hsrm Hochschule RheinMain

Building tomorrow

ANNUAL REPORT 2024

Three questions

A closer look

Highlights of 2024

EDITORIAL

We build talent!

Discovering, building and developing talent – this is part of Hochschule RheinMain's (HSRM's) DNA. But what does it actually mean to build talent? It means recognizing potential, opening up opportunities, and supporting people on their journey. We pursue this approach with passion and perspective – from school to the Ph.D., from the first idea to the company start-up.

We are active even in schools: with the talent scouting already established in North Rhine-Westphalia, we have been able – along with the Philipps University of Marburg – to persuade our state government to adopt our concept, which has been adapted to Hesse. Even after only a few months, with individualized support, our talent scouts have aided pupils in discovering and taking advantage of their potential. In addition, since 2024 HSRM has been collaborating with the vocational schools of nearby Groß-Gerau and its STEM center, among many other schools.

Talented pupils can gain initial experience in an early enrollment program at our university, as the story of Arthur Fieguth in the Media Computer Science degree program shows. But Hochschule RheinMain also helps university students who are performing in competitive athletics to combine their university studies with sports. The Deutschlandstipendien (Germany Scholarships), which we were able to grant once again in large numbers last year, are an important resource for many of our talented students. At our annual reception, we also had the honor of awarding the DAAD prize for excellent achievements by international students at German universities to Daryna Blyshchuk, a student in the Media Management degree program.

Sergio Staab was also distinguished last year for his dissertation at the inter-university doctoral center for applied computer science (PZAI). The Faculty Convention of Computer Science awarded him the certificate during the Computer Science Festival held by the Computer Science Association at Hochschule RheinMain. And Maike Kaiser was awarded the ARD/ZDF prize "Women and Media Technology" for her master's thesis. Some of our students are so motivated that they want to implement their own ideas while still at university by starting a company. HSRM provides support here as well for future entrepreneurs in the form of the RheinMain StartUpLabs and fosters these talents with its resources. An outstanding example is Marco Großmann, a student in Medical Technology at HSRM, who won the Innovation Camp competition in 2024 with his innovative idea for a measurement device for an accurate and quick determination of inner eye pressure, and also attained first place in the "Ready-to-go" side category of the 2024 Wiesbaden Start Award.

We are focusing just as much on our own development. With the founding of the Organizational and HR Development Department, we are laying a cornerstone for HSRM's future sustainability. Our aim is not only to recruit talented students, but to create long-term ties to the university and support them in their development.

To this end, in 2024 we also created our alumni network, to promote an exchange of ideas between our former and current students, and to offer them a platform for lifelong learning and professional networking. So that the development of talent has the best spatial conditions as well as in terms of learning material, we are specially investing in the design of our campus landscape. Accordingly, the newly designed Rüsselsheim campus offers students in Engineering Sciences an inspiring learning environment – fitting for the 60th anniversary of the faculty. The Faculty of Applied Social Sciences, which has been qualifying young people for professions in the social sciences for 50 years, also celebrated a special anniversary. Among other events, this was commemorated by the exhibit entitled "50 years: our faces" in the foyer of the Wiesbaden City Hall, which showed the faces of former students and told their stories.

Fostering talent means investing in the future – in smart minds, pioneering ideas, and social progress. At Hochschule RheinMain we are doing this in a prescient manner, with commitment and a strong network. Let yourself be inspired and join us in discovering the many success stories that characterize our 2024 annual report. Enjoy reading!

Prof. Dr. Eva Waller
President

Three questions

Attractive and future-oriented academic offerings

Three questions for Vice-President for Academic and International Affairs Professor Christiane Jost

What were the most important developments in your areas of responsibility in 2024?
Last year there were many developments in the area of academic affairs, teaching, and internationalization. This especially applies to strategic adjustments. We continue to engage intensively with the flexibilization of teaching and academic offerings. On the one hand we would like to make our academic offerings more flexible and attractive, while on the other hand taking advantage of synergetic effects. Currently, three faculties are working on restructuring their academic offerings into innovative degree program concepts. This will lead to the academic offerings being more closely integrated, while at the same time offering our students greater flexibility through elective choices and interdisciplinary offerings.

As part of this flexibilization, we have also begun offering smaller learning units. This includes microcredentials and certificates. These terms are used in a variety of ways and we have asked ourselves how we can effectively integrate them into our offerings. Since the 2024-25 winter semester we have offered a sustainability certificate, as the first of these offerings. The certificate in this field, which is important to building the university's profile, is interdisciplinary in nature and can be worked toward throughout the university. In this way we are offering students in all disciplines an additional qualification. This offering is part of our sustainability strategy in academic affairs and teaching.

—— The most positive events of this year include winning third place in the renowned prize for excellence in teaching at Hessian universities

In a degree program, students not only gain skills within their discipline, but also interdisciplinary skills. The latter are increasing in importance, especially in these times of artificial intelligence (AI). We wanted to know which of these skills our graduates will need in the future to meet social and professional challenges in the face of massive change. Here, we based our actions on the relevant recommendations of the Donor's Association for German Science (Stifterverband für die Deutsche Wissenschaft) to determine the need for what are known as future skills and to compare them to the existing interdisciplinary skills. This resulted in a future skills framework document. It is a valuable guideline for the development of degree programs and in accreditation processes. At the same time, numerous offerings by the LehrLern-Zentrum (Teaching and Learning Center) are already based on this framework. The offerings are meant to be taken up directly by students, but also by teaching staff who can integrate small individual digital units, referred to as nuggets, into their courses and lectures. In this way, and step-by-step, future skills will become a normal part of university studies.

These developments in academic affairs and teaching were accompanied by new framework examination regulations, which also allow for didactic experiments and innovative examination methods. The newly issued guidelines on the conceptualization of teaching and learning provide relevant suggestions for teaching staff and provide an exemplary illustration of what the university stands for in terms of academics and teaching. I am very pleased that we have consistently taken further steps along the way to increasing the attractiveness and future sustainability of our academic offerings.

Important cornerstones have also been laid in the area of international affairs. With the impression of a lack of skilled labor on the one hand, and the fall in enrollment numbers on the other, the university has decided to recruit more international students for our German bachelor's degree programs. This requires preparation in linguistic matters, but also for reasons of admissions regulations, in some cases involving learning material and intercultural preparation and examinations. To this end, the Faculty of Engineering Sciences has joined with the Office of International Affairs and the Teaching and Learning Center (LehrLernZentrum) in developing the "PreStudyING@HSRM" pilot project and has entered into an initial collaboration with a Moroccan educational institution. The newly developed admissions examination will be introduced for the first time in the summer semester 2025, while the preparatory courses will be launched in the winter semester of 2025-26. With this, we hope to achieve important forward momentum for additional developments.

What were the greatest challenges in 2024?

The decreasing number of students, despite a stabilization in the enrollment numbers, remains a challenge. The trend in which fewer young people are deciding on studying engineering sciences or similar disciplines at the university level has unfortunately maintained itself this year. This is why it is more important than ever for us to develop strategies to interest young people in these academic disciplines.

Another noticeable challenge is the increasing scarcity in funding which appeared on the horizon this year. This means that almost all projects and initiatives are in the state of being assessed. This especially affects academic affairs and teaching, because this area is in state of massive change due to societal developments. We are therefore anticipating with concern the upcoming university pact negotiations, which will be of decisive importance regarding how universities will be funded in the years to come.

What made you particularly happy in 2024?

The most positive events of this year include winning third place in the renowned prize for excellence in teaching at Hessian universities. I was very pleased that our colleagues Prof. Dr. Cornelia Füssenhäuser and Diana Bruski were distinguished for their innovative project entitled "Game of Theories – learning theories as a game in dialog".

In addition, after a five-year break, we were able to award our internal university teaching prize once again. Many suggestions were submitted, each of which was high-quality. The prize in the open category was awarded to Prof. Claudia Aymar for her "Traveling Classroom", and the prize in the sustainability category was given to the "Green Day" interdisciplinary project by Robina Aslam-Lanz, Peter Engert, and Sarah Wolf. Both awards are a wonderful accomplishment for the prizewinners and show how teaching is being done in a lively and hands-on way, and is being further developed in an innovative manner.

Successful strategic processes and new research centers

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

What were the most important developments in your areas of responsibility in 2024?
In 2024 Hochschule RheinMain (HSRM) further expanded its research infrastructure and improved its reputation in research. The AZARE and RITMO research centers, which were founded in the previous year, were followed this year by the RheinMain Research Centers for Professionalism in Social Work (FoRM) and Smart Systems for Man and Technology (SSMT). Thus HSRM now has four very high-performance and interdisciplinary research units which offer a very good educational environment for future academics and which have close ties to the doctoral centers in Applied Computer Science, Mobility and Logistics as well as Social Work. After a prolonged pause, in 2024 the efforts to establish accredited Ph.D. programs in the field of Engineering Sciences have made significant progress. In March, the association application by HSRM, the Frankfurt University of Applied Sciences, Fulda University of Applied Sciences, and the Technische Hochschule Mittelhessen was submitted to the Hessian Ministry of Science and Research, Art and Culture; in October the expert commission undertook a two-day tour at HSRM. We are expecting a decision in the first half of 2025.

In the areas of knowledge transfer and sustainability, at the beginning of the year both strategic processes were successfully completed. Thus HSRM has defined the topics to focus on for the years to come and has thereby created a framework for action. In both areas there are exceptional opportunities to act, not merely alone, but in alliance with other universities. This is why it is a very positive development that HSRM has consistently expanded its networks, such as the sustainability network among Hessian universities and the Hochschulallianz für den Mittelstand (University Alliance for Mid-Sized Companies). Regarding founding companies and start-ups, we are collaborating closely with additional universities in the region.

What were the greatest challenges in 2024?
The competition for third-party funding has increased. The main reason for this is that the universities of applied sciences, in particular, are expanding in the field of research and technology transfer, but the third-party funding programs are not growing at the same rate. For many funding programs, this has led to allocation quotas under 10 percent. DATI, the German agency for knowledge transfer and innovation, which was meant to set up new funding programs particularly for the utilization of research results, is not making progress. With this backdrop it is important for us to further establish and nurture our own strengths so that we can be competitive. HSRM is well-equipped to do this, having set up the interdisciplinary research centers. The question is becoming more and more urgent as to the fate of the projects which expire at the end of 2025. This includes the program to promote non-professorial staff and the Hessian program for the expansion of sustainability structures, which are directly linked to the Hessian University Pact, as well as the RheinMain StartUpLabs funded by the Federal Ministry of Education and Research, which finances many company-founding activities at HSRM. To this end, HSRM has formed an alliance with other universities of applied sciences in Hesse for the purposes of the negotiations regarding the next university pact, begun in 2024, with the aim of maintaining a funding base for these projects.

What made you particularly happy in 2024?
There is a great deal to mention. Here are a few highlights: the three doctoral centers were accredited in accordance with the new Ph.D. regulations. This makes it possible, for the first time in several years, to recruit new professorial members. In 2024 seven additional colleagues within HSRM have managed to fulfill the strict requirements for this. The doctoral center for Mobility and Logistics was assessed positively and its right to award Ph.D.s was extended until the next evaluation. The academic and scientific non-professorial teaching staff has increased in importance and is making significant contributions to research and the teaching performance at HSRM. In June we had 146 Ph.D. students and postdocs, which is a new high-water mark. The REQUAS project for recruiting and qualifying junior professors, which HSRM has been conducting along with three Fraunhofer Institutes, has yielded initial results in that we were able to occupy two professorship positions in Computer Science. Since the winter semester 2024-25, students from all faculties can obtain the SustainAbility sustainability certificate and can thus receive continuing education in the field of sustainability. The “Green Day” service learning project received the 2024 teaching prize in the sustainability category. In addition to all these and other things, above all it is the many pleasant conversations and encounters, such as the university outing to Darmstadt, which I especially enjoy. And of course I am especially happy about being re-elected as Vice President of Research, Entrepreneurship, and Science Communication.

—— It is a very positive development that HSRM has consistently expanded its networks.

Digital transformation and future-oriented developmental planning

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

What were the most important developments in your areas of responsibility in 2024?

When I began work as Vice-President for Finance and Administration of Hochschule RheinMain (HSRM) in April 2024, I announced that I wanted to make the best possible contribution to the university's digital transformation. So I was very happy about the exciting activities in digitalization, including artificial intelligence (AI), which I found already existed. Building on these activities, we have succeeded in setting up AI access pathways which are in conformity with data protection regulations: after access to ChatGPT was successfully opened up for employees and teaching staff in June, it has now been available to all students since the winter semester 2024-25. In addition, using the same portal, access to the translation tool DeepL and to an image-generating tool have been made possible. In this way we have taken a decisive step towards integrating AI into everyday university studies, teaching, research, courses and lectures in conformity with data protection regulations, and are testing ourselves in this field. It is a significant, but only a small step, because AI will be with us for the long term.

As Vice-President for Finance and Administration it is especially important to me to focus on the university's attractiveness as an employer. One of many aspects regarding this is the spatial situation, which is of significance to all members of the university. A major focal point in the past year, therefore, was the planning of construction development. Right at the very start of my tenure, I sought out close communication with the Ministries of Finance and Science to further pursue the details of our current plans. These have been successfully approved by the President's Council and the university's Senate. To me it was important to take rapid and decisive steps in this matter to ensure our ability to act quickly. Even if projects in this area are very long-term in nature, the cornerstone for mid-term and long-term implementation needs to be laid very soon so that we can continue to create an attractive environment for studying and working at Hochschule RheinMain. An important element in this is the rapid establishment of a food service at the Unter den Eichen campus.

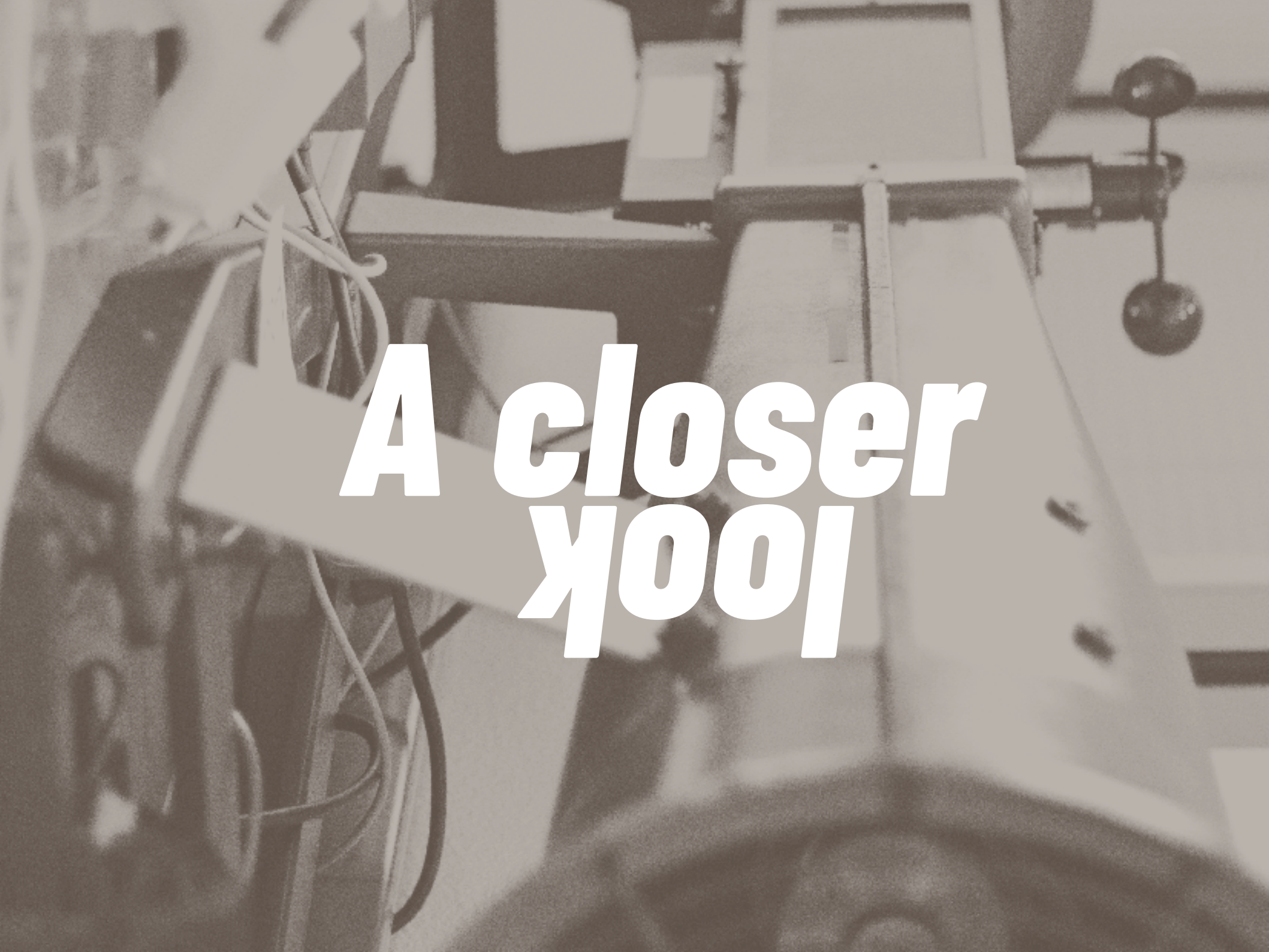
Additional important topics since April 2024 have been setting up a Digital Transformation Office (DTO) as a staff office for the Vice-President, the revision and publication of new internal university rules, the revision of the regulations for the implementation of the labor, health, and environmental protection, setting up a parking facility commission, and the accompanying further steps towards professionalized parking facility management. The time monitoring tool Plano is now in a second pilot phase and is already being used by the HR Department and the Faculty of Engineering Sciences. Another success is the progress towards introduction at the Wiesbaden Business School faculty of the planning tool for course hours and examinations developed by the company MathPlan. An additional project, similar to a pilot project, is the introduction of centralized IT service at the Faculty of Applied Social Sciences. We have begun with the partial project on electronic student file in the context of the Hesse-wide documentation management project, which enjoys a large degree of openness and willingness to cooperate.

—— I remain very glad to be working as Vice-President at this wonderful university.

What were the greatest challenges in 2024?
The greatest challenge in 2024 was the beginning of the negotiations for the Hessian university pact. We began this process, which is so important for HSRM and all other Hessian universities, with extraordinarily alarming financial and political preliminary signs. This makes it even more important for us to be in close contact with the other universities and with the Ministry of Science. So far we have advocated for a more transparent budgeting system and for greater permanent funding in relation to project-based funding of our activities. Upon request by the Ministry of Science, we, in close collaboration with all Hessian universities, have made an important contribution towards consolidation and have set aside funds which contribute to a 2025 budget in compliance with the constitution, taking the form of a credit model.

Like other institutions, HSRM has to cope with a lack of skilled professionals, which we had to experience in the past year in the context of several positions. The lack of HR capacity, especially due to fluctuations in staff, led to some departments being unable to complete important tasks in daily operations, or being unable to complete them without delay, and some projects lay fallow. I would like to sincerely thank the employees whose efforts were tireless and who jumped in to fill the already existing gaps as well as those that opened up.

What made you particularly happy in 2024?
That's obvious: working as Vice-President for Finance and Administration at this university since April 1! Only a few days after I began in office, I expressed my enthusiasm in my induction speech. I remain very glad to be working as Vice-President at this wonderful university. In the past year I have met many highly motivated and dedicated members of the university and remain in very close communication with many of them. I have a clear view of the aims of our university and want to continue to push towards them with enthusiasm, along with the President's Council team and all members of the university.



A closer look

Hochschule RheinMain begins talent scouting

Advising pupils in Hesse

All pupils have talents. It is a matter of discovering and developing them, and using them on one's path through life. The talent scouting by Hochschule RheinMain and the Philipps University of Marburg has the particular aim of breaking through pupils' predestined-seeming life trajectories with individualized support, and helping them to recognize and take advantage of their potential. Beginning in the upper grades of secondary school, since 2024 young people in Hesse have had access to support by talent scouts. The talent scouting program which has been established throughout North Rhine-Westphalia and has been scientifically evaluated was brought to Hesse by the President of HSRM, Prof. Dr. Eva Waller. The Hessian Ministry of Science and Research, Art and Culture is funding this project as part of its program "High Quality in University Studies and Teaching – Good Conditions for Studying" (QuiS) up until December 31, 2025.

Promoting equality in education and opportunity

The pilot project has the aim of promoting equality in education and opportunity in Hesse and overcoming hurdles for young people. "The individual pupils are the focus and together we explore the idea of whether a university degree program or vocational education is the right path for them," says Jill Carna, talent scout at HSRM. In the course of this, various talents and hidden potential are identified and nurtured. The life trajectories of young people are seen as valuable resources and their achievements are always viewed in the context of their individual background and circumstances.

Thanks to close advising by the HSRM talent scouts, the program's pupils are given the opportunity to shape their own educational trajectory with an open mind and according to their personal wishes. The cooperation between the talent and the talent scout is based on mutual trust and is intended to be long-term and to stand the test of time – even after graduation from secondary school. Together the two overcome hurdles, develop and make use of networks, and take the first steps along potentially new and unknown paths.

The Werner Heisenberg School in Rüsselsheim – the first Hessian school with talent scouts

Close collaboration with college-preparatory secondary schools, specialized secondary schools, and vocational schools is essential to successful talent scouting. "As part of the collaboration, teachers and pedagogical professionals are sensitized to this particular form of nurturing talent, with the final aim of recognizing and supporting talent together," says Jill Carna. Hochschule RheinMain's talent scouting was launched in May 2024 at the Werner Heisenberg School in Rüsselsheim. This makes it the first school in Hesse in which the collaborative project has been successfully initiated. There, advising services are now being offered with regard to university studies, education/training, and possible career paths for pupils beginning in the 10th grade.

—— Teachers and pedagogical professionals are sensitized to recognize and support talent.

Jill Carna

Advising offerings are to be expanded

The vocational schools of nearby Groß-Gerau also expressed keen interest in talent scouting, and have been collaborating with HSRM since June 2024. There, as at the Carl von Ossietzky School and the Friedrich List School in Wiesbaden, talent scouting began in September 2024. At these schools, so far over 40 pupils have participated in the advisement offerings. Nanthiny Rajamannan joined HSRM's talent scouting team in December 2024, which will help our aim of expanding the network of schools in 2025. To this end, right at the beginning of the new year additional schools in the Wiesbaden area were contacted, and collaborations were begun and expanded.

Jill Carna and Nanthiny Rajamannan, talent scouts at Hochschule RheinMain

Inside view of student life

Interview with the former early-enrollment student and graduate Arthur Fieguth

In the 2018-19 winter semester, at the age of 17, Arthur Fieguth began an early enrollment program in Media Computer Science at Hochschule RheinMain (HSRM). In the 2020-21 winter semester, as the first early enrollment student, he completed this degree as part of a dual degree at HSRM, which he successfully finished in 2024.

Mr. Fieguth, at the age of 17 you began your early enrollment program at HSRM. What motivated you to begin with university studies even before your graduation from secondary school?
At that time, as part of a gifted and talented program, I had the opportunity to look in on a degree program at Hochschule RheinMain. The chance to get to know everyday life as a student and to help along my CV were my motivating factors. Also you have to say that at this age it can only be an advantage to take in as many educational opportunities as possible.

What made you decide on Hochschule RheinMain and Media Computer Science as a field? To what extent did the advantages of a university of applied sciences play a role?
After I received the offer to decide on a degree program that would interest me the most, I looked to see which degree program best united my hobbies and interests. This is how I came across the Media Computer Science degree program, which was an exact combination of my interests at the time: design and computer science. Even at an early age I created designs and websites, and while preparing for my secondary school leaving certificate I became interested in computer science as well. Since then, I have been fascinated by the combination of both fields. The university and the degree program made a solid and practice-oriented impression, which was also confirmed. Being hands-on is very important at HSRM and is crucially important in computer science.

In which company did you later complete the internships for your dual degree?
I completed the internships for my degree programs at schubwerk in Wiesbaden. There I had the opportunity to directly apply what I had learned in my studies. From user-friendly designs to backend development – there was a bit of everything.

How did you experience your dual degree program in comparison to your early enrollment program?
There were definitely similarities. In the early enrollment program I was a full-time secondary school pupil and was occasionally at the university. In the full-time dual degree program, I worked full-time and was at the university regularly for the theoretical phases. Fundamentally, though, it is completely different. As a full-time student I was really learning about all subjects, understood the connections that I didn't understand yet as an early-enrollment student attending one selected module. The networking with my fellow students was also stronger when I was a full-time student.

Did your early enrollment program benefit you in your dual degree program?
Yes. Because I had completed a first-semester module in the early enrollment program, I was ahead and had more time to concentrate on other modules. So I definitely had a more relaxed beginning.

—— **Being hands-on is very important at HSRM.**

Arthur Fieguth

Can you recommend the early enrollment program to pupils?
Definitely. Pupils who would like to look into the university while still in school have great chances with the early enrollment program. Of course it also looks good on your CV.

In 2024 you successfully completed your degree. What are your plans for the future?
After my degree, I spent the first few months continuing to work in the company where I completed my internships. I dove deeper into software development and led the development team in project management. Since August 2024 I've been employed by Aitastic AG, where I work as a software engineer in front-end development. This also allows me to further evolve my passion in uniting design and software development.

High-performance sports and university studies

Uniting success in sports and academic ambitions

Leander Schwalm, 3×3 basketball

Uniting high-performance sports and successful university studies presents a challenge to young athletes. As a partner university to high-performance sports, Hochschule RheinMain (HSRM) supports young people who wish to master this tightrope act and combine academic and athletic success. To this end, HSRM cooperates with the German University Sports Association and the Olympic training sites in Hesse and Rhineland-Palatinate/Saarland. The disciplines of the high-performance athletes receiving support range from Olympic classics such as swimming and track and field to sports like sailing, chess, and artistic cycling.

Flexibility and support

Students who perform sports at a competitive level are supported by the university by means of course planning which is as flexible as possible. There is consideration for absences due to competitions and championships. Support is provided not only in the area of university sports but also in the form of mentors. In their respective academic disciplines, the high-performance athletes have expert contact persons at their side to help them combine athletics and their studies. "The mentors are a great support we provide. They help the high-performance athletes with course planning and arrange for make-up dates if an examination collides with a competition or training week. In this way, our high-performance athletes can concentrate optimally on their sport and then on their studies," says Meike Kaltenbach, Head of University Sports at HSRM.

Jennifer Weißenberger, sailing

Anne Lukas, chess

"Here I can combine sports and my studies in an ideal way, and HSRM offers a variety of interesting degree programs," says Leander Schwalm, an active high-performance athlete in 3x3 basketball and student in the Digital Business Management degree program, describing the advantages that HSRM offers competitive athletes who are also students. "Sometimes I have to take time off from seminars and lectures for the big championships, but that's not a problem at HSRM – the teaching staff understand my athletic ambitions," adds Jennifer Weißenberger, a sailor and student of Environmental Technology. In this way, the best possible conditions are provided for young talented athletes, which contribute to many of them deciding on several degrees at HSRM. This includes Anne Lukas, who has not only chalked up a victory in the International German Singles Chess Championship for Women; she has also already successfully completed her bachelor's degree in Electrical Engineering at HSRM, and is now enrolled in the Electrical Engineering – Connected Systems master's degree program. "I wanted to stay for my master's because it's interesting in terms of the learning material and because I feel very happy at HSRM," is how she confirms the positive feedback of the HSRM high-performance athletes.

Start-up Day

Nurturing entrepreneurial talent

Successfully founding a company with the RheinMain StartUpLabs

Whenever the issue is founding a company, at Hochschule RheinMain (HSRM) the RheinMain StartUpLabs always take the stage. The project, funded by the Federal Ministry of Education and Research, serves as a centralized point of contact for students and university employees with innovative entrepreneurial ideas. Support is provided for both individuals and teams, such as in putting together their business plan or the further development of their prototype for a new product. Apart from this, the RheinMain StartUpLabs team identifies funding possibilities for entrepreneurs, provides assistance with the applications involved, and makes important contacts.

Two phases to success
In the team led by Dr. Klaus Bernsau, Dr. Vbronia Saeed, and Detlef Kreuzpointner, all the paths leading to entrepreneurship intersect – and time and time again, they are brought together successfully. "Our program consists of two six-month phases," is how Dr. Bernsau explains this tried-and-true model. "First, the entrepreneurial project teams receiving assistance from us have intensive coaching and are able, even at this early stage, to take advantage of the co-working and laboratory spaces at the university. In this period we prepare the two phases, in which up to 7,500 euros are available for the creation or further development of analog or digital prototypes." For the best possible access to the start-up scene of the region, the RheinMain StartUpLabs are located in Heimathafen at the Altes Gericht, an innovation and creative center in the heart of Wiesbaden, the state capital. "In addition to the infrastructure, Heimathafen offers a broad range of events in which participants can gain the necessary know-how as well as the opportunity to network with the partners represented there," says Dr. Bernsau.

From the first idea to a scholarship
Numerous teams have already benefited from this. In 2024, three entrepreneurial ideas from the university received a one-year InnoStartWi scholarship from the city of Wiesbaden: namowo, a business consultancy for sustainable mobility; urbany motors, an urban cargo scooter; and routime, a talking wall clock for families. In 2024, Marco Großmann, a student of Medical Technology at the Rüsselsheim campus, was also successful. With the support of RheinMain StartUpLabs, he developed a measurement device for an accurate and quick determination of the user's own inner eye pressure, and he won the "Ready to go" prize from the newly created Wiesbaden Start-Award with his Tonopix business concept. "Overall in 2024 we provided advice to over 50 entrepreneurs or entrepreneurial teams, and at times we consulted with them very closely," reports Dr. Bernsau. With numerous types of events in Wiesbaden and Rüsselsheim am Main, he and his team ensure that this number remains high. Accordingly, in addition to the annual Innovation Camp – an intensive workshop for potential entrepreneurs – there are events such as the Founders Briefing Lunch, a regular meeting for entrepreneurs, and the interdisciplinary lecture series entitled "Entrepreneurship RheinMain," for which students can obtain ECTS credit points. "With the event entitled "Entrepreneurial Skills for the Creative Industry," we provide additional support for our students in creative degree programs on their path to self-employment. Apart from this, in 2024 we put on the Start-up Day for the second time, which received a great deal of attention in the region's entrepreneurial circles," says Dr. Bernsau.

——Overall in 2024 we provided advice to over 50 entrepreneurs or entrepreneurial teams, and at times we consulted with them very closely.

Dr. Klaus Bernsau

Junior scientists and academics

Obtaining a doctorate at Hochschule RheinMain

For many junior scientists and academics, successfully obtaining a doctorate is the first step towards an academic career. Since 2016 this has been possible at universities of applied sciences. Hesse was the first federal state to grant its universities of applied sciences the possibility to apply for the independent accreditation to grant Ph.D.s in research-heavy disciplines. Since then, Hochschule RheinMain (HSRM) has obtained this accreditation in the disciplines of Social Work, Applied Computer Science, and Mobility and Logistics.

HSRM places great value on fostering and supporting junior scientists and academics, and offers them the opportunity to obtain their doctorate in an interdisciplinary, practice- and application-oriented environment. Doctoral programs are embedded into the teaching and research activities at HSRM as an essential component.

HSRM's doctoral centers
Hochschule RheinMain currently participates in three doctoral centers at which the right to grant Ph.D.s is exercised. Since January 1, 2017 the doctoral center for Social Work, whose business office is located at the HSRM in Wiesbaden, has been operating in cooperation with the Frankfurt University of Applied Sciences, the Hochschule Fulda, and the Hochschule Darmstadt. PZAI, the doctoral center for Applied Computer Science, in which the same universities participate, has been in existence since November 1, 2017 and the doctoral center for Mobility and Logistics, which was founded jointly with the Hochschule Fulda and the Frankfurt University of Applied Sciences, has operated since September 14, 2020. In addition to these three already established doctoral centers, the doctoral center for Digital Integrated Engineering Science is in the planning phase. Plans call for it to be founded jointly with the Frankfurt University of Applied Sciences, the Hochschule Fulda, and the Technische Hochschule Mittelhessen.

HSRM's network additionally allows for students to obtain a Ph.D. in a collaborative process. Currently, programs exist in the fields of Applied Social Sciences, Computer Science, Nanostructure Physics, Civil Engineering, and Mobile Media. By collaborating with other universities and with the inter-university doctoral centers, HSRM has succeeded in fostering our own junior scientists and academics and in educating highly qualified professionals.

—— I found the exchange of ideas with highly qualified researchers and peers especially valuable.

Dr. Sergio Staab

Award for Dr. Sergio Staab's dissertation

Maike Kaiser with the winner's trophy for the ARD/ZDF "Women + Media Technology" prize and doctoral candidate

Distinguished young graduates

These include Dr. Sergio Staab, who successfully completed his Ph.D. in 2024 at PZAI, after he had already succeeded in completing the bachelor's degree program in Applied Computer Science at HSRM in 2016, and in 2019 achieved his master's degree in Computer Science. His thesis, which addresses the classification of human movements using smart watches and machine learning, was distinguished by the Faculty Convention of Computer Science during the 2024 Computer Science Festival. Sergio Staab found the Ph.D. process a challenging but enriching experience: "With the excellent scientific advisement and the interdisciplinary networking, I was able to further myself both personally and professionally. I found the exchange of ideas with highly qualified researchers and peers especially valuable; those have shaped my scientific perspective in the long term."

Meanwhile, Maike Kaiser has just begun working on her Ph.D. In 2024 she received the ARD/ZDF "Women + Media Technology" prize for her master's thesis on changes in news reporting due to language-based AI models such as ChatGPT. The HSRM graduate has a bachelor's degree in Media Technology as well as a master's degree in Advanced Media Technology, and is now working on her Ph.D. at the university in the field of video encoding. The impetus for her Ph.D. work came from two members of the teaching staff who recognized and nurtured her potential: "This encouragement didn't just give me the confidence to follow my academic ambitions – it also opened up the opportunity to do research in an inspiring environment."

Organizational and HR development

Multifaceted fostering of talent at Hochschule RheinMain

Part of the multifaceted fostering of talent at Hochschule RheinMain (HSRM) is supporting our employees in their personal and professional development. To this end, organizational development is ongoing at the university itself, to create the best possible conditions for a successful working environment and thus to become even more attractive to employees, students, and collaboration partners.

To achieve these aims, we make it possible for all members of the university to expand their individual skills with internal and external continuing education offerings. We support paths of personal development and processes of change in order to foster a culture at HSRM which is open to growth and innovation. The development offerings for professionals and leaders are supplemented by targeted health management including an integrated Employee Assistance Program, quality and process management, and the opportunity – firmly anchored within the university's operations – to give feedback and point out places where improvements can be made. This means that not only professional skills are fostered, but social and leadership skills as well.

Supporting, networking, continuing to educate, fostering

This support is complemented by numerous continuing education offerings which are specific to their field. For example, teaching staff at HSRM can participate in the "Fokus Lehre" ("Focus on Teaching") and "Fit für die Lehre" ("Fit for teaching") continuing education programs in university didactics, which communicate skills on how to efficiently prepare for and conduct lectures and courses, and help to shape teaching in an innovative manner corresponding to one's personal style. Professors can also participate in a comprehensive program for the newly appointed. Extending across three years, this offers various modules in teaching, research, and knowledge transfer, extending from university policies and self-administration to quality management, internationalization, and sustainability; apart from networking opportunities, it offers an insight into the culture of and cooperation with the

multifaceted fostering of talent at Hochschule RheinMain (HSRM). Regardless of whether they are active in teaching, with the offerings of the Institut Weiterbildung im Beruf (Institute of Professional and Continuing Education), all employees have the possibility to obtain subject-specific and soft skills which will enrich them and help them to progress in their everyday working lives.

We focus not only on offering the best possible support for the employees already working at the university; we also concentrate on training and educating the professionals of tomorrow. For example, Hochschule RheinMain regularly offers annual internship places for pupils, as well as voluntary service in the Department of University Communications and training in six accredited professions: administrative officer, IT specialist in application development and systems integration, electrician for devices and systems, office management specialist, and specialist in media and informational services.

The support we provide does not end with professional training; young people with talent are fostered even afterwards, for example by means of part-time university studies while working. In this way, Hochschule RheinMain fosters and nurtures talent from the beginning, from the start of a person's professional life to a leadership or expert position.

Long-term value for academia, the economy, and society

Interview with Deutschlandstipendium recipient Carina Schilling and her sponsor, Mewa

Since 2011, Hochschule RheinMain (HSRM) has participated in the Deutschlandstipendium (Germany Scholarships), a nationwide program set up by the Federal Ministry of Education and Research. In the 2024-25 funding period, 66 scholarship recipients have obtained support from 34 sponsoring companies. In this interview, a student who has received this support gives her viewpoint on the program, along with one of the sponsoring companies.

Mewa as a company supports young talent as a sponsor of the Deutschlandstipendium program. What are your reasons for providing this support?
Mewa is involved as a sponsor of the Deutschlandstipendium program because we are convinced that education, nurturing talent, and social responsibility are key components of a successful future. With our support, we aim to sponsor outstanding students who have distinguished themselves with special achievements, most especially with their commitment. They are the professionals and innovators of tomorrow and it is important to us to follow and support their development. At the same time we view it as our social responsibility to provide support for talented young people regardless of their socioeconomic background, and to give them better opportunities for their academic and professional trajectories.

—— We view it as our social responsibility to provide support for talented young people regardless of their socioeconomic background.

We are convinced that with our involvement we are actively contributing to strengthening the German economy. Qualified and motivated professionals are essential for the innovative ability and competitiveness of our economy. Our support is meant as a clear signal both internally and externally: it shows both our employees and the public that we are committed to education, equality of opportunity, and sustainable preparation for the future. With our contribution to the Deutschlandstipendium program we intend not only to support individual students, but to provide long-term value for academics, the economy, and society.

Why do you provide support for students at Hochschule RheinMain?
Mewa supports students at Hochschule RheinMain because we find the quality of the education and practice-oriented teaching at this university impressive. The university educates talented and dedicated professionals who have the best possible preparation for the future requirements of the economy and society.

We maintain close collaboration with Hochschule RheinMain to promote knowledge transfer between academia and hands-on work. The students benefit from this connection by gaining an insight into hands-on work within companies, possible collaborations for theses or internships, and valuable networking opportunities. At the same time, as a company we get to know potential young employees at an early stage and can actively try to create enthusiasm for our industry among talented students.

How would you describe the relationship between your company and the students you sponsor?
The relationship between Mewa and the students we sponsor is multifaceted and takes a hands-on approach. We place great value on the fact that we not only support the scholarship recipients financially; we also actively include them in our company culture and allow them to gain valuable insights into hands-on work. So if scholarship recipients are interested, they have the opportunity to cooperate closely with us in the form of internships, work study placements, or theses. In this way they can apply their theoretical knowledge in practice, gain valuable professional experience, and at the same time obtain deeper insights into our company.

How can sponsors and the sponsorship recipients of the Deutschlandstipendium program learn from one another and benefit from their relationship?
For us as a company, the exchange of ideas with the scholarship recipients is especially valuable, because they bring fresh viewpoints, innovative ways of thinking, and current scientific and academic insights with them. Their academic knowledge and interdisciplinary approaches give new impetus to our work and allow us to view current challenges from a new perspective. At the same time, the students we support benefit from our many years of practical experience. With this direct contact to our professionals and leaders, they gain valuable insights into the company culture, the economic context, and developments specific to the industry. They can learn from our know-how, reports of hands-on experience and individual career paths, and thus expand their own career perspectives.

This mutual relationship creates a win-win situation: while we as a company benefit from the students' ideas and commitment, they obtain valuable support for their career development. In this way a long-term relationship ensues which has an impact even beyond the scholarship.

Deutschlandstipendium award ceremony, from left to right: Otto-Wilhelm Bau (Mewa), Carina Schilling, Ida Rech, Paul Zundel, Leo Stotz, Sabrina Mecheri

Ms. Schilling, you receive monthly funding from the Deutschlandstipendium program. Why did you apply for this scholarship?
I applied for the Deutschlandstipendium because both the high degree of recognition a scholarship brings and the financial support appealed to me. My parents have no academic background themselves and are only able to provide me with limited financial support, so the scholarship is a valuable supplement to my financial aid (BAföG). It not only allows me to meet the costs of everyday life, but to save up for the semester abroad in Australia I'm planning for. So the funding gives me a better ability to plan financially and is helping me to prepare ahead of time for this important part of my university studies.

What advantages do you enjoy from the scholarship and the contact with your sponsoring company, Mewa?
The scholarship relieves me of financial worries and makes it possible for me to concentrate better on my studies. For me it was especially valuable to have the ability to decide on my planned semester abroad in Australia – without the scholarship I would have had to think it over longer and try to find other sources of funding. In addition, the scholarship gives me confidence in my own achievements and motivates me to continue pursuing my goals. For me it's not just financial support; it's also a sign of trust and it strengthens my abilities.

How has the funding alleviated specific difficulties in your everyday life as a student?
Thanks to the funding, I have financial security in my everyday life and can plan my time better. For example, during the semester I was able to concentrate on my studies and personal development before going to look for a suitable work study position as I'm doing now. I already worked in addition to my studies, but without the scholarship I would have had to work significantly more hours from the beginning, which would have made it difficult to combine work with my studies.

Apart from the financial support, have there been other positive effects from your relationship with your sponsoring company Mewa?
Yes – I especially liked the interaction we had during the scholarship award ceremony. It was great to experience how Mewa is supporting us as scholarship recipients and is open to questions and concerns. In addition, we were given the possibility of later turning to the company directly for work study or internship placements. This close relationship provides exciting opportunities for the future.

We would like to thank our sponsors from the Deutschland-stipendium program

AEB SE

AOE GmbH

Arbeitgeberverband Chemie und verwandte Industrien für das Land Hessen e. V. (HessenChemie)

Auktion & Markt AG

BBBank Stiftung

BDO AG Wirtschaftsprüfungsgesellschaft

Commerz Real AG

dhpg steutax GmbH Steuerberatungsgesellschaft

Dr. Dienst & Partner GmbH und Co. KG

Essity Operations Mainz-Kostheim GmbH

ESWE Versorgungs AG

Gallehr Sustainable Risk Management GmbH

Gemein. Vereinigung der Rotary-Clubs Wiesbaden e. V.

Grant Thornton AG Wirtschaftsprüfungsgesellschaft

GWW Wiesbadener Wohnbaugesellschaft mbH

InfraServ GmbH & Co. Wiesbaden KG

InterRisk Lebensversicherungs-AG Vienna Insurance Group

InterRisk Versicherungs-AG Vienna Insurance Group

IQB Career Services GmbH

Julius Berger International GmbH

Lotum Media GmbH

Marsh GmbH

MEWA Textil-Service SE & Co. Management OHG

Nassauische Sparkasse

SEG Stadtentwicklungsgesellschaft Wiesbaden mbH

Seibert Media GmbH

Soka-Bau

Sozialfonds Rotary Club Wiesbaden-Nassau e. V.

Stiftung Gesundheitsstadt Wiesbaden

syracom AG

Verein zur Förderung gemeinnütziger Aufgaben Rotary Club Wiesbaden e. V.

Wiesbadener Volksbank eG

Deutschland STIPENDIUM

Highlights of 2024

Interdisciplinary and international support for talent

Talent was supported and fostered in a multifaceted way in 2024 in the Faculty of Architecture and Civil Engineering at Hochschule RheinMain (HSRM). Junior academics from Germany and abroad were supported with suitable infrastructure and funding possibilities. Most especially in the context of the UNESCO professorship for historic urban landscapes and cultural heritage evaluations, junior academics from abroad were given the opportunity to work as guests in our faculty. In addition, this year we are advising various dissertations at the doctoral center for Mobility and Logistics, including a successful defense by Margarita Gutjar. A highlight was the Science Day in December in its new form: doctoral candidates had the opportunity to present and discuss their research within the faculty.

Interdisciplinary cooperation was also promoted in the form of student projects and summer schools. As part of the "Ingenieure ohne Grenzen" ("Engineers without Borders") challenge, students from various degree programs developed an experimental STEM toolkit for schools in Uganda. In the "Klimagerechtes Bauen" ("Climate-friendly construction") summer school, 40 students from various degree programs and nationalities, supported by HSRM's wood construction laboratory, worked on a mock-up of the main space of a bamboo schooling center in Ghana. To do so they utilized materials from a previous summer school to set up a bamboo bar in the inner courtyard of the D Building at the Kurt-Schumacher-Ring campus.

In 2024, the successful support of students in the Faculty of Architecture and Civil Engineering was also reflected in numerous awards and prizes. For their designs for transforming the former Carl von Ossietzky School and its surrounding areas, students in the master's degree program in Architecture | Construction involving Existing Structures received the Böttinger Prize. A graduate in Real Estate Management, Martine Mirabella Meyer, was distinguished with the German Datacenter Association (GDA)'s prize for junior academics for her bachelor's thesis. With her thesis, Anna Lena Müller, a graduate of the Mobility Management bachelor's degree program, won first place in the VCD award offered by the Verkehrsclub Deutschland e.V., while Ina Maier was able to crown her bachelor's thesis on gamification in operational mobility management with a thesis award at the Logistics and Mobility Conference of the RheinMain region universities.

Campus extension, strong research, and successful young talent

The Faculty of Design Computer Science Media remained very popular in 2024, and enjoyed full enrollment, as planned. The students once again included some with extraordinary talent, who were distinguished with the Best Paper Award and the ADC Talent Award, for example, and had won prizes in various competitions. Especially noteworthy are the young talented students who were awarded a doctorate at the doctoral center for Applied Computer Science (PZAI), including Sergio Staab, who won the prize for best Ph.D. thesis at the Faculty Convention of Computer Science. PZAI was able to hire five professorial members from the faculty who fulfilled the strict requirements for strong research.

This strength in research is also reflected in the seven-digit third-party funding that was acquired in collaboration with well-known partners from academia, companies, and organizations. This is associated with a series of new research projects on topics such as post-quantum cryptography, independent chip development, and the use of artificial intelligence for recognizing anomalies and proactive maintenance.

The faculty's positive trajectory continues with appointments to new professorships and improvements to the campus. For example, we were able to open a modern sound studio and an open-desk creative space. But the improvements to the Unter den Eichen media campus isn't finished yet: the redesign of the library, to improve the quality of the visitor experience, will begin shortly and plans for a cafeteria are taking more concrete form. One of the many highlights of 2024 was the Computer Science Festival, held by the Computer Science Association with almost 700 participants, an event which achieved national attention. In addition, the faculty was publicly active in many events such as exhibits of work, lecture series, summer schools, the mobile media forum, and the Media: Showroom Night, allowing the public to directly appreciate the talent within the faculty.

Structural changes and strategic successes

In 2024, the Faculty of Engineering Sciences chalked up a variety of successes in teaching. The professorships for wastewater treatment and sustainable process technologies, as well as for avionics and unmanned space flight were occupied, as were all eight positions in the REQUAS program for the recruiting and qualification of professorial staff. The faculty equipped several rooms at the Rüsselsheim campus for hybrid teaching and set up a "maker's space" for student projects. In addition, it opened up 70 courses and lectures to the "silver students" from the Seniors' University of Rüsselsheim; the Time4ING support project now has places for additional students. New collaboration contracts were entered into with the Immanuel Kant College Preparatory Secondary School and the vocational schools of nearby Groß Gerau, and preparations made for an additional contract with the Werner Heisenberg School in Rüsselsheim.

The faculty also accomplished a great deal in the fields of research and knowledge transfer in 2024: six new doctoral candidates took up their Ph.D. work in the Faculty of Engineering Sciences, and two existing doctoral projects were successfully concluded. The AZARE Research Center can look back on a successful launch.

Regarding Hochschule RheinMain's profile-building focal points, in 2024 the Faculty of Engineering Sciences was also very active in the fields of internationalization, digitalization, sustainability, and diversity. We successfully held a face-to-face summer school and a digital summer/winter school, and laid the groundwork for a new degree program to be held in English. Prof. Dr. Lucy Mudiwo Ombaka from Kenya held a position as a visiting professor in the hydrogen laboratory, and a prospective declaration of cooperation with the Moi University in Kenya was signed. In addition to visits from Namibia and the United States, the faculty saw an IEEE student branch founded, with three of its own doctoral candidates on the board.

With a solar charging station for smartphones, a water feature, irrigation directly to the roots, and new lighting to minimize light pollution, the campus was given a more sustainable design. The comprehensive redesign of the outdoor facilities was complemented by façade renovation, a directional and orientation system, and a new roof for the library. A new room for group work and the creation of "heat islands" also gave the indoor facilities a fresh touch.

Not least, the faculty had many reasons to celebrate in 2024: Prof. Dr. Birgit Scheppat was appointed to the experts' council of the Innovations- und Klimafonds (Innovation and Climate Foundation), and the company Archigas, which grew out of the faculty, was distinguished with the HERMES Startup AWARD. Maike Kaiser received not only the FKTG Graduates' Award from the Association of Electronic Media, but the ARD/ZDF "Women + Media Technology" prize as well. The new RheinVolt racing team for e-motorbikes was founded, and the Scuderia Mensa motor racing team was able to chalk up its most successful season yet. The high point of the year was the 60th anniversary of the faculty, which was celebrated with an academic ceremony, a Science Day, and an Engineering Night.

Compelling traditions and new momentum

On its 50th anniversary in 2024, the Faculty of Applied Social Sciences was not only able to look back on an extensive history, but to bring in new momentum as well. The summer festival and the “50 years: our faces” exhibit with the stories of our alumni were highlights which brought together members and friends of the faculty along with working partners.

An important milestone in 2024 was the founding of the Wiesbadener Institut für Methoden der Sozialen Arbeit (Wiesbaden Institute of Methods in Social Work, or WIMS). Also of great significance was the transition of the Forschungsinstitut RheinMain für Soziale Arbeit (RheinMain Research Institute for Social Work) to the Forschungszentrum RheinMain für Professionalität Sozialer Arbeit (RheinMain Research Center for Professionalism in Social Work, or FoRM). Both developments strengthened the enmeshment of research and practice in social work – including using the innovative methods laboratory. The faculty also continued to devote itself to societal and political issues. Professional conferences on current topics such as the dimensions of gender, hospice and palliative care, and the shift towards right-wing beliefs were very well received.

2024 was also a year rich in prizes for the faculty. Two students were awarded the Henriette Fürth Prize and the SI prize for their theses, underlining not only the quality of our teaching, but also the fact that we foster outstanding talent. In addition, the “Game of Theories” project led by two teaching staff from the faculty was awarded third place for projects in the prize for excellence in teaching at Hessian universities.

In terms of internationalization as well, the faculty continues to make progress. For example, this year we were able to award the first three “International Studies” certificates to students. With this certification, we offer our students attractive opportunities to expand their intercultural skills. The exchange programs, such as the established spring school in Malta and the new winter school in South Africa, are very popular.

A groundbreaking year and new horizons

The year 2024 was full of innovations, collaborations, and events for the Wiesbaden Business School faculty. A highlight was the first Science Day, at which interdisciplinary research results were presented. During the second International Seminars Week, students obtained valuable insights from international speakers who strengthened the faculty's international exchange and networking. An important step was the introduction of the peer mentoring program, which helps incoming students find their feet. Peer mentors supported first-semester students with practical tips and insider knowledge.

In October, our faculty was host to the 105th BundesDekaneKonferenz, at which deans from throughout Germany discussed the internationalization of university education. Specialized presentations promoted an exchange of ideas regarding requirements in university education. In addition, the faculty of the Wiesbaden Business School intensified its collaboration with a hospital in Malawi via the "Safe@KCH" project, which focuses on long-term knowledge transfer and training local patient safety ambassadors.

In terms of academic networking, the faculty participated in international training schools and presented research results at congresses in Spain, Japan, Portugal, and Austria. Particularly notable is the awarding of the 2024 Butterfly Impact Award to the European COST Action ERNST. We also entered into new collaborations: with the Deutsche Bank, we created a special prize for outstanding academic work to foster interest in topics relevant to central banks. A cooperation contract with the Nassauische Sparkasse (Nassau Savings and Loan) for the Insurance & Banking degree program aims to link theory to practice and prepare students in an optimal way for the requirements of the finance industry. Overall, 2024 was a groundbreaking year for the Wiesbaden Business School, opening up new horizons and placing the cornerstones for future success.

Change, expansion, innovation

In 2024, Hochschule RheinMain (HSRM)'s University Council saw several important changes and new developments. First, in the spring came the induction of Dr. Tina Klug as the new Vice-President for Finance and Administration. Prof. Dr. Ursula Walkenhorst, Chair of the University Council, thanked David Profit, the interim Vice-President, for his dedication and welcomed the new Vice-President into office.

In the summer as well, the members of the University Council took advantage of various opportunities to mix and exchange ideas with others, for example with the university's Senate and at a two-day work retreat with the President's Council and the Dean's Offices in June. Topics included research and continuing education, as well as the university pact and the university's financial situation.

In autumn the University Council provided advice and support to prepare for additional HR changes within the HSRM President's Council and was pleased to see the successful re-election of the two Vice-Presidents, with Prof. Dr. Andreas Brensing being confirmed in his position, while Prof. Dr. Christian Schachtner was elected as the successor to Vice-President Prof. Dr. Christiane Jost.

Throughout 2024, the collaboration between the President's Council and the new state government took on successful form. Important topics addressed by the University Council in this context included the trend in enrollment numbers, innovative types of degree programs, current construction projects, and the increase in research activities and Ph.D.s. Some of the important milestones were the launching of the RheinMain Institute for Transformative Sciences in Mobility and Logistics (RITMO) interdisciplinary research center and the RheinMain Research Center for Professionalism in Social Work (FoRM) in the Faculty of Applied Social Sciences, as well as the founding of the Institute of Corporate Communication & Identity (CCI) in the Faculty of Design Computer Science Media.

Collective bargaining contract and new elections

2024 was especially characterized by the signing of the new collective bargaining contract and new elections of staff representatives. The collective bargaining negotiations reached a successful conclusion, with the state government paying inflation compensation in three partial installments this year. In view of the current university pact negotiations, the unions used special postcards to once again draw attention to the universities: over 3,500 calls by employees for sufficient financing for the universities were sent to the negotiating parties in November. We are looking forward to the results.

Fortunately, after the elections in May, the All-Campus Staff Council was able to occupy its board fully once again and now even has four alternate members. The new members were sent to the necessary basic educational courses this year.

A focal point of the All-Campus Staff Council's work in 2024 was the implementation of the service agreement on flexible working hours via the introduction of a new time-recording system. We are supporting the current pilot phases with all their initial difficulties and are promoting the idea of training sessions. Additional important topics were the introduction of new software, the expansion of health offerings during work hours, and questions of work safety.

We will continue to address the issues of desk sharing and parking facility management with interest and commitment. We are represented by two members in the parking facility commission, which is currently discussing forms, general terms and conditions, and procedures. We are continuing to educate ourselves on the topic of desk sharing and will have an in-depth discussion on the topic at our work retreat. We are also planning to involve the staff using brief feedback questionnaires.

Presence and transparency in all areas

For AStA, 2024 was a year full of exciting projects, challenges, and notable successes. We were involved in numerous areas representing the interests of the students, creating new offerings, and improving existing structures.

In the field of political activism, we were able to emphasis important issues. We participated at Christopher Street Day 2024 as representatives of the student body, thus standing up for diversity and tolerance. In addition, we began a collaboration with the Kompetenzzentrum für zivilgesellschaftliche Weiterbildung und Integration (the Competence Center for Continuing Education in Civil Society and Integration) to strengthen future projects. In the runup to the 2024 European Election, we provided information to the students and called for active participation.

We were also able to improve student mobility in 2024. This included the reimbursement portal for the cost of the student semester ticket, and the long-requested digital Deutschland semester ticket. Just as important was the pilot project, began by AStA's family services on July 1, 2024 involving a rental system for the transportation of children at the Wiesbaden campus.

The OSCAR student cinema team was able to continue its successful collaboration with the university's Gender Equality Team in the past year. With this collaboration, each semester we were able to offer free entry to an event addressing gender equality for all guests. And to act against discrimination of all kinds, we are continuing our collaboration with Spiegelbild Wiesbaden and conducted workshops along with the Diversity Officer. We made some progress in the area of sustainability as well. The community garden at the Kurt-Schumacher-Ring campus celebrated its first season in 2024. At the same time, the garden shed was almost completed, and the give-away box in Rüsselsheim is also contributing to a sustainable use of resources.

Our political work at the university was characterized by numerous internal and external commitments. In addition to participating in almost all meetings of the student parliament, we were active in the election of the board. The external highlights included participation in the Nexture+ Conference in Regensburg, the WeltWeitWissen Congress at the University of Kassel, and our cooperation with the statewide conference of AStA organizations.
We focused on the Grand Semester Opening Party, which takes place every semester. The November 2024 ball was especially successful, because we implemented some new interactive features and included the students more in the activities. The donation money we collected at the party amounted to 1,600 euros and was given to a children's hospice.

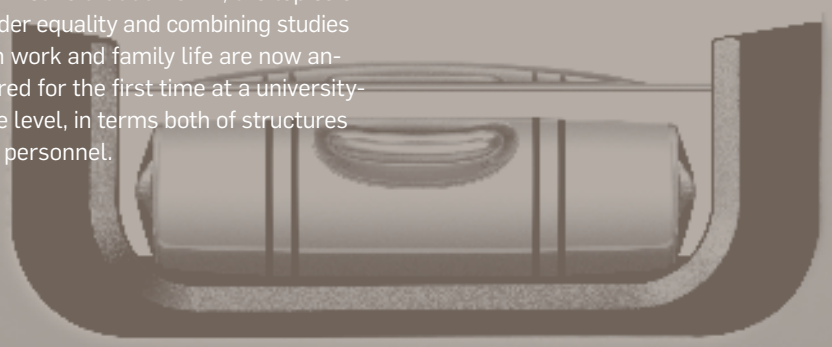
Finally, we would like to thank everyone who has supported our work, especially all the students, and are looking forward to 2025 with enthusiasm.

Successful steps towards gender equality and equal opportunity

The Gender Equality Team can look back on an eventful 2024. At the beginning of January, Hochschule RheinMain (HSRM)'s Einvernehmen für den Frauenförder- und Gleichstellungsplan (Agreement on the Promotion of Women and Gender Equality Plan) for 2024 – 2029 was drawn up along with the Ministry of Science and Research, Art and Culture. An analysis of the current situation and a review of the trends of recent years show that the university is on a good trajectory and successively approaching several goals we have striven for at once: realizing equality of opportunity for women and men; improving the ability to combine university studies, work and family life; and eliminating existing underrepresentation of women.

After the Statutes for Decentralized Representatives for Women and Gender Equality were officially published in 2022, by spring 2024 all five faculties had appointed Gender Equality Teams. This means that at HSRM, the topics of gender equality and combining studies with work and family life are now anchored for the first time at a university-wide level, in terms both of structures and personnel.

Additionally, in 2024 the Gender Equality Team hosted two all-women's assemblies. In March, an online event addressing "Mental Health in the Workplace" took place, and in September there was a digital reading with a subsequent networking meeting at the Wiesbaden Business School. As part of our renewed application for the Women in Professorships Program sponsored by the federal and state governments, we submitted a gender equality concept for parity in August. We expect a response in spring 2025. In addition, we hosted action days with varying event formats on the topics of "Girls and Women in Science and Research," "Family and Caring Responsibilities," and "No to Violence against Women". In November, for the first time, in collaboration with the Wiesbaden Soroptimist International (SI) Club we awarded the SI prize for outstanding theses or research work on innovative ideas in the social work/social sciences field, successful year.



2024 in numbers

Number of students in winter semester 2024/25 (status: 9 Jan 2025)

Total students (incl. exchange students, excl. students at the Studienkolleg)

at the Wiesbaden Campuses

Female students **6,124** (50 %)

Students by faculty

12,224

9,837 | at the Rüsselsheim Campus 2,387

Graduates in the academic year 2024 (status: 9 Jan 2025)

Winter semester 2023/24 942 | Summer semester 2024 903

Total 1,845

Doctoral students (status: 31 Dec 2024)

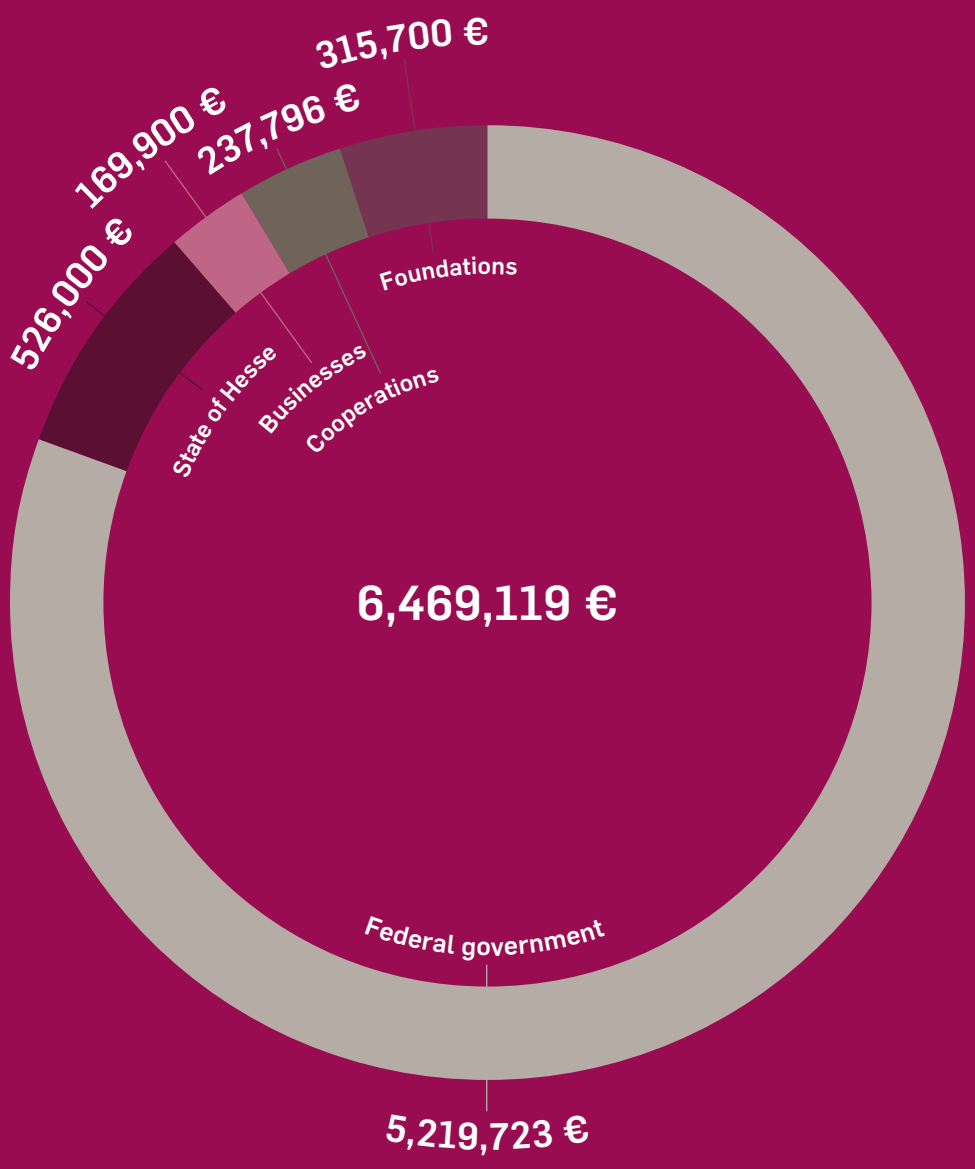
Doctorates in progress 83

at the university's own doctoral center 30 | in collaborative programs 53

Employees (status: 31 Dec 2024)

Total 1,155 | Professors among these 285

Third-party funding for research projects approved in 2024



Research projects approved in 2024

Research project	Project management (Faculty)	Funded by
Oberursel Integrated Mobility Platform (pimoo 3.0) With the pimoo 3.0 project, Hochschule RheinMain has joined with the city of Oberursel (in the Taunus region) to pursue an innovative communications and knowledge transfer strategy with the aim of contributing to the transition towards sustainable mobility in urban spaces. Four products have been developed which could be applied to other communities and regions: a knowledge bank, mobility consulting for buildings, the Active Travel mobility app, and an evaluation tool for decision-making processes. The central document is the transportation concept.	Prof. Dr. Volker Blees (Architecture and Civil Engineering)	BMBF
Phase III: Space for new mobility – mobility stations and more in the Frankfurt-RheinMain region (RaMo III) The "RaMo – Space for new mobility" project aims to promote more sustainable mobility using the spatial clustering of environmentally friendly transportation providers and offerings, as well as networking them digitally via the region-wide implementation of mobility stations. These are intended to ensure demand-oriented mobility, expand and diversify mobility offerings, and link the various types of short-distance transportation with one another. In the third funding phase, the topic of mobility stations will be structurally and organizationally anchored for the long term in the Wetterau area, and will also be established elsewhere in the region.	Prof. Dr. Volker Blees (Architecture and Civil Engineering)	BMBF
Fast Artificial Intelligence Rendering (FAIR) To convert existing image formats to the image quality of the HDR/WCG format (UHDTV) in future, the "FAIR" project is developing a converter which transforms images in real time. To do this, artificial intelligence (AI) processes must be used. The media creators can thus use already existing cameras even for new UHDTV productions and automatically convert the archived recordings into the HDR/WCG format. In addition, this process can be advantageous in other fields, such as medicine, the automotive industry, and in surveillance.	Prof. Mike Christmann (Engineering)	HMWK
Subjective safety in urban spaces: The mobility decisions of young people (SuSi) The "SuSi" project is intended to analyze and answer the following research questions: what does subjective safety mean to young people? How do infrastructure-related and societal factors influence their subjective feeling of safety? How can this be made visible? How can various scenarios be envisaged to increase subjective safety? What recommendations can be derived for gender mainstreaming and gender-responsive planning?	Prof. Dr. Martina Lohmeier (Architecture and Civil Engineering)	HMWK
Optimization of value streams using neuronal networks (VaStNet) The aim of the "VaStNet" project is to use AI to support users in modeling accurate value streams. To do so, learning processes will be created which provide support as a digital assistant: VaStNet identifies errors in the value stream and generates suggestions for converting a digitally documented but defective value stream into a simulable and accurate value stream. This lowers the threshold for value stream simulation and opens it up to a significantly larger group of people, making production and supply chains more flexible and industrial processes thus more competitive and sustainable.	Prof. Dr. Dirk Krechel (Design Computer Science Media)	BMBF

Social urban emissions trading systems (SUETS) The focus of the "SUETS" research project is the participative conceptualization and testing of local emissions trading systems at the district level. The project can be differentiated in terms of methodology from previous efforts towards community or district-based climate protection: the social/spatial inequality of a city is the starting point of transformative interventions. Instead of restricting the promotion of sustainable urban development to an individual environmental footprint, the aim is to address questions of climate protection based on the spatial problems presented by a city. Using the example of the city of Essen, a socio-ecological segregation index is being developed to be used as a basis to derive spatial sustainability levels for districts. Expanding upon this, our partner district has agreed to district-specific sustainability goals which must be achieved within three years. A special focus has been placed on concepts for inter-district emissions trading between civil societal initiatives in two districts with differing socio-ecological conditions.	Prof. Dr. Andreas Thiesen (Applied Social Sciences)	VW Foundation
Intelligent assistant for the proactive maintenance of cooling systems (IAMCool) The "IAMCool" project is researching the application of machine learning in recognizing anomalies and classifying errors in industrial facilities with various contexts. The aim is to develop a model which can be applied to a variety of facility types and combinations. As an example, cooling systems in grocery retail are being examined, where an early recognition of errors is especially important to reduce food waste and minimize the use of resources. In this case, AI-supported anomaly recognition contributes to reducing the monitoring requirements, predicting maintenance needs, and improving cost efficiency, safety, and energy efficiency.	Prof. Dr. Martin Gergeleit (Design Computer Science Media)	BMBF
Quantum-safe digital tracks (QUDIS) The "QUDIS" project is examining the integration of post-quantum cryptography and crypto-agility into the digital control and security technology of railroad transportation to ensure the long-term safety of the German railroad infrastructure. The network architecture of the control and security technology uses various communications protocols and technologies, including the RaSTA protocol at the upper communications levels, to ensure the real-time compatibility of the communication between the communication points. This project is examining how the upper communications levels, which are responsible for ensuring safe functioning, can be safeguarded using post-quantum cryptography. To this end we are analyzing how the protocols and communication mechanisms fulfilling the OPC Unified Architecture (OPC UA) standards issued by the OPC Foundation can be used to ensure the real-time compatibility and security of the upper levels of communication. The security mechanisms existing in the OPC UA standard for authentification and authorization, encryption and data integrity via signing are being evaluated and examined in terms of adaptation to post-quantum-cryptography algorithms.	Prof. Dr. Marc Stöttinger (Design Computer Science Media)	BMBF
Secure, industrially applicable, standardized HSM based on open EDA tools and processors (DI-SIGN-HEP) The DI-SIGN-HEP project is developing an easy-to-integrate and manageable hardware security module (HSM) named HEP-HSM with an entirely open-source toolchain down to the ASIC level. Although there are promising approaches to open-source hardware design, they have not yet gained the same industry-wide acceptance as open-source software design. HEP-HSM aims to further close this gap and be a beacon project paving the way for similar follow-up projects that contribute to a chip design ecosystem in Germany and Europe. Key research goals include identifying and closing functionality gaps in open EDA tools and developing a manageable verification tool that makes recent advances in the formal verification of a SpinalHDL-based RISC-V core easily accessible to the open-source community.	Prof. Dr. Steffen Reith, Prof. Dr. Marc Stöttinger (Design Computer Science Media)	BMBF

Open-source chip design infrastructure as a learning and competitive platform for students and young talent (DI-OCDCpro) To strengthen the innovation ecosystem in Germany's chip design industry and to recruit more young people to the important field of semiconductor and chip development, the "DI-OCDCpro" project aims at the design and development of a prototype for, and conducting a prototypical test run of, an "Open Chip Design Challenge," a student competition for the construction of semiconductors. The "Open Chip Design Challenge Prototype" (DI-OCDCpro) provides an open-source toolchain for the development of 130-nm computer chips to teaching staff at German universities along with corresponding teaching/learning concepts, materials, and curriculum, and uses this as a basis to create a student competition for a software-based open-source hardware design for advanced students.	Prof. Dr. Steffen Reith (Design Computer Science Media)	BMBF
Post-cryptography for automotive components (PARFAIT) The "PARFAIT" project is developing technologies and processes to make it possible to exchange cryptographic primitives into automotive components. The first step is to conduct a needs analysis by gathering use cases which take secure boot, update, and diagnostic processes into account, as well as secure communication. To obtain this information, HSRM will apply its many years of expertise in the automotive industry to the necessary risk analysis. A special focus is on questions of crypto-agility. Key management is taken into account for the entire life cycle of the PKI components. Apart from examining conventional solutions obtained using equivalent PQC variants, hybrid-resistant procedures will be examined. Fail-safe mechanisms will be analyzed to make it possible to safeguard the IT security of a system even when it has been compromised. The processes thus developed will be evaluated based on the use cases from AP1 and subsequently we will proceed with prototypical implementation.	Prof. Dr. Marc Stöttinger (Design Computer Science Media)	BMBF
Scaling a digital ride-sharing platform to increase employee satisfaction and reduce emissions (SMILE) The "SMILE" project aims to use employees' own vehicles to shorten the work commute to the Frankfurt Airport. With this sustainable mobility, we intend to contribute to climate protection. SMILE combines transportation, climate-protection and operational aspects as well as overarching operational integration. As an academic research project, it also shows how product- and platform-specific requirements and factors specific to individuals, the environment, and the employer influence the acceptance and long-term use of a ride-sharing platform. Thus SMILE has great potential for knowledge transfer due to generalizable results and a high multiplicator effect.	Prof. Dr. Barbara Seegebarth (Wiesbaden Business School)	BMDV
Micro-nano interfacing for MEMS-integrated sensor systems (MINIMISE) The aim of the "MINIMISE" project is the reproducible integration of nanostructures into microsystems for application in sensor systems. So far, nanostructures have been produced only as individual units in the form of wires, balls, and directly inscribed 2- or 3-D structures to analyze questions relevant to foundational knowledge. In the case of IoT-template-produced nanowires and networks, and using femtosecond-laser hyperdoped silicon balls, the production process will be mastered and physical properties extensively examined. To use the structures in an applied way, we now must establish the micro-nano interfacing (MNI), meaning binding the nanostructures to the macroworld using microsystems as a roundabout approach. Access to the special measurement values of a nanosystem requires the secure and reproducible connection between microscopic and nano-scaled systems. The aim is to create platforms which will allow us to reliably measure the reaction of the structures to corresponding stimuli and in this way to establish applications.	Prof. Dr. Markus Bender (Engineering)	BMBF

New process for producing and constructing wood-concrete-composite (HBV) ceilings for buildings using innovatively joined wood-based slabs (HVB NewJoin) The "HVB NewJoin" project aims to find approaches to dealing with the disadvantageous properties of wood as a material, such as noise protection, rigidity, and vibrational behavior. As a solution, in this project we aim to develop a completely new type of wood-concrete-composite construction by combining several new approaches as a solution. The wood-based materials will be connected using large dovetail joints which need to be newly developed. We will then combine the wooden slabs thus created with concrete using two new, combinable approaches. This is intended to greatly increase the economic viability of ecological construction using wood and open up new areas of technical application. By using discarded materials from production which until now have been difficult to utilize, we aim to create an additional major advantage regarding economic viability, wise use of resources, and reduction in CO2 emissions.	Prof. Dr. Leander Bathon (Architecture and Civil Engineering)	BMWK
Researching sexualized violence in the Rhineland Protestant Church (ErGEvK) The "ErGEvK" project aims to investigate the accusations of sexualized violence in a trauma-informed manner and thus to contribute to clarifying a possible case of sexualized violence in the Protestant Church.	Prof. Dr. Johanna Sigl (Applied Social Sciences)	EKiR

BMBF
Federal Ministry of Education and Research

BMDV
Federal Ministry for Digital and Transport

BMWK
Federal Ministry for Economic Affairs and Climate Action

HMWK
Hessian Ministry of Higher Education, Research and the Arts

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