



Alice Salomon Hochschule Berlin
University of Applied Sciences

Research Strategy of Alice Salomon University of Applied Sciences Berlin

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Alice Salomon University of Applied Sciences Berlin

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Content

Research Strategy of Alice Salomon University of Applied Sciences Berlin	2
Profile, Mission Statement, and Research Focus Areas	2
Strategic Goals.....	4
1. Supporting research	4
Operational Objectives:.....	4
Measures:	4
2. Further Developing Structures	5
Operational Objectives:.....	5
Measures:	5
3. Expanding Transfer and Cooperation	7
Operational Objectives:.....	7
Measures:	7
4. Promoting Academic Careers.....	7
Operational Objectives:.....	8
Measures:	8
5. Intensifying Science Communication	8
Operational Objectives:.....	8
Measures:	9
6. Strengthening Open Research	9
Operational Objectives:.....	9
Measures:	9
List of Sources	10

Research Strategy of Alice Salomon University of Applied Sciences Berlin

The research strategy of Alice Salomon University of Applied Sciences Berlin (ASH Berlin)¹ comprises six areas of action aimed at supporting and advancing research, expanding transfer and cooperation, promoting academic careers, intensifying science communication, and strengthening open research. Through targeted measures in these areas, the university seeks to further consolidate and expand its position as a research-strong institution in the SAGE disciplines. For many years, ASH Berlin has been setting strategic goals and implementing measures, as evidenced by the foundational documents listed in the sources section at the end of this text. These Academic Senate resolutions contain additional goals, measures, and extensive background information that go beyond the scope of this concise, abstract strategy.

The strategic research objectives of ASH Berlin have proven successful: in recent years, the university's research-related third-party funding expenditures have increased significantly. While €1,391,000 in third-party funds were spent on research in 2010, this amount rose steadily to €2,944,000 by 2023. This development has been supported, among other factors, by the acquisition of several larger projects with substantial external funding, cooperation within research networks involving universities and practice partners, as well as funding from the cross-university Institute for Applied Research (IFAF Berlin).

Academic careers are being successfully supported. Figures from the Alice Salomon Scholarship Programme are a good illustration of this: of the 46 doctoral projects funded through the programme, 35 have been successfully completed, and 19 graduates have gone on to be appointed to professorships.

Profile, Mission Statement, and Research Focus Areas

Alice Salomon University of Applied Sciences Berlin is a University of Applied Sciences (HAW) with a particular focus on Social Work, Health, and Early Childhood Education (SAGE). As such, it brings together a wide range of degree programmes under one roof, many of which represent fields with a relatively recent history of academic recognition in Germany. The university is committed to the professionalisation of these professions. Its mission statement expresses a sense of social responsibility in teaching and research:

“Research is an integral part of the development of the University. The University of Applied Sciences Berlin promotes research activities of lecturers and research associates and supports the raising of third-party funds for research projects and international research cooperations. Students are involved in research projects and qualified to

¹ Adopted by the Academic Senate on 20 December 2024 with the following statement: “We call on the State of Berlin, pursuant to § 4(3) of the Berlin Higher Education Act (BerlHG), to provide long-term support for the implementation of the right to award doctorates.”

conduct independent research (up to doctoral level). The University of Applied Sciences Berlin is in continuous and productive dialogue with professional practice and thus ensures the application focus and practical relevance of its research activities. At the same time, it contributes to the innovative development of professional practice.” (Mission Statement, p. 2)

Practice-oriented teaching and learning, interdisciplinary and international exchange, the development of structures that are gender- and diversity-sensitive, as well as a sustainable and participative university culture, are central values of ASH Berlin. Accordingly, SAGE profile-building takes place across disciplinary boundaries: research topics such as social and health inequalities, life-course poverty, complex care challenges, and social cohesion are addressed through interdisciplinary approaches. On the HRK Research Map, the university is listed with the following research focus areas: Social Work Research, Health and Health Care Research, and Educational Research.

- **Social Work Research**

Social work research examines the challenges and resources of individuals, communities, and social movements. It analyses structural frameworks, develops approaches to support people and their bio-psycho-social environments, and evaluates the effectiveness of social work practices. A particular focus is placed on historical research, especially through the Alice Salomon Archive.

- **Health and Health Care Research**

Research in the field of health and healthcare lays the foundation for the innovative advancement and resource-conscious organization of the healthcare system. It examines structures and everyday challenges, contributing to high-quality care and the promotion of health for the entire population.

- **Educational Research**

Educational research focuses on educational processes across different stages of life and social contexts, as well as on quality development in educational institutions.

These three long-term research priorities are regularly updated and re-emphasised in response to emerging developments.

Through its joint sponsorship of the Berlin School of Public Health, alongside Charité and TU Berlin, ASH Berlin continually strengthens interdisciplinary and multidisciplinary public health research across its departments.

Strategic Goals

1. Supporting research

ASH Berlin promotes application-oriented and practice-relevant research by providing time, financial resources, and infrastructural support. Measures such as research semesters, reductions in teaching load, and publication grants help researchers to carry out their projects successfully. In addition, the university offers extensive infrastructural resources – including academic facilities, the Alice Salomon Archive, and the university library – to support research activities.

Operational Objectives:

- Strengthening the SAGE profile through targeted research funding
- Promoting fundamental, application-oriented, and practice-relevant research
- Establishment of a doctoral centre specifically focused on the SAGE disciplines
- Provision of time, financial and infrastructural resources

Measures:

- Research proposals aimed at strengthening the SAGE profile submitted to the German Research Foundation (DFG) and federal funding programmes, such as Innovative Hochschule, FH Personal (project "Sage SAGE!"), and DFG Forschungsimpulse
- Support for research proposals submitted to the Institute for Applied Research (IFAF Berlin) via the ASH Berlin Centre for Integration and Health
- Joint development of funding proposals by research-active professors for an innovative doctoral centre in the SAGE field
- Research and practice semesters: enabling professors, in line with the Berlin Higher Education Act (BerlHG), to dedicate one semester exclusively to research following seven semesters of teaching
- Teaching load reductions: lowering the teaching workload for research purposes to enhance research capacity, in accordance with the LVVO (Teaching Load Regulation)
- Externally funded teaching load reductions: reduction of teaching duties for the academic leadership of externally funded research projects, provided corresponding financial compensation is available
- Publication grants and Open Access support: provision of a publication fund and support for Open Access publications
- Provision of essential infrastructural resources: support through the academic Research Unit, university library, IT services centre, and the finance and human resources departments

- Initiation of new research projects by the Alice Salomon Archive, the ASH Berlin Centre for Integration and Health, and the Children's Research Centre HELLEUM and existing affiliated institutes

2. Further Developing Structures

ASH Berlin is continuously developing its research infrastructures to ensure high-quality research that is gender- and diversity-sensitive. This strategic goal has been divided into specific areas of action in order to address the various aspects of enhancing research infrastructures in a targeted manner. These include the provision and development of research infrastructure, the safeguarding of good scientific practice, the promotion of gender and diversity equity, and the establishment of structures for awarding doctoral degrees. Through these measures, the university aims to sustainably strengthen and advance its research activities.

Operational Objectives:

- Further development of research infrastructures
- Ensuring good scientific practice and quality-assured research environments
- Promoting gender and diversity equity in research

Subdivision into specific areas of action:

Research infrastructure and resources

Operational Objectives:

- Provision and further development of research-supporting infrastructure

Measures:

- Alice Salomon Archive: Provision of sources for historical research
- Berlin School of Public Health (BSPH): Cooperation with Charité and TU Berlin to consolidate teaching and research activities focused on public health
- Promotion of practice-oriented and interdisciplinary research through the ASH Berlin Centre for Integration and Health, the HELLEUM Children's Research Centre, and existing affiliated institutes

Ensuring Good Scientific Practice

Operational Objectives:

- Ensuring and promoting good scientific practice

Measures:

- Ethics Committee: Provides advice to researchers as needed
- Statutes on Ensuring Good Scientific Practice: Continuously updated to reflect current developments and needs
- Doctoral Workshop, Doctoral Advisory Services, and Supervision and Qualification Programme
- Criteria-based allocation of teaching reductions for research purposes
- Support with the application process for research projects
- Ombudsperson: Body responsible for ensuring adherence to standards of good scientific practice
- Advice and guidance provided by the Anti-Discrimination Office and *alice gesund*

Promotion of Gender and Diversity Equity**Operational Objectives:**

- Promotion of gender and diversity equity in research

Measures:

- Equality Strategy and Gender Equality Plan: Structuring efforts to promote gender equality and awareness
- Development of diversity-, gender-, and discrimination-sensitive structures and measures
- Support for prospective and current doctoral candidates with a particular focus on equal opportunities, diversity, and anti-discrimination
- Acquisition of third-party funding to strengthen equal opportunity measures

Designing Structures for the Right to Award Doctorates**Operational Objectives:**

- Acquisition of independent doctoral degree-awarding powers to strengthen the academic standing of the SAGE disciplines and the university's SAGE profile
- Development of doctoral structures to support the implementation of independent doctoral awarding powers

Measures:

- Development of necessary statutes and regulations (e. g. doctoral degree regulations)
- Submission of an application for the establishment of a doctoral centre
- Advice and support for supervising professors
- Establishment of administrative structures for doctoral affairs
- Development of funding structures for doctoral research projects

- Upon approval of the doctoral centre, establishment of committees for doctoral matters (e. g. doctoral board, doctoral committee)
- Alignment of qualification positions with the university's research focus areas
- Statistical recording of data relevant to doctoral studies

3. Expanding Transfer and Cooperation

ASH Berlin promotes the development and transfer of knowledge between the university and society, as well as cooperation with practice partners. Through research projects carried out in collaboration with professionals in the field and the implementation of its transfer and cooperation strategy, the university intensifies the reciprocal exchange of knowledge. ASH Berlin understands transfer and cooperation as cross-cutting tasks that are closely linked to its core areas of teaching, research, and continuing education.

Operational Objectives:

- Promotion of knowledge development and transfer between the university and society
- Strengthening cooperation with practice partners

Measures:

- Implementation of research projects in cooperation with partners from professional practice
- Utilisation of research findings for addressing societal challenges and improving professional practice, particularly through advisory support for follow-up funding up to transfer readiness
- Strengthening of practice-based research projects within teaching
- Implementation of the transfer and cooperation strategy "*socially engaged. research-strong. practice-oriented.*"
- Reflection on and further development of the transfer and cooperation strategy within the framework of the Transfer Audit
- Research on implementing transfer objectives in the university's local social environment

4. Promoting Academic Careers

ASH Berlin is committed to supporting academic careers within the SAGE disciplines. This includes facilitating access to doctoral studies, building doctoral structures, and increasing the visibility and support of doctoral researchers. Measures such as advisory services, targeted support, and qualification programmes for doctoral candidates—as well as the development of diversity-, gender-, and discrimination-sensitive structures—help ensure the quality and sustainability of doctoral research.

To support career pathways up to professorship, the university is developing support mechanisms for researchers in practice-based fields, for staff with doctorates, and for international, refugee, or exiled scholars.

Operational Objectives:

- Promotion of doctoral research in the SAGE disciplines to strengthen the cross-departmental and interdisciplinary research profile
- Establishment of a doctoral centre within a quality-assured research environment
- Facilitation of access to doctoral studies
- Support for academic career development up to professorship
- Advice and support for research funding applications

Measures:

- Enabling, supporting, and raising the visibility of doctoral research in the SAGE disciplines
- Aligning ASH Berlin qualification posts with the thematic areas of the doctoral centres when newly advertised
- Ensuring the quality of doctoral research through systematic follow-up on doctoral agreements, the development of supportive research environments and quality criteria, and the provision of extension options
- Development of diversity-, gender-, and discrimination-sensitive structures and measures
- Advice and support for prospective and current doctoral candidates
- Further development of the qualification and supervision programme for doctoral researchers
- Support for doctoral candidates through the awarding of guest lectureships, providing opportunities to gain teaching experience
- Development of support mechanisms for researchers in practice-based fields, for staff with doctorates, and for international, refugee, or exiled scholars

5. Intensifying Science Communication

ASH Berlin is strengthening science communication by supporting publications and developing new formats. A dedicated position for university and science communication has been created to assist researchers in effectively communicating their findings. These measures help to enhance the visibility of research and promote the exchange of scientific knowledge.

Operational Objectives:

- Support for researchers' publications
- Strengthening science communication

- Development of innovative publication concepts
- Transfer of knowledge into practice

Measures:

- Development of new formats for science communication
- Establishment of a position for university and science communication
- Promotion of academic activities through the development and organisation of networking events, such as a Research Day
- Support for doctoral candidates and other academic staff in organising conferences and symposia
- Public relations and web presence to increase the visibility of doctoral candidates and those supervised at Alice Salomon University of Applied Sciences Berlin
- Expanding options for knowledge transfer into and for professional practice
- Creating opportunities for publication grants

6. Strengthening Open Research

ASH Berlin is committed to free access to scientific knowledge in the spirit of Open Access and Open Research. Measures to promote Open Access publications, the creation of appropriate technical frameworks, and financial support for Open Access contribute to improving the visibility and reusability of research findings. The university has signed the Berlin Declaration on Open Access to Knowledge in the Sciences and Humanities, underlining its commitment to Open Research.

Operational Objectives:

- Free access to scientific knowledge
- Improving the visibility and reusability of research findings

Measures:

- Promotion of Open Access publications
- Support through information, advice, and the creation of technical frameworks
- Establishment of a publication fund to provide financial support for Open Access publications
- Signing of the Berlin Declaration on Open Access to Knowledge in the Sciences and Humanities

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