

University of Siegen

Quality Objectives

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Preamble

The university-wide quality objectives for the areas of governance, research, teaching, third mission* and service are described below. They constitute the framework for the specific quality objectives defined by the individual units (faculties, central institutions, administrative bodies etc.).

Governance

Quality requirements of all levels of management are aimed at defining responsibility for the core university processes (research, teaching, third mission†) as well as the service processes. They are therefore not only relevant to the university management, but also all management levels in the faculties, main facilities and the administration.

The quality standards set for the management levels are based on the following principles in terms of self-commitment:

- » The University of Siegen is well aware of its social responsibilities. The strategic management decisions are therefore oriented on social values and issues impacting on society as a whole, and recognise these in their diversity. In order to address these responsibilities, the management levels provide both an organisational structure that is in accordance with the values and quality goals and the appropriate activity and resource allocation (financial resources, personnel, infrastructure).
- » The relationship of management levels and allocated units is based on the principle of shared responsibility – as a combination of participation and transparency. One of the university's goals is that the participation of all the relevant players in decision-making processes is guaranteed. Competences and responsibilities are clearly regulated at the management levels. The university management also encourages an open communication culture that enables comprehensive information of university members and relevant reference groups. Informative documentation is provided to make structures, processes and decisions comprehensible and verifiable.
- » Decisions made by the management levels always take into account their impact on the equal opportunities for the different groups of people. A diversity-sensitive approach in the employment and appointment procedures and career advancement procedures is an important issue for the University of Siegen, especially with regard to the staff structure and the targeted personnel development.
- » The management levels ensure a spirit of openness and fairness in dealing with one another that also allows room for creative ideas, versatile lateral thinking and critical reflection. The management style creates a climate in which intrinsic motivation and the appreciation of diversity have the highest priority.

† Third Mission: This term encompasses the socially relevant areas of performance (e.g. knowledge and technology transfer) of universities beyond research and teaching.

Research

The University of Siegen is identifiable as a relevant place of research with visible diversity. The following definitions in the field of research should help to achieve these objectives:

1. A high level of scientific competence of the researchers is provided, promoted and further developed in their diverse disciplinary cultures. In particular these include:
 - » Performance assessment should be fair and transparent and supported by quantitative indicators (such as project volumes, peer-reviewed publications with citation index, monographs, dissertations, prizes, concerts, exhibitions) in NRW-comparison and standardised with regard to discipline and facilities; but in critical assessments also by qualitative indicators (e.g. peer-review procedures).
 - » Additional internationally visible and excellent research alliances (e.g. coordinated German Research Foundation (DFG) programmes, Max-Planck working groups, Fraunhofer working groups, benchmark projects) should be formed.
 - » Researchers at Siegen continue to be represented and prominently active in relevant regional, national and international scientific societies and bodies.
 - » The University of Siegen provides a platform for efficiently communicating and transferring research successes and findings internally and externally.
 - » The University of Siegen commits itself to the maintenance of quality standards (e.g. rules of good scientific practice).

2. The University of Siegen offers a fertile setting in which all researchers can distinguish themselves.
 - » The research by individual scientists represents the basis of the research at the University of Siegen. Individual research achievements must therefore be evaluated fairly and transparently, acknowledged and recognised for their diversity, regardless of whether this occurs in fundamental or applied fields of research. Increasingly decisive assessment procedures of areas (centres, alliances) should, in addition to indicators, also include a content assessment, for example on the basis of peer review procedures.
 - » Additional research capacities are combined in priority areas to ensure greater competitiveness and the intra and interdisciplinary fertilisation of working groups and can be addressed to visible research associations and alliances.
 - » The framework conditions (e.g. space, infrastructure, equipment, information) enable particularly successful researchers a phase-wise prioritisation of their research assignments over other assignments. The administration supports the scientists so that their work in R&D projects are primarily scientific and not administrative, e.g. project initiation, project execution and personnel recruitment.
 - » Coaching and training mechanisms promote the further qualification and the research success of scientists, but especially that of young scientists. These include e.g. individual supervision and training courses for the formal optimisation of planned projects.

3. Research at the University of Siegen contributes to the qualification and distinguishing of young scientists at all levels.
 - » Research prospects should be integrated in BA and MA courses. Research findings and procedures should find their way into the teaching.
 - » A fertile environment for dissertations should be promoted, e.g. no dissertation should fail for financial reasons, due to disability, chronic illness or lack of care.
 - » The development of young scientists to leading research figures is supported by institutional care provision.

Teaching

The University of Siegen considers it an exceptional obligation to ensure and permanently develop the quality of teaching. In order to ensure the systematic development and advancement of study programmes, the University of Siegen has committed itself to five quality objectives for the area of teaching studies, which are intended to serve as quality benchmarks and orientation aids for study programmes. In the consideration of an individual study programme, the individual quality objectives can gain different relevance, which results from the respective profile and conception of the study programme.

The quality of teaching is measured by whether it qualifies students for professional and academic life, serves the development of personality and leads graduates to assume responsibility for society as a whole. These goals can only be achieved with an optimised teaching and study programme that takes into account the diversity of the students.

- » A fundamental principle of study at the University of Siegen is the practice of scientific thinking and work. The study programmes qualify students for demanding and responsible activities within and outside the university sector and are in line with scientific standards as well as the requirements of the intended fields of activity.
- » The teaching and study programmes are designed to provide professional and methodological skills as well as personality development. The study programme thus also lays the foundation for responsible, critically-reflective action in all socio-cultural and technology-related areas of society.
- » The study programmes enable and promote international exchange formats for students and teachers as well as the recognition of externally acquired competences. The curricula take up international scientific and cultural discourses and promote intercultural competences.
- » Interdisciplinarity is made possible and specifically promoted through curricular and organisational framework conditions.
- » Teaching and studies are organised in such a way that a coherent range of courses that can be studied within a given time frame is guaranteed and continuously developed. Good teaching is characterised by subject-appropriate forms of teaching and examinations as well as support services. The organisation of teaching enables individual learning and

different paths through the degree programme and promotes individual and diverse educational pathways.

Third Mission

Science should not take place behind closed doors at the University of Siegen. The fascination that research exerts is something that should be conveyed to all interested parties, while personal exchange should also be promoted. The Third Mission is seen as a link and a multiplying factor between science, business and society. As a cross-sectional task it requires close cooperation between the faculties, the rectorate and the administration. Here the main goals are continuity of exchange, the perception of the University of Siegen as a brand, and both inward and outward transparency.

1. Continuity and sustainability

- » External contacts to state and private institutions, business enterprises and individuals should be qualitatively further expanded and continuously cultivated.
- » A successful transfer policy contributes to increasing the third party funding of the University of Siegen.
- » Collaborations should be designed to be long-term and of high quality. Here the emphasis is clearly on the preamble “quality before quantity”, so that the University of Siegen sees strategic partnerships as the measure for all cooperation efforts, national and international.
- » The relevance of the University of Siegen for society and the research scene should be communicated.

2. University of Siegen as a brand

- » A successful transfer policy contributes to gaining recognition for the research and transfer performance in the region and beyond, and translates into such things as invention disclosures, patents and publications.
- » The University of Siegen should be seen as a successful and important educational institution.
- » The good supervision of students and the long-term contact with the graduates (alumni, career promotion) are an inherent component of the transfer policy.
- » The University of Siegen supports spin-offs from the university, realised by students and employees.
- » Students and employees should identify with the university and remain connected to the university in the long term

3. Internal and external transparency

- » The university's knowledge should be made transparent to the outside world both nationally and internationally.
- » The dialog and exchange with society should be actively pursued and promoted.
- » The University of Siegen will meet its responsibility to society as a whole.
- » Part of the internal transfer capacity is the promotion of interdisciplinary research and teaching.
- » Successful internal communication is an important requirement for shaping an own identity over status groups.

Service

At the University of Siegen, service includes processes in the area of the university's central administration, the main institutions and within the faculties. The general objective of the service units is to enable as efficient and effective functioning of the other service areas as possible. In order to guarantee consistent high quality at the university the individual areas have given themselves the following goals.

The central university administration sees itself as an effective, efficient, transparent and process oriented service facility for the university. The quality definition therefore encompasses the following aspects:

1. Objectives and tasks of the central university administration
 - » The central university administration sees itself as being responsible for ensuring that the University of Siegen provides the best possible service to safeguard unlimited and efficient fulfilment of its tasks in research, teaching and transfer.
 - » It has set itself the target of providing its services for all members of the University of Siegen, especially for its students, in a high quality and purposeful manner as best and quickly as possible.
 - » The central university administration guarantees a service oriented task fulfilment within the framework of the applicable statutory and non-statutory regulations.
 - » It provides a central, reliable and task-based database (data collection, processing, storage and documentation).

2. Profile of the central administration within the university
 - » As a service unit, the central university administration is creatively, actively and enthusiastically involved in achieving the overall goals of the university, facing the students, scientists, staff in the faculties and central facilities in a friendly and competent manner.
 - » The central university administration especially supports the university management, university council and the faculty authorities in the preparation and implementation of strategic and operational activities. It works closely and faithfully with the bodies, faculties, and main institutions of the University of Siegen as well as with cooperation partners, state agencies and other organisations and individuals.

3. Principles of the internal organisation of the central university administration

- » To guarantee efficiency and effectiveness, the central university administration operates in a service and process oriented manner, economically and transparently. To this end, all the work processes, especially with regard to the interfaces (both at administration and faculty level and also on the horizontal and vertical levels within the administration) are defined, optimised and interlinked.
- » The staff of the central university administration is supported through adequate relevant training, further training and retraining, and are given the opportunity to further develop their potential and skills so that they can be responsible for their tasks and cope with new challenges. Core skills for dealing with intercultural diversity shall in particular be promoted (e.g. language skills).
- » The rectorate promotes the introduction and development of internationalisation management structures across the university. Paramount is the creation of structures that support all players in the university in expanding, handling and promoting cultural diversity.

