures. Our work in the areas of political education, cultural events, and recreational opportunities on campus was particularly successful.

We intensified our political education work at the start of the year, in the run-up to the German federal election. We launched a podcast (available via Spotify) of discussions with party representatives. For us, this was a pilot project and an exciting challenge. At the same time, we gained new skills and perspectives on how AStA can remain relevant and keep pace with the times. The concept of the "Kreuzweise – zwischen Hörsaal und Wahlurne" podcast could be expanded to also include other topics.

The Higher Education Pact became the subject of intense debate in the months that followed. We informed on negotiations, potential changes, and risks, and participated in various "No Cuts" rallies to draw attention to the consequences for students.

Although the outcome was sobering and the Higher Education Pact will involve cuts and unpalatable compromises, we are glad that we supported this movement.

In the summer, we organized the Creative Summer at the Unter den Eichen Campus together with the Student Committee of the Faculty of Design Computer Science Media. There were live music, drinks, and opportunities to cool off and socialize with other students. At the start of the winter semester, a new student cafeteria opened in Kurt's Garden at the Kurt-Schumacher-Ring Campus. This social space offers drinks at affordable prices in addition to the dining hall and cafeteria in the newly opened Building L.



A pub quiz was held here during Orientation Week in cooperation with Kurt's Garden, further establishing these new venues as places for students to come together.

As enrollment numbers at HSRM continue to rise, this year's Orientation Week included an especially large number of first-year students. In both semesters, the goodie bags for first-year students were filled with items from our countless sponsors. These were gratefully received during the welcome event at the Schlachthof. Other major events included the grand semester opening parties in the summer and winter during which more than €2,500 were raised for an animal shelter in Wiesbaden and a project to help young people in need.

We would like to thank everyone who supported our work, especially all of the students, and look forward to 2026. We aim to build on this year's successes and hope to continue representing the student body in all areas of interest and to offer an ever-expanding range of appealing and inclusive activities for all students.

# Facts and figures





# HSRM in figures

Status: 7 Nov 2025

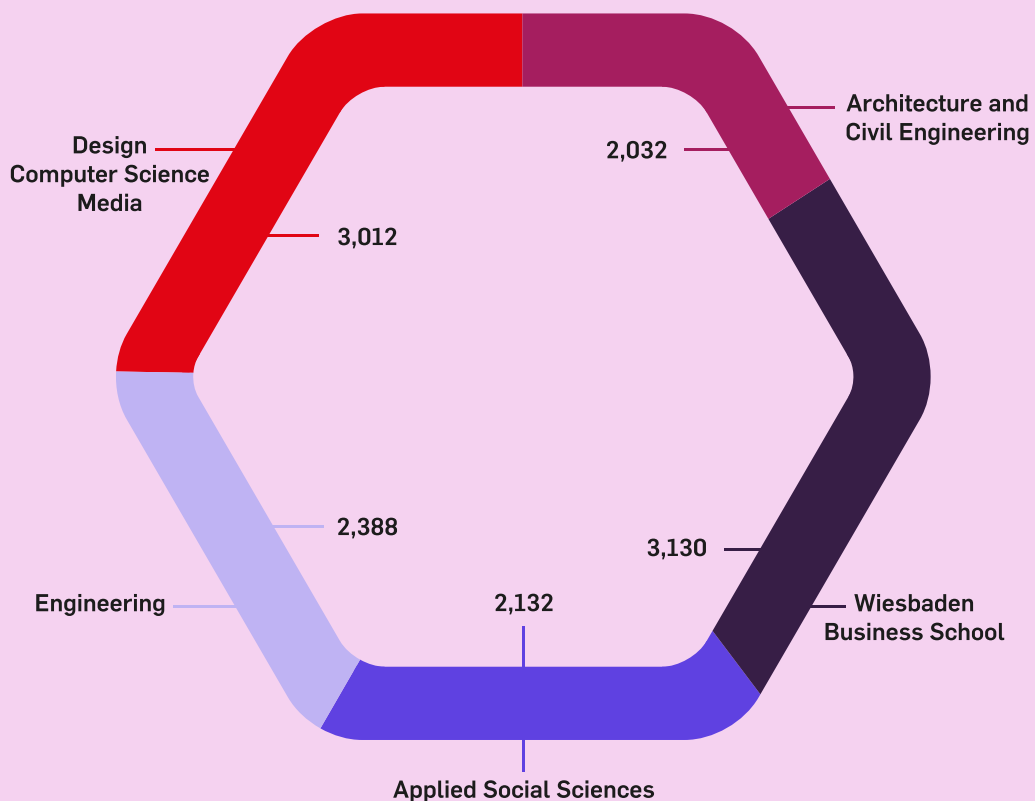
Total students (incl. students on leave and exchange students)

Wiesbaden Campuses

Female students

6,502

## Students by faculty



12,694

10,306

Rüsselsheim Campus

2,388

Male students

6,172

20

Diverse students

### Graduates in the 2025 academic year (status: 14 May 2025/ 6 Nov 2025)

Winter semester 2024/25

970

Summer semester 2025

917

Total

1,994

### Doctoral students (status: 31 Dec 2025)

Doctorates in progress

89

At the doctoral center

59

In cooperative programs

30

### Employees (status: 31 Dec 2025)

Total

Professors among these

281

1,133

# HSRM in figures

Status: 7 Nov 2025

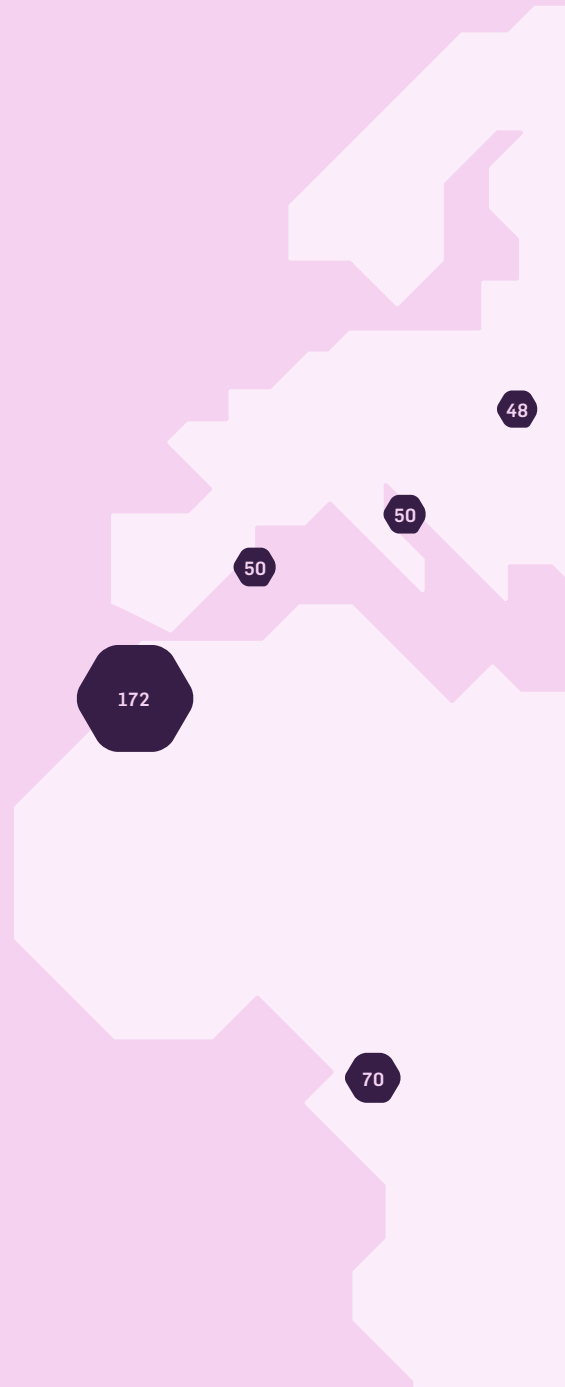
Total students (incl. students on leave and exchange students)

1,741

Students not holding German citizenship

## Most common countries of origin

Turkey	222
Morocco	172
Syria	149
Vietnam	119
Cameroon	70
Croatia	50
Spain	50
Afghanistan	49
Iran	48
Ukraine	48



12,694

222

149

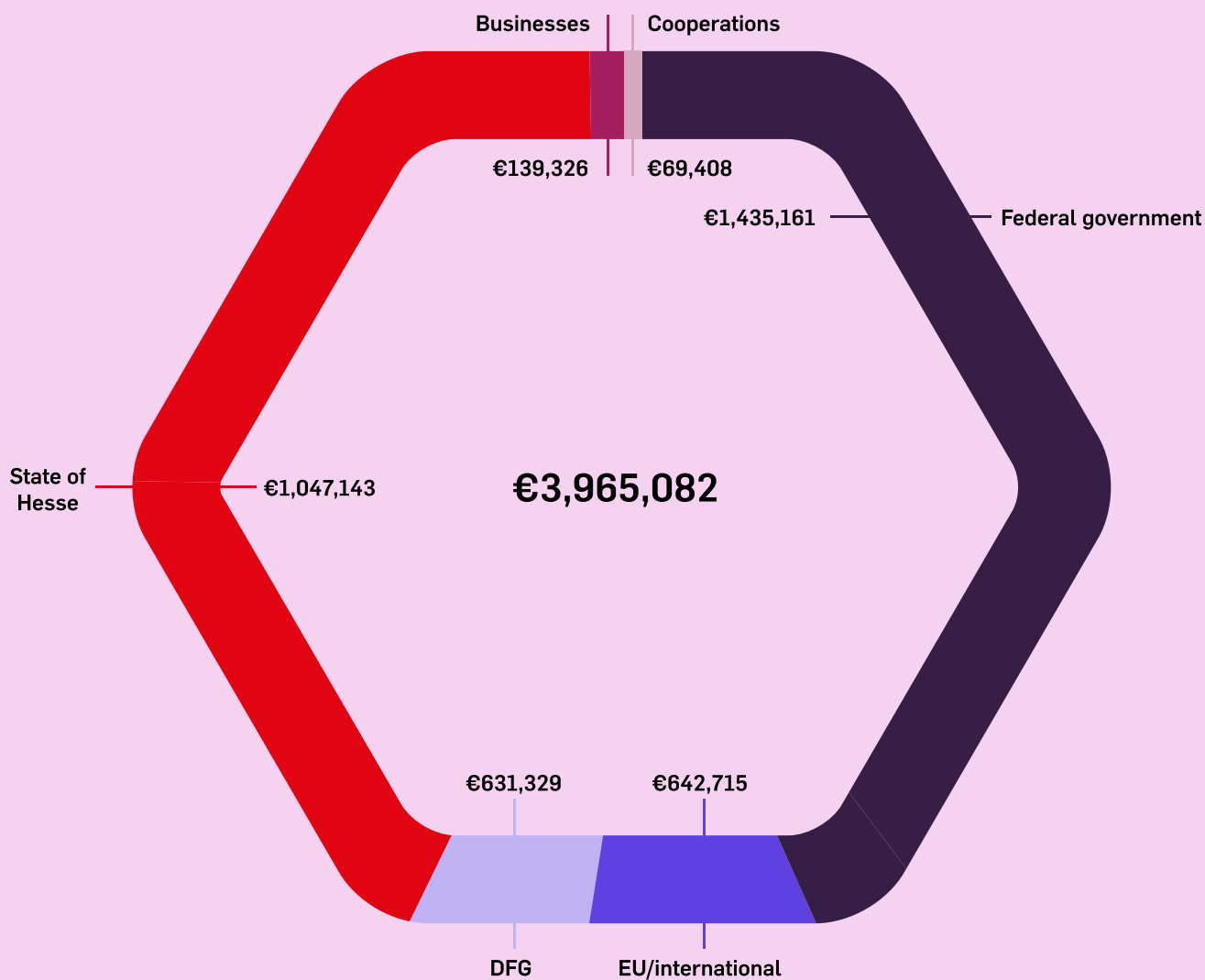
48

49

119

39

# Third-party funding for research projects approved in 2025



# Research projects approved in 2025

Project	Project lead (faculty)	Funded by
<p><b>Transforming Arts &amp; Crafts Through Meaningful Human-AI Collaboration</b> (TACTFUL) The aim of this project is to design and engineer domain-specific AI systems that reflect the requirements of traditional arts and crafts practices and enable human-AI co-creation. To date, experience with adapting foundation models to such tasks has been limited and both user and design requirements are still largely unknown. This project therefore takes a first step towards exploring human-AI collaboration in this challenging field and lays the groundwork for a future research agenda.</p>	<p>Prof. Dr. Marion Koelle (Design Computer Science Media)</p>	<p>hessian.AI</p>
<p><b>Smart City: Urban Development in the Digital Age</b> A Massive Open Online Course (MOOC) is being developed within this sub-project that will expand the existing eGov-Campus platform with content on smart cities. Participants gain digital skills during structured online modules to prepare them for the demands and challenges of the digital transformation in the public sector.</p>	<p>Prof. Dr. Nikolay Tcholtchev (Design Computer Science Media)</p>	<p>BLK</p>
<p><b>Diversity-Sensitive Evaluation of the Framework Concept of “Youth Participation” in Wiesbaden</b> The goal is to analyze barriers and success factors in participation formats from a diversity-sensitive perspective. These formats should then be developed further, particularly for marginalized groups. The evaluation is based on a multi-method design that includes the perspectives of young people, professionals, policymakers, and administration. Digital participation maps are to be used to present the key findings and serve as a basis for reflection and further development of the formats, whereby their impact is then also evaluated.</p>	<p>Prof. Dr. Tanja Grendel (Applied Social Sciences)</p>	<p>HMWK</p>
<p><b>Metal hydride hydrogen storage system</b> The compact design of the “MHyCube” metal hydride hydrogen storage system developed at HSRM allows a significant amount of hydrogen to be stored in a compact space. Thanks to its modular design, small spaces within a vehicle's structure can be used optimally for storage. The aim of the “MHyCube” project is to test the modular metal hydride storage system comprehensively for industrial applications, with a focus on special-purpose vehicles.</p>	<p>Prof. Dr. Birgit Scheppat (Engineering)</p>	<p>HMWEVW</p>
<p><b>Post-Quantum Networks for Energy-eXfficient Transitions (PQ-NEXT)</b> The partners in this EU-funded project are working to establish a comprehensive framework to facilitate a smooth transition to post-quantum cryptography (PQC) standards. A range of PQC algorithms, maintenance tools, and a quantum programming language with high-performance simulation and hybrid quantum-classical optimization are being developed for this. Ultimately, the aim is to protect the finance sector, critical infrastructure, digital identities, and the telecommunications industry from quantum threats for large-scale pilots.</p>	<p>Prof. Dr. Nikolay Tcholtchev (Design Computer Science Media)</p>	<p>EU</p>

### **Trustworthy Quantum DevOps for Secure Software and Hardware Quantum Engineering (SecQdevOps)**

Despite its potential, quantum computing requires reliable, robust, and secure infrastructure to support its quantum algorithms. The partners in this EU-funded project are developing a continuous DevOps pipeline designed specifically to accommodate quantum hardware and software development. Higher-level quantum programming languages will be used to achieve this, in combination with secure, hardware-aware compilers. This will enable real-time vulnerability detection and automated security assessments, which will significantly increase resilience to cyber threats.

Prof. Dr.  
Nikolay Tcholtchev  
(Design Computer  
Science Media)

EU

### **Sentinel-2 super-resolution using AI for remote sensing-based detection of areas of damage in forests; sub-project 2 AI-based single-image super-resolution and detection of damaged areas and changes**

AI-based models will be developed for Sentinel-2 satellite data to improve spatial resolution and enable highly accurate localization even of small areas of forest damage. In addition, methods based on machine learning and particularly AI will be developed to reduce the data requirements for damage detection to a single acquisition time point.

Prof. Dr.  
Ulrich Schwanecke  
(Design Computer  
Science Media)

BMLEH

### **Regional Value Creation Networks for Resilience and Resource Conservation**

The "WeR<sup>3</sup>t-Netze" project examines how small and medium-sized logistics companies can create synergies within regional networks through innovative services and business models, make optimal use of local resources, and increase their resilience. In its sub-project, HSRM is responsible for identifying research needs through an innovative combination of regional perspectives, digital transformation, and systematic futures research. It is also involved in developing a future vision and key measures.

Prof. Dr.  
Matthias Kalverkamp  
(Wiesbaden  
Business School)

BMFTR

### **Synergetic Lightweight Multimodal Document Analysis**

The processing of documents referred to in computer science as unstructured, such as invoices, forms, and contracts, is critical to the efficiency of many business processes. The SLIMDOC project addresses novel AI models for automated "document understanding," i.e., the correct interpretation of such unstructured documents while also saving resources.

Prof. Dr.  
Adrian Ulges  
(Design Computer  
Science Media)

BMFTR

### **Fleet Design and Route Planning with Heterogeneous Environmental Preferences of Shippers (FloTUV)**

Tools are being developed to design and plan mixed vehicle fleets that enable freight carriers to better match their services to shippers' requirements. This will in turn allow them to invest and make decisions that support a market-aligned transformation of their vehicle fleets towards greater environmental sustainability.

Prof. Dr.  
Thomas Kirschstein  
(Wiesbaden  
Business School)

DFG research grant

### **Holistic Security Solutions for Software-Hardware Implementations (H3SI)**

The main goals of the project are the provably secure and correct implementation of cryptographic algorithms, the correct use of cryptographic algorithms, and the security of communication protocols, as well as the analysis and specification of dynamic security and resource requirements of IT systems. These topics should not be addressed individually but rather as a whole, with a particular focus on embedded systems, which are driving digitalization in industry and infrastructure.

Prof. Dr.  
Marc Stöttinger  
(Design Computer  
Science Media)

DFG research grant

### **RheinMain Transfer Hub**

This project is working to expand HSRM's knowledge transfer activities and make better use of its transfer potential. It adopts a broad approach that increasingly utilizes different transfer pathways—from start-ups and collaborations to contract research, continuing education and training, and licensing. Ultimately, transfer output will be made measurable through indicators based on project developments and the number of completed projects across the various transfer options, with the goal of further increasing overall output.

Prof. Dr. Dirk Voelz,  
Dr. Klaus Bernsau  
(Design Computer  
Science Media) 9

EFRE, HMWK

#### **BLK**

Joint Science Conference (Gemeinsame  
Wissenschaftskonferenz, GWK)

#### **DFG**

German Research Foundation

#### **BMLEH**

Federal Ministry of Agriculture, Food and  
Regional Identity

#### **EFRE**

European Regional  
Development Fund

#### **BMFTR**

Federal Ministry of Research, Techno-  
logy, and Space

#### **EU**

European Union

#### **hessian.AI**

Hessian Center for Artificial Intelligence

#### **HMWEVW**

Hessian Ministry of Economics, Energy,  
Transport, Housing, and Rural Affairs

#### **HMWK**

Hessian Ministry of Science  
and Research, Art and Culture

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