

# Dr Tiziana C. Callari\_Academic CV

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## Academic Roles and Positions

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- From 01/10/2025
  - **Associate Professor** in Work and Organisational Psychology, & Systems Ergonomics at the University of Turin, School of Psychology, Turin, Italy
  
- From 01/10/2025-ongoing
  - **Honorary Professor** at the University of Birmingham, Birmingham, UK
    - **Research Co-Lead** - Co-AIMS Research Hub on Collaborative AI for Manufacturing Sustainability. Funder: EPSRC. Module 4-Ethics and responsible research and innovation (RRI).
    - **Research Co-Lead - CHARISM**: Japan-UK Centre for Human-Oriented AI and Robotics in Inclusive and Sustainable Manufacturing. Action 3- Skills and skilling configurations in human-robot work environments
  
- 01/06/2024-30/09/2025
  - **Senior Research Fellow**
    - **Lead researcher** - Priority Area 4- Social considerations in human-robot collaboration in manufacturing. Smart Cobotics Project funded by UK EPSRC (Engineering and Physical Sciences Research Council) and ISCF (Industry Strategy Challenge Fund) under the Made Smarter scheme No EP/V062158/1 Made Smarter Innovation, Research Centre for Smart Collaborative Industrial Robotics. PI Prof Niels Lohse
    - Research theme:** Ethical and sociological considerations of human-robot collaboration.
  
- 01/11/2022-01/05/2024
  - **Senior Research Associate in Systems Ergonomics** at Loughborough University, Loughborough, UK
    - Lead researcher** - Priority Area 1 and 4. Smart Cobotics Project funded by UK EPSRC (Engineering and Physical Sciences Research Council) and ISCF (Industry Strategy Challenge Fund) under the Made Smarter scheme No EP/V062158/1 Made Smarter Innovation, Research Centre for Smart Collaborative Industrial Robotics. Co-PI Dr Ella Hubbard
    - Research theme:** Ethical governance in the context of human-robot collaboration.
  
- 15/06-15/07/2022
  - Awarded a **Summer Research Fellowship** of 1 month at Massachusetts Institute of Technology (MIT), Cambridge, MA (USA) International Collaboration Scheme (Award No. 127/2022)
    - Research theme:** Design approaches for machine learning-enabled systems capable of providing self-adaptive training based on user skill/mastery levels.
  
- 15/09/2019-15/09/2022
  - **Senior Research Fellow in Human Factors** at Leeds University Business School, University of Leeds, Leeds, UK
    - DCS Project - Assuring the quality of design descriptions through the use of design configuration spaces - <https://configuration-spaces.leeds.ac.uk/>. UK EPSRC

(Engineering and Physical Sciences Research Council), Scheme n. EP/S016406/1. PI Prof Alison Key. **Research theme:** Human-Machine Interaction for adaptive systems.

- 01/03-01/05/2019
  - **Visiting Researcher** Winner of a two-month research project at Deakin University, Geelong, Victoria State (Australia) CADET Virtual Reality Research Centre Grant Scheme “Cross-Centre International and Interdisciplinary Pilot Projects” (Award No.13705-03). **Research theme:** Prototyping a haptic master controller in a virtual reality environment to enhance safe transport in the tramway system.
  
- 01/02/2018-31/07/2019
  - **Research Fellow in Human Factors** at Coventry University, Coventry, UK
    1. Data Driven Research and Innovation (DDRI) Programme funded by the School of Art and Design. **Research theme:** Ethical issues involved in the design and development of Living Lab projects.
    2. MATUROLIFE project-Metallisation of Textiles to make Urban Living for Older People more Independent and Fashionable - <https://maturolife.eu>. Principal funded by the European Union’s Horizon 2020 Agreement No. 760789. PI Prof L. Moody. **Research theme:** Development of solutions integrating smart fabrics to support the well-being and independence of older adults.
  
- 01/10/2013-31/01/2018
  - **Research Fellow in Human Factors** at Trinity College Dublin, Dublin (Ireland)
    1. Future Sky Safety project ([www.futuresky-safety.eu](http://www.futuresky-safety.eu)) funded by the European Commission’s Horizon 2020 Agreement No. 640597. **Research theme:** The role of Middle Managers in aviation safety; Organisational Mindfulness in Aviation.
    2. ApiMod project (Applying Pilot Models for Safety Aircraft) ([www.apimod.eu](http://www.apimod.eu)) funded by the European Commission's Seventh Framework Programme (FP7/2007-2013) Agreement No 605141. **Research theme:** Design of a prototype for mental workload management to be installed in the cockpit – Aviation safety Design of a human-computer interface (HCI, HMI).
  
- 2009-2013
  - **PostDoc** at the School of Psychology, University of Turin – SSD: M-PSI/06 Work and Organisational Psychology  
Act on Ageing project funded by the Piedmont Region, conducted by the Department of Psychology of Turin (Prof. Ciairano and Prof. Rabaglietti) in collaboration with the Interfaculty School/Structure of Motor Sciences (S.U.I.S.M.), the former Department of Animal and Human Biology (now DBios), the CPO – San Giovanni Battista Hospital, and the COREP Consortium.  
**Research theme:** Interaction between older adults and technology: aspects of accessibility and acceptability.

## Educational Background

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- 2025-ongoing
  - Specialisation in **Philosophy and Ethics**, School of Philosophy, University of Turin, Turin (Italy)  
Courses/exams on moral philosophy
  
- 2009-2011
  - **PhD in Applied Psychology and Ergonomics**, School of Psychology, University of Turin, Turin (Italy). Doctoral thesis title: “Ergonomic Analysis of Process and Work Practices in a Hospital: An Embedded Single Case Study.” Supervisor: Prof. A. Re; Advisor: Prof. G. Scaratti.
- 2012
  - Award for the "Best Doctoral Thesis" in Work and Organisational Psychology, granted by Associazione Italiana di Psicologia (AIP).
  
- 2012
  - **Visiting Scholar** – Recipient of a four-month scholarship for study abroad.

*School of Psychology, Trinity College Dublin, Dublin (Ireland)*

- 2003-2006
  - **BSc Work and Organisational Psychology**  
*School of Psychology, University of Turin, Torino (Italy)*. Dissertation title: “The relationship between the sense of coherence and self-efficacy in the psycho-social adjustment in adults”. Tutor: Prof S. Ciairano
  
- 1990-1995
  - **MSc Slavic Languages and Literature**. *School of Foreign Languages, University of Turin, Torino (Italy)*. Dissertation title “The deportation of Soviet Germans to Kazakhstan and Siberia during the Second World War”. Tutor: Prof. M. Buttino
- 1991-1992
  - Scholarship*. Summer School, Russian Language and Literature  
*School of Foreign Languages, University of Bergamo, Bergamo (Italy)*
- 1993-1994
  - Scholarship*. Summer School, Polish Language  
Department of Humanities, University of Warsaw, Warsaw, Poland
  
- 1990-1995
  - **ZMP Zentrale Mittelstufeprüfung**  
*Goethe Institute, Torino (Italy)*
- 1993
  - Scholarship*. Goethe Institute, Prien am Chiemsee, Germany

## Prizes and Awards

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- 2026
  - **Mobility grant- University of Turin**  
Scholarship/Professorship at at the Instituto de Psicologia at the Universidade Federal de Uberlândia in Brazil. Research topic: Ergonomics methods of work analysis to tackle the gig work phenomenon. Funding body: TEACH-OUT/Internationalisation, UNITO. **Awarded** (£ 20K)
  
- 2025
  - **Research Co-Lead, University of Birmingham**  
**CHARISM:** Japan-UK Centre for Human-Oriented AI and Robotics in Inclusive and Sustainable Manufacturing. Funding body: EPSRC. **Awarded** (£ 500K)
  - **Research CO-Lead, University of Birmingham**  
**Co-AIMS:** Research Hub on Collaborative AI for Manufacturing Sustainability, Funding body: EPSRC. **Awarded** (£ 300K)
  
- 2023
  - Achievement of international awards and recognition: **3rd Best Project Award – ICRA 2023 Roboethics in Design and Development, International Competition** with the project “Ethical considerations in implementing a fetch robot in elderly care homes: Opportunities and Challenges” [https://competition.raiselab.ca/competition-details-2023\\_1/competition-winners](https://competition.raiselab.ca/competition-details-2023_1/competition-winners)
  
- 2022
  - Achievement of international awards and recognition: **Awarded an International Collaboration Scheme Fund** (£5K Fellowship grant) to strengthen relationships with international universities. Visiting Research Fellowship at the Massachusetts Institute of Technology (MIT), Cambridge, MA (USA)
  
- 2018
  - Achievement of international awards and recognition: **Awarded a “Cross-Centre International and Interdisciplinary Pilot Projects”** grant (£10K Fellowship grant; Award No.13705-03) as the 'best project' to develop a cross-sectional analysis between the UK and Australia to investigate human factors issues associated with the tramway system.
  - **‘Paper shortlisted’** for the best paper of the conference. Callari T.C., Moody, L., Holliday N., Russel, E., Saunders, J., Ward, G., & Woodley, J. User needs and expectations as a challenging factor for successful living lab research initiatives

involving older adults: the DDRI experience. Proceeding of the Open Living Lab Days: Research and Innovation Conference Proceedings 2018, Geneva (Switzerland).

- 2012 • Achievement of national awards and recognition: **Award for 'Best Doctoral Thesis'** in Work and Organisational Psychology - Associazione Italiana di Psicologia (AIP).

## Co-Lead/PI in research funds under evaluation

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- 2025 • **1- Principal Investigator, University of Turin**  
**MIRAI (未来 – Japanese for “future”):** Mutual Interpretation in creative Realizations with AI  
Funding body: European Commission, HORIZON-CL2-2025-01-HERITAGE-04-Leveraging artificial intelligence for creativity-driven innovation. Status: Under evaluation.
- **2- Principal Investigator, University of Birmingham**  
**HARMONIA:** Human-Aware and Co-Designed Framework for Inclusive Worker Empowerment, Safety and Well-being in Next-Generation Manufacturing.  
Funding body: European Commission, HORIZON-CL4-INDUSTRY-2025-01-TWIN-TRANSITION-02. Status: Under evaluation.
- **3- Principal Investigator, University of Turin**  
**NEXUS:** Fostering Human Adaptability and Systems Adaptivity Co-evolution in Industrial Transformations  
Funding body: European Commission, COST ACTION 2025, Open Call Collection OC-2025-1

## Participation in International research groups

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- 2023-ongoing • **Member of the (informal) international research group**  
Collaboration between Australia (Prof. A. Naweed, Professor in Human Factors and Australian Research Council Future Fellow at CQUniversity, Adelaide) and the USA (Dr. A. Duncan, Senior Researcher in Human Factors specialising in road safety, including bicycles). Self-funded project on 'tram-bike' safety.
- 2022-2024 • **Member of the international research group**  
Intelligent Automation Centre (Loughborough University) – Collaboration on human factors in human-robot interaction (HRI), with a focus on the manufacturing industry.
- 2019-2022 • **Member of the international research group**  
Socio-Technical Centre (Leeds University Business School) & Institute of Design, Robotics and Optimisation (School of Mechanical Engineering) – Collaboration on adaptive systems in Machine Learning/Artificial Intelligence applications, focusing on human-computer interaction (HCI) aspects.
- 2018-2019 • **Member of the international research group**  
National Transport Design Centre (NTDC) – Collaboration on human factors in the design of products, services, and processes related to urban transportation issues.
- 2018-2019 • **Member of the international research group**  
Centre for Arts, Memory and Communities, Coventry University – Collaboration on product design, with a focus on the elderly population.
- 2013-2018 • **Member of the international research group**

Centre for Innovative Human System – Collaboration on human factors in the design of safe systems in aviation, ranging from organisational models to human-computer (HCI) and human-machine (HMI) interfaces.

- 2009-2013
- **Member of the international research group**  
LIDEA, Laboratorio InterDipartimentale di Ergonomia Applicata – Interdepartmental Laboratory of Applied Ergonomics – Collaboration for the development of multidisciplinary and interdisciplinary projects with an ergonomic focus – physical, cognitive, and organisational ergonomics.

### Third mission

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- 2025
- **Invited Keynote speaker** at the University of Modena e Reggio Emilia, School of Economia Marco Biagi – Fondazione Marco Biagi  
Seminario: Lavoro e processi decisionali al tempo dell’Intelligenza Artificiale. Un dialogo interdisciplinare. (4 Nov 2025). Topic: “Dialoghi interdisciplinari sul lavoro che cambia: cosa rimarrà umano?” <https://fmb.unimore.it/eventi/seminario-lavoro-e-processi-decisionali-al-tempo-dellintelligenza-artificiale-un-dialogo-interdisciplinare/>
  - **White Paper – Callari, T. C., & Lohse, N. (2025).** The Future of Smart Human-Robot Collaborative Working Environments: Towards Meaningful Work for All. A White Paper. doi:10.48352/uobxeps.0001
  - **White Paper Review with Policy Makers (London, February 2025) – Callari, T. C., Daly, A., Vecellio Segate, R., Raper, R., Hubbard, E.-M., & Lohse, N. (2025).** The Regulation, Governance and Ethics of Smart Robotic Systems: UK and EU Insights. A White Paper. doi:10.17028/rd.lboro.28360496
  - **Adjunct Professor** for the Summer School of Qualitative methods for psychological research (24 hrs) **AIP** – Associazione Italiana di Psicologia, Sezioni di Psicologia delle Organizzazioni e Psicologia Sociale. <https://aipass.org/formazione/summer-school-of-qualitative-methods-for-psychological-research-online-courses-16-17-june-23-24-june-2025/>
- 2024
- **Invited Keynote speaker** Industrial District of Digital Technologies, DITEDI (Tavagnacco, Italia). (18 October 2024). Topic: “The generative city. The changes and impacts of AI in the governance of contemporary societies”. <https://www.ia-forum.it/>
  - **[Industry]** A multinational company producing components for industrial use  
Research on the influences and impact of implementing (generative) AI on work and the workforce. This study also encompasses ethical considerations related to Industry 5.0. [budget: £ 10K]
  - **Invited Lecture** at the University of Modena e Reggio Emilia, School of Economia Marco Biagi – Fondazione Marco Biagi (18 April 2024). Topic: “Designing the Future: Ethical Reflections on Human-Robot Interaction”. <https://fmb.unimore.it/eventi/Seminar-progettare-il-futuro-riflessioni-etiche-nellinterazione-uomo-robot/>
  - **Adjunct Professor** for the Summer School of Qualitative methods for psychological research (24 hrs) **AIP** – Associazione Italiana di Psicologia, Sezioni di Psicologia delle Organizzazioni e Psicologia Sociale. <https://aipass.org/formazione/summer-school->

of-qualitative-methods-for-psychological-research-online-courses-24-25-june-1-2-july-2024/

- 2023
- **Invited Lecture** at SUSTNET, PhD in Sustainable development and cooperation, University of Turin (14 Dec 2023). Topic: “From Asimov to AI: Ethics at the Heart of Human-Robot Systems”
  - **Invited Lecture** at the School of Scienze Politiche, University of Trieste (7 Dec 2023). Topic: “From Asimov to AI: Ethics at the Heart of Human-Robot Systems”.
  - **Invited Lecture** at the School of Psychology, University of Turin (14 Nov 2023) Topic: “Navigating the Complexities of Occupational Safety: A Systems Thinking Approach”
  - **Adjunct Professor** for the Summer School of Data Analysis Methods in Social Science (24 hrs) **AIP** – Associazione Italiana di Psicologia, Sezioni di Psicologia delle Organizzazioni e Psicologia Sociale.
- 2022
- **Invited Lecture** at University of Bergamo (7 Nov 2022). Topic: “The meaning of Work: Epistemological and Methodological considerations”.
  - **Invited Lecture** at il School of Education, UniTRE, Roma. Topic (12 May 2022): “Navigating the Complexities of Occupational Safety: A Systems Thinking Approach”.
  - **Adjunct Professor** for Summer School of Qualitative methods for psychological research (24 hrs) **University of Bergamo**, School of Doctorate in Humanities

## Selected latest research outputs

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**Callari, T. C., & Lohse, N.** (2025). Reframing the narrative of workers’ agency in Industry 5.0 manufacturing through reskilling, upskilling and craftsmanship. *Journal of Workplace Learning*, 1-18. doi:10.1108/JWL-05-2025-0154.

**Callari, T. C., & Puppione, L.** (2025). Meaningful work as shaped by employee work practices in human-AI collaborative environments: a qualitative exploration through ideal types. *European Journal of Innovation Management*, 1-27. <https://doi.org/10.1108/EJIM-11-2024-1339>

Asif, S., **Callari, T. C.**, Khan, F., Eimontaite, I., Hubbard, E.-M., Bahraini, M. S., . . . Lohse, N. (2025). Exploring tasks and challenges in human-robot collaborative systems: A review. *Robotics and Computer-Integrated Manufacturing*, 97, 103102. <https://doi.org/10.1016/j.rcim.2025.103102>

**Callari, T.C., Curzi, Y., & Lohse, N.** (2025). Realising human-robot collaboration in manufacturing? A journey towards industry 5.0 amid organisational paradoxical tensions. *Technological Forecasting and Social Change*, 219, 124249. <https://doi.org/10.1016/j.techfore.2025.124249>

**Callari, T.C., & Puppione, L.** (2025). Can generative artificial intelligence productivity tools support workplace learning? A qualitative study on employee perceptions in a multinational corporation. *Journal of Workplace Learning*, 37(3), 266-283. <https://doi.org/10.1108/JWL-11-2024-0258>

**Callari, T. C., Operto, F., Hubbard, E.-M., & Lohse, N.** (2025). Shaping the future industry 5.0: Ethical and societal implications of artificial intelligence and collaborative robotics technologies in entrepreneurship. *STUDI ORGANIZZATIVI* (2024/2), 210-236. doi:10.3280/SO2024-002010

**Callari, T.C.**, Vecellio Segate, R., Hubbard E.M., Daly, A., & Lohse, N. (2024). An Ethical Framework for Human-Robot Collaboration for the Future People-Centric Manufacturing: A collaborative endeavor with subject-matter experts in Ethics. *Technology in Society*, 78 <https://doi.org/10.1016/j.techsoc.2024.102680>

**Callari, T.C.** (2024). Guest Editorial – Unravelling the power of virtual reality for the future of workplace learning and design: individual, organisational and societal considerations. *Journal of Workplace Learning*, 36(7), 461-466. <https://doi.org/10.1108/JWL-09-2024-201>

**Callari, T.C.**, Moody, L., & Horan, B. (2024) Testing a novel haptic tram master controller technology via virtual reality: feasibility and user acceptance considerations. *Journal of Workplace Learning*. <https://doi.org/10.1108/JWL-01-2024-0010>

**Callari, T.C.**, Moody, L., Mortimer, M., Stefan, H., Horan, B., & Birrell, S. (2024). The influence of haptic feedback and experience on tram drivers' emergency braking performance. *Applied Ergonomics*, 116. <https://doi.org/10.1016/j.apergo.2023.104206>

Patel, A.R., Wintersberger, P., Souders, D., **Callari, T.C.**, and Stoll, T. (2024). Special issue on “User-centered advanced driver assistance systems (UCADAS)”. *J Multimodal User Interfaces* 18, 157–158. <https://doi.org/10.1007/s12193-024-00439-8>

Ogrizek, M., Mortimer, M., Antlej, K., **Callari, T.C.**, & Horan, B. (2024). Human Factors considerations on the Impact of Passive Physical Everyday Tools on Interacting with Virtual Reality Museum Objects. *Virtual Reality* 28(26). <https://doi.org/10.1007/s10055-023-00915-8>

**Callari, T.**, Oostveen, A., Hubbard, E., Fletcher, S., Lohse, N. (2023). Where are we at? A review of the advances in the ethical aspects of human-robot collaboration. In: Waldemar Karwowski and Stefan Trzcielinski (eds) Human Aspects of Advanced Manufacturing. AHFE (2023) International Conference. AHFE Open Access, vol 80. AHFE International, USA. <http://doi.org/10.54941/ahfe1003506>

**Callari, T.C.**, Mortimer, M., Moody, L., Seyedmahmoudian, M., Lewis, R., & Horan, B. (2022). Smooth and safe tram journeys: tram driver perspectives and opportunities using a haptic master controller in a virtual reality environment. *Ergonomics*, 65(3), 445-466. <https://doi.org/10.1080/00140139.2021.1977844>.

Pollini, A., **Callari, T.C.**, Tedeschi, A., Ruscio, D., Save, L., Chiarugi, F., & Guerri, D. (2021). Leveraging human factors in cybersecurity: an integrated methodological approach. *Cognition, Technology & Work*. <https://doi.org/10.1007/s10111-021-00683-y>

Bieder, C., & **Callari, T.C.** (2020). Individual and environmental dimensions influencing the middle managers' contribution to safety: the emergence of a 'safety-related universe'. *Safety Science*, 132, 104946. <https://doi.org/10.1016/j.ssci.2020.104946>

## **Additional affiliations**

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From 2023-ongoing. **Member of the Board of Lectures**, Doctoral Research Programme in Labour, Development and Innovation, University of Modena and Reggio Emilia, Modena (Italy)

From 2024-ongoing. **Visiting Senior Researcher**, University of Birmingham, Birmingham (UK)- Robotics Hub

From 2022-ongoing. **Visiting Senior Researcher**, University of Leeds, Leeds (UK) – Socio-Technical Centre, Leeds University Business School

Member of the of the 'Chartered Institute of Ergonomics and Human Factors'

Member of the AIP (Associazione Italiana di Psicologia)

2010-2012. **Honorary fellowship** in Work and Organizational Psychology & Ergonomics, School of Psychology, University of Turin, Italy (Prof. A. Re)

2011-2013. **Honorary fellowship** in Physical Ergonomics. Department of Life Sciences and Systems Biology, University of Turin, Italy (Dr Margherita Micheletti)

## **Participation in editorial boards of journals and conferences**

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**Member of the Editorial Board** (from January 2025) European Journal of Innovation Management, <https://www.emeraldgrouppublishing.com/journal/ejim>

**Member of the Editorial Board** (from August 2024) Journal of Workplace Learning, <https://www.emeraldgrouppublishing.com/journal/jwl>

**Guest Editor** – Journal of Workplace Learning, Special Issue “Unravelling the Power of Virtual Reality for the Future of Workplace Learning and Design. Individual, organisational, and societal considerations” –

**Guest Editor** – Journal Multimodal User Interfaces, Special issue on “User-centered advanced driver assistance systems (UCADAS)

**Member of the Scientific Committee** WCQR2023. 7th World Conference on Qualitative Research, 25 to 27 January 2023

**Member of the Scientific Committee** WCQR2022. 6th World Conference on Qualitative Research, 26 to 28 January 2022

**Member of the Scientific Committee** Human Mental Workload conference (2017). HMW- 1st World Conference, Dublin (Ireland)

Updated: 22/02/2026