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UWIC - A Vibrant Modern University

Andrew Walker



UWIC
Cardiff's Metropolitan University
Tel: 029 2041 6070
Fax: 029 2041 6286
uwicinfo@uwic.ac.uk
www2.uwic.ac.uk

The University of Wales Institute, Cardiff (UWIC) is a confident, modern, metropolitan institution of Higher Education with a proud history tracing back to the 19th century. Since then the institution has grown in every sense and can now boast a broad academic portfolio, membership of the University of Wales, Taught Degree Awarding Powers (TDAPs) and research portfolio which, in turn, informs the curriculum and stimulates enterprise excellence.

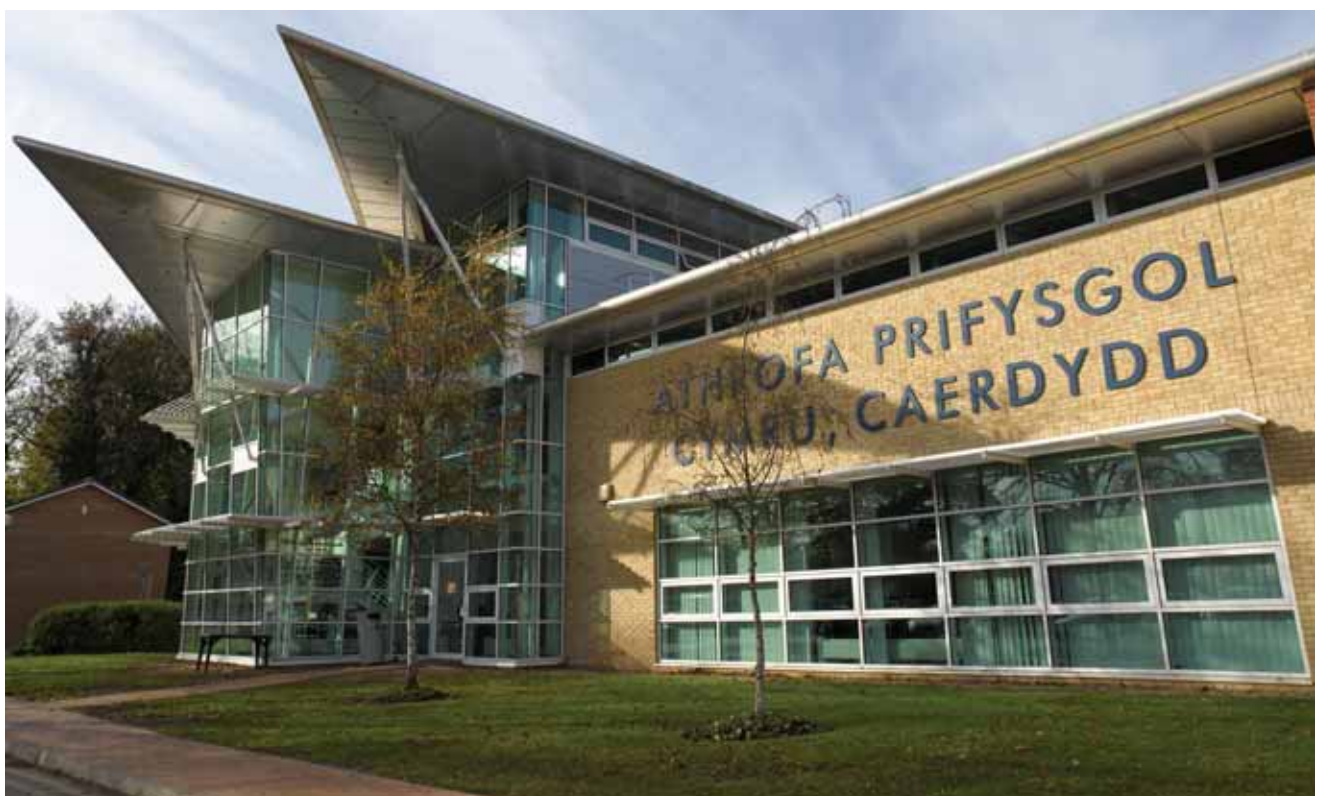
UWIC has a wealth of history and tradition in professional and vocational education and training, and continues to provide education and training opportunities that are accessible, flexible and of the highest quality. UWIC is an intrinsic part of the local community;

providing a range of bespoke training, health and fitness opportunities and cultural events which reflect the diversity of both UWIC and the community in which we thrive.

UWIC's Strategic Aims are:

1. To deliver its academic priorities, namely:
 - The development and delivery of high quality learning, teaching and assessment
 - The development and cohering of research culture
 - The development of a vibrant postgraduate community
 - Review and reform of the academic portfolio
2. To improve the match between staff capabilities and organisational needs
3. To strengthen UWIC's market position
4. Having acquired Research Degree Awarding Powers, to achieve University Title.

Our research activities are designed to foster close links between the discovery of new knowledge and its practical





application, offering direct support to industry, commerce and the community, and making a significant contribution to the economic, social and cultural well-being of Wales. Additionally, we see research as being vital to the provision of a stimulating learning environment in which staff and students can flourish and fulfil their potential.

UWIC has a longstanding commitment to the achievement of RDAPs and we consider that the time is right for us to formally seek these powers. We have made significant, tangible progress in developing our research culture and profile over the preceding decade and are confident that recognition of this, in the awarding of the power to confer our own research degrees, will provide the stepping stone for greater achievement in the future and the development of a self-confident community of scholars.

Determined to build upon our success to date, UWIC continues to target the further development of our blossoming research profile. We aim to both increase participation in research and advanced scholarship, and to enhance the coherence and quality of our output. We believe that

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this can best be achieved through the continuing cultural development of the institution, and this means ensuring that appropriate systems and procedures are in place to encourage, facilitate and reward participation in advanced scholarship.

UWIC's vocational pedigree coupled with our ethos of applied research has enabled us to become recognised as Wales' leading source of knowledge development and knowledge transfer in our areas of expertise. One key measure of UWIC's success in this arena is our participation in the Knowledge Transfer Partnership (KTP) scheme, and we are

proud of our position as the top Welsh HEI in this area. In 2008 we will increase our interactions with the private, public and voluntary sectors; sharing the considerable expertise emanating, primarily but not exclusively, from our Product Design and Food Industry research institutes. As our research profile grows, we will build upon this success to become recognised as one of the UK's primary agents of economic, social and cultural development.

UWIC has a tangible economic, social and cultural impact upon the region. Economically there are three main factors which determine our impact; staff, students and purchasing. The annual expenditure of UWIC exceeds £70 million, and the total impact on the local economy of our 1,100 staff and over 10,000 students approaches £100 million per year. Our intention to maintain sustainable growth, increase our research profile and invest in the estate will all serve to increase this impact over the course of the next few years.

Our social impact is equally significant, not least in the field of health and well-being. We continue to treat hundreds of

patients each year in Wales' only publicly accessible podiatry clinic, and encourage hundreds more school children to improve fitness at our annual Dragon Camps. UWIC staff work closely with the media and local community groups to keep the public informed regarding health promotion, and our state of the art sports facilities are used by both local community groups and elite athletes all year round. Over the coming years we will place particular emphasis upon developing a Health Academy for Wales, as well as ensuring that the region fully exploits the potential benefits of the 2012 Olympic Games.

The role of the university has become increasingly complex in recent years, so much so that the term "multiversity" has been coined in an attempt to describe the numerous and diverse roles which a modern university must fulfil. UWIC is no exception and we recognise a diverse and growing body of stakeholders, from students to research councils, whose views and interests must be taken into account as we plan our activities.

Traditionally UWIC has engaged with stakeholders on a functional, often informal, basis and, whilst this has hitherto been a successful model of interaction, the requirement to balance the needs of a multiplicity of stakeholders

dictates that we begin to pursue more formal channels of engagement. We are, therefore, committed to augmenting current governance arrangements through the inauguration of a formal stakeholder advisory group which will involve a range of stakeholders, alongside UWIC management and Governors.

As well as taking account of the views and interests of our stakeholders we are also committed to promoting our own brand and identity, and securing external investment via the UWIC Foundation and other means. The UWIC experience has developed remarkably in recent years and this change continues apace as we seek to build upon our developing research profile and, in the run up to London 2012, capitalise upon our reputation for

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sporting excellence.

Successful promotion of UWIC's strengths on a national and international level is critical to the development of our institutional credibility which will enable us to participate in more high-value collaborative research projects and thereby further enhance the profile and competitive capacity of the institution. We are, therefore, committed to strengthening the Cardiff Metropolitan University brand and will initiate this process by reviewing and refining the way in which we market ourselves.

UWIC is continuously assessing the training and skills needs of businesses and investing resources into providing a comprehensive portfolio of training packages, thereby ensuring that learning is becoming more cost-effective and accessible for businesses throughout Wales.

The university's portfolio of part-time training and study opportunities is continually being reviewed and developed with the support and direction of business and industry, making certain that its graduates are armed with the skill, and knowledge relevant to the world of work today - and that of the future.

Please contact Andrew Walker at UWIC on 02920 417129 for any queries on this article awalker@uwic.ac.uk



UWIC is proud to be associated with successful companies and is currently developing a network of corporate partners, like Quantum Advisory, to help us engage more effectively with the corporate sector.

A track record of success



Quantum Advisory
Quantum House
Pascal Close
St Mellons
Cardiff
CF3 0LW
Tel: 02920 837900

Quantum Advisory has a particular reason to be proud of itself: in their eight years of existence, they have never lost a client through competitive re-tendering and have grown consistently off the back of strong client recommendations. With a track record like that, it is easy to understand how they have established themselves as the leading provider of pensions and employee benefit advice in Wales.

However, Quantum is not resting on its laurels and is determined to build the profile of the firm across the whole of the South of England. The firm has doubled in size over the past two years, and now employs 40 people across five offices in the UK – their network of offices, headquartered in Cardiff, covers London, Birmingham, Swindon and Exeter.

The key to this growth, according to Director Peter Baldwin, is the philosophy of treating customers and staff fairly, which lies at the heart of the firm and all its operations.

“Quantum’s business is founded on three core values,” explains Peter Baldwin, “fairness, variety, and a commitment to personal service.

“Fairness means that we strive to treat our clients, our team and the firm fairly in

all matters: for our customers that means excellent services and advice at fair prices, and for our staff that means a good work-life balance and a commitment to development.

“Variety means that our staff get a variety of experience in different areas of the firm: we deliberately cross train our people, so that skills and ideas learned in one discipline can be brought to bear in other areas.

“Personal service is self-explanatory: we value long-term client relationships and work hard to ensure that they work. We are committed to delighting our clients rather than simply trying to meet their expectations and believe that this is key to our client retention and track record of growth.”

Quantum also have a track record of innovation. In the past, they assisted a leading UK insurance company to design, build and implement a new administration system for their defined benefit pension schemes. They have also designed their own investment modelling tool to help pension trustees and investment specialists to predict the performance of pension funds.

The firm has recently restructured itself to become a Limited Liability Partnership. The LLP is being set up in order to follow through the company’s ideals of fairness to staff. Andrew Reid-Jones, a Partner of the firm explains, “Under the structure of a limited company, there was an effective “glass ceiling” between the directors and the rest of the staff. The LLP’s open structure means that all members of staff have the opportunity to be able to work their way up the company, and eventually to aspire to partner status, at which point they would have an equal share in the running of the business, and a share in the profits.”

The fact that Quantum specialise in pensions and employee benefits means that they are one of a kind in Wales, and gives them the competitive edge over their larger competitors. At Quantum’s Cardiff-based headquarters, the team provide pensions administration services to over 25 clients, including some well-known names, such as Panasonic and Welsh Water.

Peter Baldwin, Quantum Advisory “We try to adopt a ‘boutique’ approach, and tailor all of our services to the individual client. Our aim is to delight clients by fully understanding their needs and finding practical, commercial and often innovative solutions,” says Robert Davies, one of the firm’s Partners.

Quantum certainly have a wealth of experience under their belt. All seven Partners of the new LLP once led pension consulting teams at Hewitt (Bacon & Woodrow), PwC and WF Corroon (later Buck Consultants). “The quality of our staff is our greatest asset,” confirms Robert Davies. “There is little pensions work that collectively we have not done. This experience, along with the ongoing training of staff, means that we can provide tailored solutions for our clients that really work.”

The company is committed to building on its specialist skills in actuarial and benefit consultancy. All of the 40-strong team are undergoing professional development, with many working towards actuarial and financial services qualifications.

Quantum are also determined to continue their expansion into other areas in the UK, through their offices in London, Amersham, Swindon, Birmingham and Exeter.

