



HOCHSCHULE  
RAVENSBURG-WEINGARTEN  
UNIVERSITY  
OF APPLIED SCIENCES

**UNIVERSITY  
MISSION STATEMENT**  
"GOOD TEACHING  
AND LEARNING"  
MISSION STATEMENT



From left to right: Henning Rudewig, Prof. Dr. Sebastian Mauser, Prof. Dr. Thomas Spägele, Prof. Dr. Heidi Reichle, Prof. Dr. Michael Pfeffer

## DEAR READER,

Our mission, vision, and values guide us in all that we do. They are both motivation and obligation. They convey what we stand for and what we strive for.

We have summarized our mission, vision, and values in the RWU mission statement. There is an additional mission statement „Good Teaching and Learning“ which defines how we see ourselves within the context of our core mission. We updated these texts in 2022 with the participation of everyone at the university. Just as science, business, and society are constantly evolving, we also review and adapt our mission statements on a regular basis.

We have formulated our mission statements as succinctly as possible. There are supplementary pages where additional explanations for broader terms can be found. We invite you to use the mission statements as living documents. Pick them up from time to time, discuss them with each other, and use them as a guide.

Everyone at the university is called upon to align their actions with the mission statements, whether it be by living the values in our daily interactions with each other, through innovative teaching concepts, a service-oriented administration, or engaged, independent studying. This is how we can all contribute to making our vision of a brighter future a reality.

Sincerely,

Prof. Dr. Thomas Spägele, Henning Rudewig  
Prof. Dr. Sebastian Mauser, Prof. Dr. Michael Pfeffer, Prof. Dr. Heidi Reichle



# OUR MISSION

*"The student is at the heart of everything we do"*



Competent Graduates

International Scope

Forward-looking

Good Teaching:

Practice-based, Professional,  
Partnership-based,  
Personalized, and Passionate

Applied Research

Transfer

Face-to-face Teaching

Friendly Campus

→ Our degree programs are forward-looking and internationally oriented. We equip our students with professional qualifications and interdisciplinary competencies.

→ Our teaching is practice-based, professional, partnership-based, personalized, and passionate. We use digital formats to augment in-person classes taught on a small, friendly campus.

→ Applied research is integrated into our teaching. We share our scientific findings with broader society.



#### **Forward-looking Degree Programs**

We offer bachelor and master degree programs, which evolve alongside the interests of applicants and the requirements of an ever-changing professional world. We facilitate lifelong learning by offering continuing education programs that fit into the schedules of working professionals. Master's graduates at RWU are qualified to continue on to a PhD program should they choose to do so. Our lecturers keep their professional and didactic knowledge up to date.

#### **Internationally Oriented**

We view internationalization as a strategic goal. That's why we specifically design our courses and programs so that international students and teachers can find an academic home at RWU. We also help our students, lecturers, and staff gain international experience, be it through a semester abroad, staff exchange programs, or cooperations with partner universities around the world. We offer language classes and intercultural training to all university staff.

#### **Equip**

We give our students the tools they need to follow their own professional and personal paths. We facilitate lifelong learning via a wide range of continuing education programs. Many of our graduates later return to RWU with professional experience and share their knowledge as experts with subsequent generations of students.

#### **Interdisciplinary Competencies**

We provide our students with a wide range of soft skills. A special emphasis is placed on critical thinking and problem-solving skills, i.e. the ability to analyze, understand, and overcome complex challenges.

#### **Practice-based, Professional, Partnership-based, Personalized, and Passionate**

These are the five aspects that characterize teaching and learning at our university. See our „Good Teaching and Learning“ mission statement.

#### **Digital Formats**

We augment face-to-face teaching with blended learning. That means we use didactic best practices to combine different methods and media from in-person instruction as well as e-learning to create added value for our students.

#### **Friendly Campus**

RWU has a walkable campus, friendly staff, and small class sizes. Supporting our students with personalized counselling is very important to us.

#### **Integrated into Our Teaching**

Our teachers illustrate current research topics by incorporating their own applied research into the courses they teach and enabling students to participate in research projects.

#### **Share Our Scientific Findings**

As a public university, one of our goals is to contribute to overcoming the challenges currently facing our society. We draw from our various fields of expertise to advise organizations and corporations and support them in their research and development projects. In doing so, we also seek to strengthen the broader Lake Constance and Upper Swabia region as a place to live and do business.



# OUR VALUES

*"We take responsibility"*



Diversity

Participation

Appreciation

Respect

Courage

Community Spirit

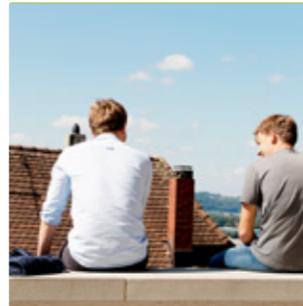
Responsibility

Sustainability

→ We act respectfully and foster mutual appreciation. Participation and diversity characterize our organization.

→ We act responsibly and have the courage to break new ground. We work together to find the best solutions for the entire university.

→ We act sustainably. We consider the long-term effects of our decisions in everything we do.



### **Respectful**

We treat each other with mutual acceptance, regardless of hierarchies or group affiliations. We listen to each other.

### **Appreciation**

We communicate openly and make decision-making processes transparent. We give constructive feedback. The knowledge and commitment of all university stakeholders are the foundation of our success.

### **Participation**

We provide everyone at the university with the opportunity to participate in university committees, projects, and various forms of feedback. We take the diverse perspectives of RWU's different stakeholder groups into account when making decisions.

### **Diversity**

We see the extensive diversity of our university and student bodies as both an opportunity for a lively, rich university culture as well as an obligation to realize equal opportunities and to protect against discrimination. To these ends, we seek to strengthen what unites us and promote openness, empathy, and appreciation.

### **Responsibility**

We work diligently and reflect on the impact of our actions. We emphasize compliance with legal requirements and adhere to agreed-upon work processes.

### **The Courage to Break New Ground**

We see change as an opportunity and encourage our teachers and staff to try out new things and to develop processes critically and creatively. We deal openly with mistakes and use them as an opportunity for improvement.

### **For the Entire University**

We base our actions and the distribution of resources on the best interests of the university as a whole and not just on the interests of individual departments. We work together as a team in a solution-oriented manner. We identify with our university community and the goals of RWU.

### **We Act Sustainably**

The principle of sustainability guides our actions in ecological, social, and economic issues. We see sustainability not only as the reduction of energy consumption and emissions, but also for example as an important perspective in shaping a positive working climate, in procurement, and in the distribution of resources. Incorporating sustainability in an ideology-free, scientifically-oriented way into our teaching, research, and administration is important to us. We integrate the topic of sustainability into all our degree programs and work together on it across faculties. We specifically promote research with a sustainability perspective.



# OUR VISION

*"We are a beacon of learning in the region"*



→ Our students learn in a modern, quality-oriented academic environment and receive the best possible support in developing their talents. Our graduates are sought-after professionals and future leaders.

→ Our staff and teachers value the university as an attractive place to work. They can count on a wide range of professional development opportunities within a family-friendly working environment.

→ Our university is well connected within the region and around the globe. We are renowned for our distinctive range of courses and our culture of independent research.



#### **Modern**

We teach up-to-date course content using modern infrastructure, technology, and methods. Our premises are contemporary, inviting, and equipped with state-of-the-art technology. Work and study spaces are available for both individuals and teams. Our administrative processes are fast, streamlined, and optimized with the help of digitalization.

#### **Quality-oriented**

Quality management is a cornerstone of our teaching, research, continuing education, and administration. We think and act in a quality and service-oriented way. This includes measures such as reliable evaluation processes, regular student counseling, quick responses to student inquiries, as well as performance reviews measured against many different benchmarks. Continuous improvement is an integral part of our mindset. Teachers and employees take ownership of their own professional development.

#### **Academic Environment**

Research is an important part of university life for both teachers and students. Our students are active participants in research projects, especially at our research institutes. RWU teaches cutting edge content and pioneers new didactic concepts.



#### **Support**

We promote student initiatives, projects, and start-ups, which give our students the opportunity to discover and test their talents and professional interests.

#### **An Attractive Place to Work**

Autonomy and self-determination are features of every position at our university. We offer the opportunity to work remotely in order to promote productivity and employee satisfaction, as well as be a family-friendly workplace. The leadership principles at RWU are practiced throughout the university and contribute to the collaborative achievement of goals as well as to a positive working environment. Regular, constructive feedback and the promotion of employee health are integral to our workplace culture.

#### **Wide Range of Professional Development Opportunities**

We foster the interests and talents of our teachers and staff through targeted professional development, continuing education, and training. We encourage employees to participate in university committees and projects.

#### **Family-friendly Working Environment**

As a family-friendly university, we offer our students, lecturers, and staff customized solutions in order to achieve the greatest possible compatibility between school/work and family responsibilities.

#### **Well Connected**

We are a respected and sought-after partner for cooperations and research for companies in the region and beyond. We maintain active cooperations with numerous universities worldwide. Our students benefit from this network and contribute to it as alumni.

#### **Distinctive Range of Courses**

The range of courses we offer is unique in the region. It sets us apart from other universities of applied sciences. The courses we teach reflect the future needs and challenges facing our society in the fields of technology, economics, and the social sciences.

#### **A Culture of Independent Research**

Research at RWU follows the guidelines of the German Research Foundation (Deutsche Forschungsgemeinschaft) and is free from undue influence from both internal and external economic and political interests. We foster a culture of frank and open discussion without prejudice and promote critical thinking and ideology-free debate on research topics and trends. Our professors are active contributors to this research culture and regard research as a natural and important part of their work at RWU. This includes participation in international research groups and networks, among other activities.



e-mobility



# “GOOD TEACHING AND LEARNING” MISSION STATEMENT



# PRACTICE-BASED

The content we teach is application-oriented. The qualifications we provide match the needs of the job market and drive social progress. Our teaching is focused on competency. We empower our students to become autonomous learners.

## Application-oriented

Instruction at RWU is characterized by a systematic blend of theoretical and practical content. Our lecturers have many years of real-world experience, and our students are able to apply and consolidate what they learn in class through laboratory exercises and project work. An internship semester, as well as a practice-oriented final thesis are integral parts of our degree programs. The many hands-on elements facilitate our graduates' transition to the workplace.

## Qualifications that Match the Needs of the Job Market

Our lecturers work closely with companies and institutions to make sure that the current demands of real-world workplaces are reflected in RWU classrooms. This exchange also forms the basis for the further development of our degree programs and the creation of new ones. Industry collaboration ensures that our students have the necessary qualifications for an ever-changing job market. These qualifications include intercultural competencies and other interdisciplinary skills in addition to technical expertise.

## Drive Social Progress

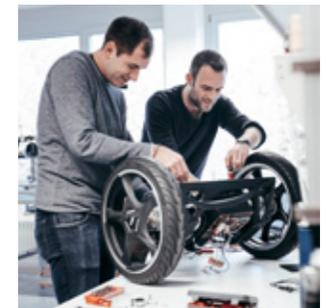
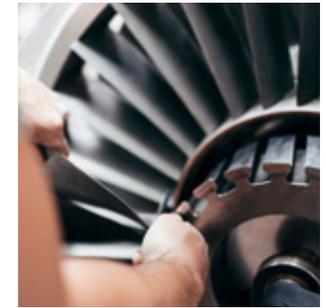
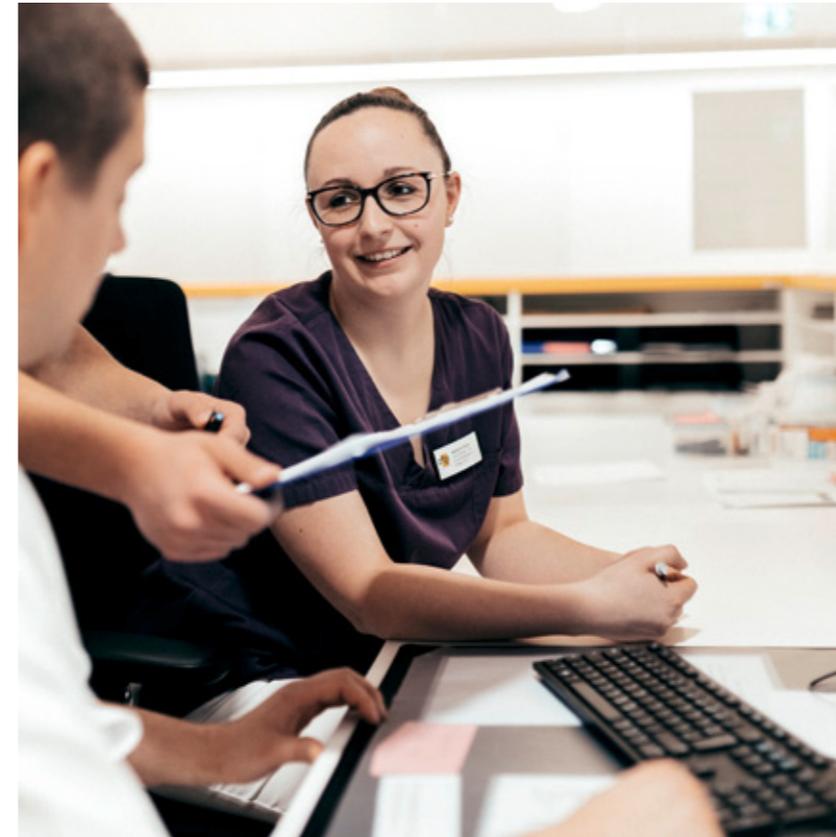
We want our graduates to be responsible citizens in addition to highly sought-after professionals and leaders. That's why we seek to foster a sense of responsibility and democratic citizenship as well as encourage critical thinking and social engagement. We empower students to question and help shape societal developments.

## Focused on Competency

We leverage learning-centered teaching to empower our students to apply the specialized knowledge they have acquired in a variety of flexible ways. Students are also able to test this knowledge in complex contexts and, if necessary, to develop their skillsets further independently. The competencies that are acquired are assessed via appropriate forms of examination.

## Independent Learning

In addition to subject-specific and interdisciplinary qualifications, we also teach our students how to learn independently, from studying techniques to information literacy and time management. Our goal is to prepare our students for a lifetime of learning.



# PROFESSIONAL

Our courses prepare students for the economy of tomorrow and are based on state-of-the-art science. We employ innovative didactic methods, which are regularly developed and adapted to current learning objectives.

## Preparing Students for the Economy of Tomorrow

Science, business, and society are constantly evolving, which is why we continually review and adapt our course content to reflect current issues. The aim is to reflect future developments and needs in today's teaching.

## State-of-the-Art Science

Our lecturers always keep their knowledge and teaching content up to date, be it through continuing education and training or professional exchange with fellow academics.

## Innovative Didactic Methods

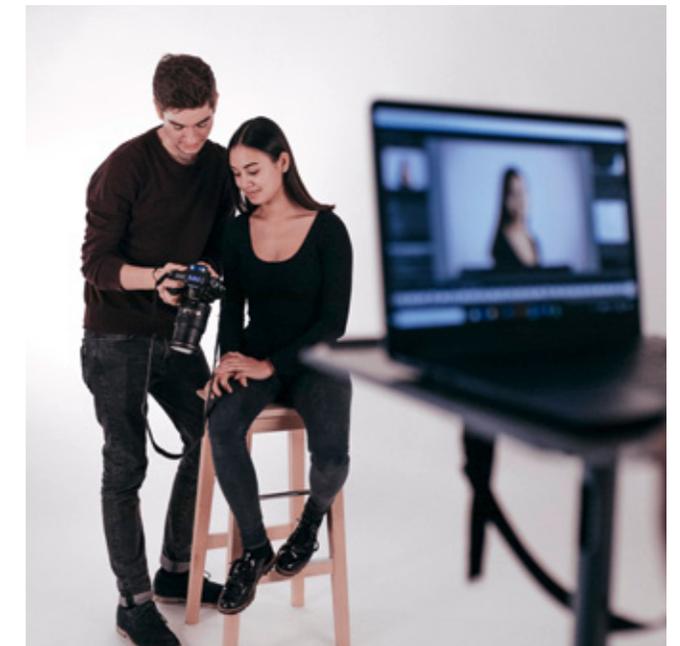
We consider new didactic methods and apply recent pedagogical developments to our teaching. Our focus is always on the learning success of the students.

## Constant Development

We regularly and systematically evaluate the quality of teaching. We improve our pedagogy based on the results of those evaluations. At RWU, we use a variety of teaching and learning methods, which are then adapted to the culture of each respective faculty. We also take the prior knowledge, motivation, and personal background of the students into account.

## Adaptation to Current Learning Objectives

The teaching methods we employ are always oriented around learning objectives. The learning objectives are derived from the qualification objectives of the module or degree program and the competency profile of the course.



# PARTNERSHIP-BASED

Our teachers see themselves as facilitators of learning. Students and teachers are jointly responsible for learning success. We work together across disciplines and faculties.

## Facilitators of Learning

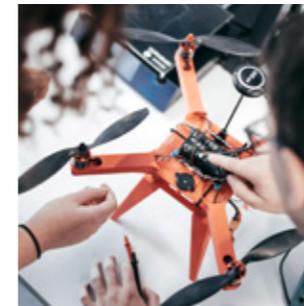
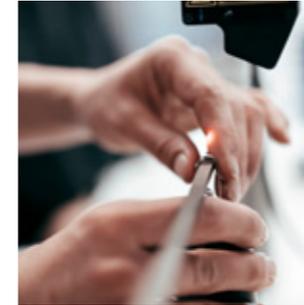
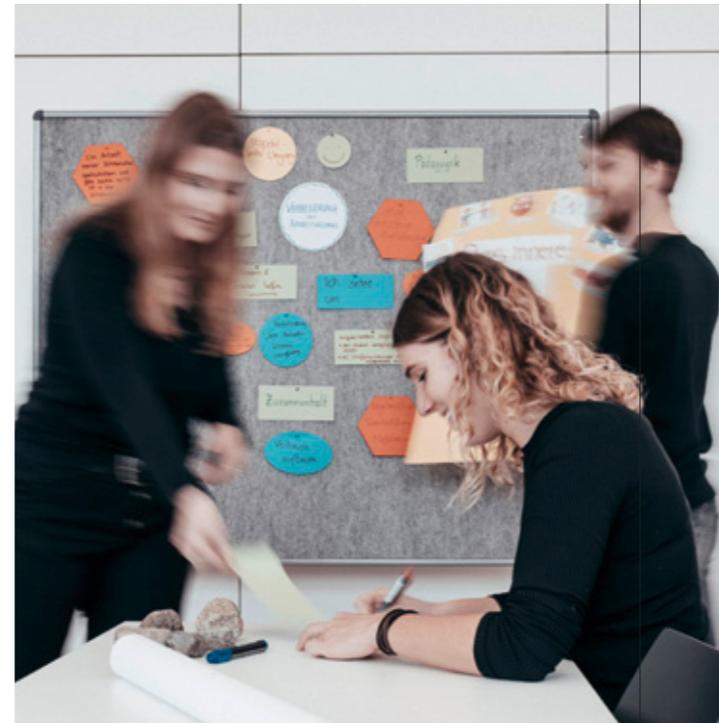
The role our teachers play is that of a learning coach: the aim is not just to impart knowledge, but to support students in acquiring knowledge independently and in organizing their own learning. Teachers encourage students to self-reflect as they acquire professional competencies.

## Joint Responsibility for Learning Success

Our students and teachers are aware that success in learning depends on cooperation and motivation on both sides. This includes a commitment to teaching as well as active participation from the students. Students are also heavily involved in the development of curricula and the learning environment by sitting on university committees and other forms of participation.

## Across Disciplines and Faculties

We promote the interdisciplinary networking of knowledge, students, and teachers at RWU. We offer joint courses across degree programs and faculties and encourage a transfer of knowledge through various formats. We also collaborate on research projects, the supervision of theses, and the utilization of laboratories.



# PERSONALIZED

Our teachers are approachable and open to dialogue with students. We allow our students to bring their own interests into the classroom and customize their degree programs.

## Approachable and Open to Dialogue

Our lecturers are quick to answer students' questions and reliably make themselves available during office hours. Constructive exchange with students is actively encouraged by our lecturers, whether the conversation be about course content or organizational issues.

## Bringing Their Own Interests into the Classroom

Our teachers ask students about their interests and questions and then incorporate those topics into the courses as much as possible. Our students are actively involved.

## Tailor-made Degree Programs

Our degree programs and teaching concepts allow room for personalization. Electives, concentrations, individual projects, and e-learning enable our students to customize their degree programs to meet their own career goals and appeal to their own interests.

# PASSIONATE

Our students are motivated and autonomous learners. They are engaged and interested in academic issues. Our teachers encourage personal development and inspire enthusiasm for their subject.

## Autonomous Learners

Our students approach their education with initiative and a sense of empowerment. They know why they are studying and what their goals are. The students take ownership of their own education and careers. They are active learners rather than passive consumers of information.

## Engaged

Our students invest the time and effort necessary to both contribute to as well as get the most from their classes. Our students get involved in university committees, student projects, and other initiatives. This allows them to help shape the university and expand their personal skill sets at the same time.

## Interested in Academic Issues

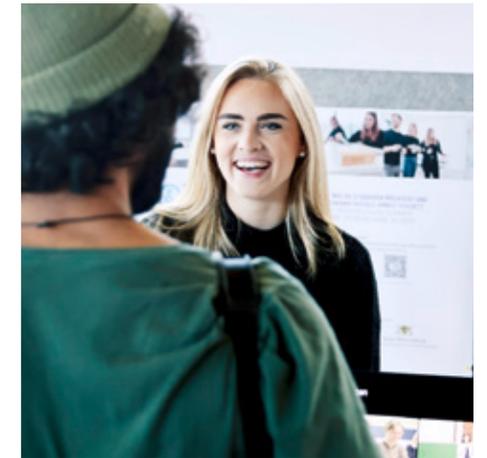
In addition to acquiring knowledge within the scope of their own degree program, our students learn about the research process and pose their own questions. They are motivated to engage with scientific ways of thinking and working. Our teachers support research-based learning by bringing elements of their own research into the classroom.

## Personal Development

Our lecturers teach soft skills and incorporate key interdisciplinary topics such as ethics, sustainability, and diversity into their teaching. Social competencies and an understanding of one's self are integral parts of our degree programs. Our students cultivate a professional image based on standards of workplace behavior and reflect critically on their actions in professional environments.

## Enthusiasm

Our lecturers fulfil their mandate as teachers with motivation and passion. They know why they teach and are aware that their own enthusiasm for their subject contributes to student learning. Our teachers are not aloof purveyors of knowledge. They are committed ambassadors for their academic discipline who make their classes engaging and interesting.





The mission statement for Ravensburg-Weingarten University of Applied Sciences as well as the „Good Teaching and Learning“ mission statement were confirmed by the University Senate (20th of October, 2022) and the University Council (25th of October, 2022) and officially adopted in the Rectorate meeting on the 3rd of November, 2022.

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