

Research project and supervisory team

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Short introduction & description of research project	This PhD project examines how individuals differ in their preferences for AI-generated explanations, with a particular focus on high-stakes decision-making contexts such as hiring and education. The project sits at the intersection of applied psychology, computer science and AI, and education and management. We design and study human-centred explainable AI by drawing on knowledge and techniques from applied psychology and computer science, while applying the results in practical settings across education and management domains. To address the pressing questions of human-centered algorithm explanations, this project will adopt an innovative blend of advanced methods and models from social and behavioural science and from technical and computer science literature. The objective is to develop and validate new ways of understanding and personalising how AI systems communicate their decisions to users. We welcome applicants with strong interests in organisational psychology, explainable AI, human–technology interaction, or human resource management, especially those who are willing to engage with interdisciplinary research approaches. The project is ideal for candidates from technical backgrounds who wish to explore the human side of technology, as well as candidates from psychology or management backgrounds who want to design and implement AI systems. Prior experience in programming, data analysis, or computational modelling will be an advantage, but we equally value candidates with strong theoretical interests and a willingness to develop new methodological skills. The project offers a highly supportive research environment. The successful candidate will benefit from an interdisciplinary supervisory team with complementary expertise in applied psychology, AI-enabled research methods, and management. The project will also be connected to the newly established AI Research Institute at UNNC, which provides extensive AI-related software and hardware resources. The supervisory team can also provide access to valuable industrial collaboration opportunities and rich datasets, enabling the student to develop advanced skills and pursue high-quality publications with both academic and practical relevance. The student will additionally have opportunities and be encouraged to participate in patent applications and explore the commercialisation potential of research outputs.
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