

Venue Details	Glasgow Caledonian University (Hanging Lantern Room, Annie Lennox Building), Cowcaddens Rd, Glasgow G4 0BA 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 the GCU access guide.
Speaker Details	Speaker bios can be found at the end of the programme

09:45	<i>Registration and refreshments</i>	
10:00	Welcome and opening remarks (with UHR Update)	
10:05 (15 min)	Table Icebreaker Exercise Delegate introductions to table	
10:20 (50 min)	Keynote Address <i>People, Culture and the Environment – preparing for REF 2029 and beyond</i> 30 min address, 20 min Q&A	Professor Chris Pearce , Vice Principal for Research and Knowledge Exchange, University of Glasgow.
11:10 (20 min)	<i>Refreshments and Networking</i>	
11:30 (45 min)	Digital transformation and AI in HR – lessons learned from the financial sector - In this facilitated conversation, we will hear from HR leaders from outside HE, who will share their journeys with AI and digital transformation. - Delegates will have a chance to hear from senior leaders, and to ask questions as part of the session - Facilitated discussion: 30 mins; Q&A: 15 mins	Katharine O'Callaghan , Former Head of People Transformation & Experience at NatWest Elsa Critchley , Executive Coach & Consultant Jaclyn Needham , Director at FWB Park Brown
12:15 (45 min)	AI and the impact on HR in HE Practical session on how delegates can apply AI in their own practice for efficiency and effectiveness.	

	• 20 min presentation, 5 min Q&A • 20 min group brainstorming	
13:00 (60 min)	Lunch and Networking	
14:00 (50 min)	Legal Focus <i>Voices and Boundaries: Navigating Academic Freedom of Expression and Equality Law</i> • Deep-dive interactive session focused on freedom of speech & academic freedom. • 20 min presentation, 10 min Q&A • 20 min structured group discussion on implications for practice and brainstorming to mitigate impact	Debbie Fellows, Partner, Thorntons
14:50 (15 min)	Refreshments and Networking	
15:05 (50 min)	HRD Insight Panel • A session featuring insights from HR directors, focusing on in-depth discussion on the current challenges for HR in HE and practical takeaways for delegates • 40 min discussion, 10 min Q&A	Elise Gallagher, Director of People, University of Dundee Morag McElhinney, Director of HR, Glasgow School of Art Penny McIntyre, Global Director of HR at Heriot Watt University
15:55	What next? Summary and have a safe journey home	The UHR team

	Prof. Chris Pearce – University of Glasgow – Professor of Computational Mechanics in the James Watt School of Engineering As Vice Principal for Research and Knowledge Exchange, Prof/ Pearce is responsible for the University's Research Strategy and policy development, working in collaboration with our four academic colleges. He is supported by key professional services teams, including Research & Innovation Services, Library, Planning, Insights & Analytics, and People & Organisational Development. Prof. Pearce was appointed as Vice Principal in 2020, having previously held the role of Dean of Research and Deputy Head of the College of Science & Engineering and previously held the Royal Academy of Engineering / EDF Research Chair in Computational Mechanics
	Debbie Fellows – Thorntons – Partner (Employment Law & Discrimination Law) Debbie has over 20 years' experience advising clients on employment and discrimination law issues. Debbie's common sense and solution driven approach makes sure clients' achieve the best outcome for them when dealing with HR and employment issues. Her advice is robust and commercially focussed and clients benefit from the time she takes to understand their business. Debbie has wide experience dealing with all areas of employment law including disciplinary and grievance matters, absence and performance management, discrimination, redundancy and reorganisations and termination of employment. Her particular expertise involves tribunal representation (at both the employment and employment appeals tribunals) and advising on complex discrimination cases including multiple equal pay claims. Her client base extends from senior executives, to universities, colleges, manufacturing companies, high-tech companies and SME's.
	Katharine O'Callaghan - Former Head of People Transformation & Experience at NatWest Katharine has over 20 years of experience leading HR teams in Financial Services, with expertise in Organisational Design, Learning, HR Strategy, Consulting, and Business Partnering. As an agile practitioner, Katharine is passionate about implementing innovative solutions that enhance business performance and create value for stakeholders and colleagues. In her most recent role as Head of People Transformation at NatWest Group, Katharine successfully aligned her passion for transformation with the HR function where she led the shift to a colleague experience led model. Katharine has been a fellow of the CIPD since 2022.

	Elsa Critchley - Executive Coach & Consultant Elsa Critchley brings extensive experience in human resources across various sectors. Previously, Critchley was Head of HR at Baillie Gifford and HR Director at Deloitte Consulting, overseeing HR for Consulting and leading initiatives in Human Capital, Technology, and Strategy and Operations. As People Director at Standard Life Investments, Critchley supported both UK and international growth. Experience at the Royal Bank of Scotland includes roles as Group Head of Culture Development and Head of Leadership & Talent, where significant cultural transformation and leadership strategies were implemented. Additional HR leadership roles were held at Coutts and Panasonic Mobile Communications, complemented by consultancy experience at TMI.
	Jaclyn Needham - Director at FWB Park Brown Jaclyn started her career with Tesco PLC working across Operations and Learning and Development prior to moving into recruitment with Michael Page International in 2012. Jaclyn was responsible for their HR business in Scotland and in 2016, she moved to lead the Newcastle office for PageGroup where she led teams across Finance, HR, Sales, Marketing, Engineering and Supply Chain. Jaclyn moved in to the Page Executive brand in 2020 and was responsible for partnering with both global and SME clients across a number of disciplines including HR in Scotland and the North of England.
	Elise Gallagher – University of Dundee – Director of People Elise graduated from the University of Glasgow and Glasgow Caledonian University before starting her career in HR within the financial sector, moving to the Department for International Development in 2012. She became Deputy Director of HR at UoG before becoming Director of People at the University of Dundee in 2023.
	Morag McElhinney – Glasgow School of Art – Director of HR Morag studied Law at the University of Glasgow before moving into HR, later gaining a Masters in Employment Law at Robert Gordon University. She is a Chartered Member of the CIPD (MCIPD). She has more than 20 years' experience in HR leadership, including senior roles in NHS Scotland where she led workforce planning, change programmes and stakeholder partnerships. Since 2022 she has been Human Resources Director at the Glasgow School of Art, leading the People Strategy to support an inclusive, high-performing and future-focused workforce.



Penny McIntyre – Heriot Watt University – Global Director of HR

Penny is a graduate of Sheffield Hallam University where she also became Human Resources Manager early in her career. She went on to become Human Resources Director (Infrastructure Projects) at Network Rail and most recently as Human Resources Director of Fibre Network Delivery and Central Functions at Openreach, the UK's largest fibre and network infrastructure organisation where she was responsible for over 12,000 professionals. She is a Fellow of the Chartered Institute of Personnel and Development.