

Venue Details	University of St Andrews (Parliament Hall, St Mary's College, in St Mary's Quadrangle), St Andrews, KY16 9AJ Here's the Google Maps link for the venue and you can find out how to get to the building as well as accessibility information from AccessAble.
Speaker Details	Speaker bios are included at the end of the programme.

09:45	<i>Registration and refreshments</i>	
10:00	Welcome and opening remarks (with UHR Update)	The UHR team
10:05	Table Icebreaker Exercise	The UHR team
(15 min)	Delegate introductions to table	
10:20	Keynote Address	Dawnne Mahmood,
(50 min)	<i>Title TBC</i> 30 min address, 20 min Q&A	Chief People Officer, University of Dundee
11:10	<i>Refreshments and Networking</i>	
(20 min)		
11:30	AI in HR – lessons learned from UHR's AI workshops – and what's next for people practitioners	Emma Brookes & Sophie Crouchman,
(55 min)	- Discover the key lessons emerging from UHR's AI Workshop series, hear how People teams across the sector are approaching AI adoption, and collaborate with peers to identify practical actions you can take back to your own institution. 15 min presentation, 5 min Q&A 35 min group brainstorming	Strategic Projects & Research Managers, UHR
12:25	My CUPA experience	Emma McDougall
(35 min)	- Hear from Emma McDougall, OD Adviser, University of Glasgow and 2026 Trailblazer on her experience attending and speaking at CUPA's 2026 US conference 25 min presentation, 10 min Q&A/discussion	Organisational Development Adviser, University of Glasgow
13:00	<i>Lunch and Networking</i>	
(60 min)		

14:00 (50 min)	The changing employee relations landscape – a legal perspective • Deep-dive interactive session on the employee relations landscape, focussing on organisational change and its impact on people policy & process • 20 min presentation, 10 min Q&A • 20 min structured group discussion on implications for practice and brainstorming to mitigate impact	Kate Dodsworth Partner – Shoosmiths Samantha Mackie Principle Associate – Shoosmiths
14:50 (15 min)	Refreshments and Networking	
15:05 (50 min)	Embedding a Culture of Care: Looking after yourself and your organisation • A session to challenge how you think about workplace wellbeing and explore why it is so important for people practitioners to look after themselves, as well as building workplaces where everyone can thrive • 40 min discussion, 10 min Q&A	Kevin Donovan Workplace Health & Wellbeing Manager University of Strathclyde
15:55	What next? Summary and have a safe journey home	The UHR team

Our UHR Connects Scotland Speakers:

	Dawne Mahmood, Chief People Officer, University of Dundee
	Emma McDougall, Organisational Development Adviser, University of Glasgow Emma has just started a new role as an Organisational Development Adviser at the University of Glasgow and has held roles within Performance & Reward, HR Systems, and Equality & Diversity across seven and a half years working in Higher Education. Prior to this Emma held various roles for Starbucks and M&S before deciding to take a gamble, complete a full-time MSc and change career. Emma's new role works as part of the Organisational Development team with a focus on designing and implementing a range of organisational development initiatives. These involve working from initial contact to the

	evaluation phase and providing OD and people development expertise, leading on projects and a range of development interventions, and contributing as an OD expert within project streams of larger, more complex programmes of work. When not at work Emma is a proud nerd who enjoys tabletop and PS5 gaming, a suburban cat mom, and a terrible (but endlessly optimistic and enthusiastic) gardener.
	Kate Dodsworth, Partner, Shoosmiths Kate is an employment partner and leads Shoosmiths national higher education team. As a highly experienced employment lawyer with a track record of excellent client service, Kate has developed an impressive network of clients in the sector. She is recognised for her versatility, her commercial and robust advice and keeping abreast of topical issues. Kate has extensive experience advising higher education institutions on complex and sensitive employment matters, including high-profile investigations and employment tribunal cases and those involving allegations of sexual harassment, discrimination and misconduct. She is trusted by Universities to provide clear, strategic guidance on issues that attract significant scrutiny and require careful handling. Kate also advises senior leadership teams on proactive diversity and inclusion strategies, equality duties and cultural change initiatives, helping institutions navigate risk while fostering inclusive and accountable workplaces.
	Samantha Mackie, Principle Associate, Shoosmiths Samantha (Sammi) Mackie is a Principal Associate in Shoosmiths' employment team and a member of the employment higher education group. Recognised for her pragmatic and commercial approach, Sammi advises universities and other employers on discrimination, equal pay, TUPE, and organisational change. Sammi has extensive experience advising on complex collective redundancy consultations, drafting collective agreements, and supporting employee disputes in the era of AI in the workplace. She delivers advocacy for clients in the employment tribunal on matters that include trade union disputes, group claims, and sensitive discrimination and harassment allegations. Sammi is trusted by clients to provide clear, strategic advice on matters that carry legal, financial and reputational risk, helping organisations navigate challenging situations with confidence. Sammi has a particular interest in the challenges facing higher education institutions as they balance competing legal obligations, including the interaction between academic freedom, freedom of expression and equality legislation. She is recognised as Rising Star of the Year at the Scottish Legal Awards 2024, Highly Commended Associate of the Year at The Lawyer Awards 2025, and an Associate to Watch by Chambers and Partners 2026.



Kevin Donovan, Workplace Health and Wellbeing Manager, University of Strathclyde

As Workplace Health & Wellbeing Manager at the University of Strathclyde, Kevin Donovan leads the strategic development and delivery of a university-wide approach to staff wellbeing. His work focuses on embedding wellbeing at the heart of the employee experience, shaping a culture where people feel genuinely supported, valued, and able to thrive. With a strong emphasis on compassion, inclusion, and impact, Kevin is committed to creating a sector-leading wellbeing offering. He collaborates closely with colleagues across the University to ensure that wellbeing is not just a set of initiatives, but a core part of how the organisation operates, aligned with its values, leadership, and day-to-day practices. Kevin has played a central role in the development of staff training programmes, wellbeing networks, and inclusive support systems that promote both individual resilience and organisational health. His work supports Strathclyde's ambition to be an employer of choice, where staff wellbeing is recognised as essential to success.