Curriculum Vitae

Dr. Werner Geyer
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Professional Experience

Senior Manager & Principal Research Scientist, AI Interaction Department   2017 – present

IBM Research AI, Cambridge, MA & Yorktown, NY

- **Scope**: I am leading a medium size second line organization with the mission to develop, validate, and deliver AI innovation to product through user research, and to generate academic impact. I'm driving strategy and research direction for Human-Centered AI including research on automated data science, Human-AI co-creativity with generative AI, visual AI, AI interpretability, AI fairness, AI-infused business process automation.

- **Impact**: AutoAI, Federated Learning, Watson Orchestrate, WatsonX.data, Factsheets, Watson Assistant Actions, and Author Workbench products. Corporate design guidelines for generative AI product design. Global ethics board public point of views.

Global Strategy Lead for Human-Centered AI   2021 – present

IBM Research AI, Global

- **Scope**: I am leading a team of co-strategy leaders across three global Labs on Human-Centered AI focusing our HCI and Data Visualization AI research agenda on impactful and business relevant AI topics and projects. This work involved setting research and scientific directions with senior research leadership and internal/external representation and visibility of our strategy.

- **Impact**: Significantly increased external eminence & visibility and aligned internal strategy within AI organization through rigorous OKR planning and cross-organization joint research efforts.

Recruiting Lead for Global AI Research Organization   2017 – 2022

IBM Research AI, Global

- **Scope**: I worked jointly with talent acquisition on redesigning and streamlining recruiting processes for the AI research organization. Evaluated and introduced technologies and tooling in support of the recruiting efforts including an evaluation of AI techniques for accelerated candidate selection and Python tooling to automate data transformation during the candidate selection process.

- **Impact**: Build up initial staffing of the newly founded MIT-IBM Watson AI Lab (70+). Generated validated job seekers pipeline of more than 30K candidates over the 5 years across 50+ events. Established effective sourcing processes at major AI events including email campaigns, candidate reviews, on-site interviews, interviewer enablement, and representing the employment brand.

Manager & Principal Research Staff Member, Cognitive User Experience (CUE)   2015 – 2017
IBM T.J. Watson Research, Cambridge, MA

- **Scope**: I was leading the Cognitive User Experience Lab in Cambridge, a group of 12 researchers conducting applied research on conversational assistants and social enterprise tools. The research included work on a novel NLP AI platform that allows building chat bots for enterprise users, AI-infused productivity tooling in email, joint work with HR on conversational assistants for onboarding new employees and developing and employee engagement tools and platforms.
- **Impact**: Design vision for Airbus Research Engagement. Selfiestation, Engage@IBM, Watson Assistant Skills products.

Research Manager & HCI Community Lead, Data Science User Experience (DUX)   2011 – 2015
IBM T.J. Watson Research, Cambridge, MA

- **Scope**: I was managing an interdisciplinary team of researchers and engineers designing, developing, and evaluating new technologies that sit at the intersections of data science and user experience with innovation related to online communities, the social web, crowdsourcing, and social recommendations. I was leading joint work with HR on employee engagement dashboards based on sentiment analysis of internal social media content. I was also the global HCI community leader.
- **Impact**: 1x5 Enterprise Crowdfunding (CIO), Social Pulse (CHRO), & Kenexa Survey Analytics products

Research Staff Member & Product Engineer, Social Software Group   2002 – 2010
IBM T.J. Watson Research, Cambridge, MA

- **Scope**: I was project manager and lead researcher for the design, development, deployment, and evaluation of novel technologies in the areas of social computing, recommender systems, and group collaboration. This work involved leading multi-disciplinary, distributed project teams, and defining research agendas. I spent one year in product software development transferring my research.
- **Impact**: IBM Activity Explorer & IBM Connections Profiles & Activities products

Post-Doc, Collaboration Architecture Group   2000 – 2001
IBM T.J. Watson Research, Hawthorne, NY

- **Scope**: I was the main researcher on a project investigating capture and access of real-time meetings, particularly the usefulness of meeting records. My work involved system design, implementation, deployment, and evaluation of results. This work was done in collaboration with Georgia Tech and Boeing.
- **Impact**: Meeting support software system and design recommendations for IBM Sametime.

Research Scientist, Department for Applied Computer Science IV   1995 – 2000
University of Mannheim, Germany

Summer Internships, Networking Group   1993 & 1994
Institut Eurécom, Sophia-Antipolis, France
https://www.eurecom.fr/en

Research Assistant, Department for Applied Computer Science IV   1993 – 1994
University of Mannheim, Germany

Summer Intern, Asset Management Software   1991
F. Deininger GmbH, Mannheim, Germany

Contract Programmer, ERP Systems   1989 – 1993
Computer Center GmbH, Mannheim, Germany

Financial Consultant   1989
BfG Bank AG, Mannheim, Germany

Education

Ph.D. Computer Science   1995 – 1999
University of Mannheim, Germany

>   Dissertation (in German):
>   "*The digital lecture board – Concept, Design, and Implementation of a Whiteboard for Synchronous Teleteaching*"
>   Advisor: Prof. Dr. Wolfgang Effelsberg

M.S. Computer Science & Business Administration (Information Technology)   1990 – 1995
University of Mannheim, Germany, *Top 1%*

>   Master's Thesis at Institut Eurécom, France (https://www.eurecom.fr/en):
>   "*Stream Synchronization in a Scalable Video Server Array*"
>   Advisor: Prof. Ernst Biersack

Bank Trainee Program   1987 – 1989
BfG Bank AG, Mannheim, Germany

High School Diploma   1978 – 1987
Lieselotte-Gymnasium, Mannheim, Germany

Skills

Leadership
- Leading cross-organizational programs, initiatives, funding, and research agendas
- People management including compensation, performance, career progression
- Hiring, mentoring, and managing technical teams
- Project management from concept brainstorming through technical deployment
- Strategy, idea generation, and research analysis
- Defining and redesigning recruiting processes and programs

Design
- Concept generation
- Storyboarding, Personas
- Wireframes, Rapid prototyping

User Research
- Qualitative and quantitative research
- Experimental design (A-B testing)
- Semi-structured interviewing

Technical Skills
- ML/AI Certifications: Deep Learning Specialization (Coursera), Machine Learning (Coursera), Data Analysis and Statistical Inference (Coursera)
- Programming Languages: Python, Java, Javascript
- Web App Dev : J2EE, HTML, HTTP, jquery, CSS, XML
- Data Management: SQL, Hibernate, MyBatis, Postgres, DB2
- Design: Fireworks, Photoshop, PowerPoint
- Analysis: Excel, SQL, SPSS

Foreign Languages
- German: native
- English: fluent written and spoken
- French: good knowledge
- Italian: basic knowledge

Selected Talks

- **Engineering Excellence Speaker Series**, "Human-Centered AI @ IBM Research", Oct 2022.
- **Invited Talk**, "Human-Centered AI – Automation Versus Collaboration," Workshop on User-Centered AI, ACM MUC 2021, Sep 2021
- **Invited Talk**, "Human-Centered AI – Automation Versus Collaboration," NeurIPS Expo, NeurIPS 2020, Dec 2020
- **Invited Talk**, "Cognitive User Experience Research," Invited Talk, Bell Labs, May 2017
- **Invited Talk**, "Cognitive Computing Research," Invited Talk, MIT Sloan Cognitive Hackathon, Sep 2016
- **Guest Lecture**, "The Social Workforce at IBM - A Research Perspective on Building a Social Business," University of Maryland, Nov 2013
- **Panelist**, "Social Business 2.0 – From a Social to a Smarter Workforce," IBM Research Colloquium, Madrid, Spain, Oct 2013
- **Keynote**", Exploring the Future at the IBM Research Center for Social Business," DNUG Spring Conference Jun 2012, Dortmund, Germany
- **Keynote,** "Social Recommender Systems – An HCI Perspective," ACM RecSys Workshop on Recommender Systems and the Social Web, Oct 2011

- **Invited Seminar,** "Fuelling the Social Web with Recommender Systems," University College Dublin, Oct 2009

Selected Popular Press

- The Atlantic (9/2016): The Algorithms That Tell Bosses How Employees Are Feeling
- Yahoo Finance (June 3, 2015): IBM banned Uber for employees, but quickly reversed course
- CNN Money (12/04/2013): How IBM bypasses bureaucratic purgatory
- Harvard Business Review (09/30/2013): Can Internal Crowdfunding Help Companies Surface Their Best Ideas?
- Business Week (06/01/2009, print edition only): What's a friend worth?
- CNN (05/12/2008): 'Virtual water cooler' makes workplace more fun
- eWeek (Feb 14, 2005): IBM, Microsoft Collide on Collaboration

Publications and Patents

I am author / coauthor of **100+** scholarly articles with more than **7,300 citations** and an h-index of **42** on Google Scholar, more than **+62K** downloads of ACM published articles, **5** Best Paper Awards, and **40** published / filed patents. For details, see http://wernergeyer.com.

Awards and Scholarships

- IBM Research Technical Achievement Award for Leadership in Human-AI Co-Creation, 2023
- ACM CHI **Best Paper Award**, 2020
- IBM Research Outstanding Technical Achievement Award for Analytics and Services for Employee Engagement, 2019
- IBM Research Outstanding Technical Achievement Award for Contributions to Conversational Systems with IBM HR and Learning Team, 2019
- IBM Research Division Award on Research Contributions to GBS' Cognitive Talent Platform, 2019
- 10th IBM Patent Plateau Award, 2019
- IBM Outstanding Technical Achievement Award on Social Recommender Systems, 2017
- IBM Research Division Award on Contributions to Kenexa Survey Analytics, 2016
- ACM **Recognition of Service Award**, 2016
- IBM Research Division Award on Collective Intelligence for Ideation and Decision-Making in the Enterprise, 2015
- ACM CHI Honorable Mention **Best Paper Award**, 2015
- IBM Outstanding Innovation Award on Social Recommender Systems, 2013
- ACM RecSys **Best Paper Award**, 2010
- IBM Performance Award, 2009
- IBM Research Accomplishment Award (Lotus Connections), 2010
- IBM Outstanding Innovation Award for Activity-Centric Computing, 2007
- IBM Leadership Excellence Program, 2005

- IBM Performance Award, 2005
- AACE **Best Paper Award**, World Conference on Educational Multimedia and Hypermedia 1998
- IEEE **Outstanding Paper Award**, IEEE International Conference on Multimedia Computing and Systems 1996
- Research scholarship granted by IBM Research Heidelberg, Germany, and the Ministry of Science and Education of Baden Württemberg, 1996 – 1998

Teaching and Tutoring

Summer Intern Mentor (15+ PhD, MS, BS students)   2000 - present
IBM Research, USA

Student Supervisor (6 students' Master's Thesis and Undergraduate Papers)   1996 - 1999
Department for Applied Computer Science IV, University of Mannheim, Germany

Teaching Assistant, Department for Applied Computer Science IV   1996 - 1999
University of Mannheim, Germany

Instructor Microsoft Word, Continuing Education Department   1994 - 1995
University of Mannheim, Germany

Teaching Assistant, Department for Applied Mathematics   1992 - 1993
University of Mannheim, Germany,

Service and Volunteer Activities

Editor

- Founding editor of the Human-Centered AI publication on Medium, 2023 – present https://medium.com/human-centered-ai
- Editorial Board Member Multimedia Tools and Applications Journal (MTAP), Springer, 2003 – 2008

Organizing Committee

- Co-Chair 5th ACM IUI Workshop on Human-AI Co-Creation with Generative Models, 2024
- Co-Chair 4th ACM IUI Workshop on Human-AI Co-Creation with Generative Models, 2023
- Co-Chair 3rd ACM IUI Workshop on Human-AI Co-Creation with Generative Models, 2022
- Co-Chair 2nd ACM IUI Workshop on Human-AI Co-Creation with Generative Models, 2021
- Co-Chair ACM IUI Workshop on Human-AI Co-Creation with Generative Models, 2020
- Steering Committee Member, ACM RecSys, 2016 – 2023
- General Chair for ACM RecSys 2016 (hosted RecSys in Boston with ~600 participants)
- Area Chair for the Social Track at UMAP 2014
- Organizer ACM RecSys'13 Workshop on Recommender Systems and the Social Web
- Organizer ICWSM'13 Workshop on Social Computing for Workforce 2.0
- IBM HCI PIC Chair (Professional Interest Community), 2010 – 2012

- Tutorial Chair, ACM RecSys'12, Dublin, Ireland
- Organizer ACM RecSys'12 Workshop on Recommender Systems and the Social Web
- Workshop Chair, ACM RecSys'11, Chicago, IL
- Organizer ACM RecSys'10 Workshop on Recommender Systems and the Social Web
- Organizer ACM RecSys'09 Workshop on Recommender Systems and the Social Web
- Organizer ACM CSCW'08 Workshop on Social Networking in Organizations

Program Committee

- ACM CHI Workshop on Human-Centered Perspectives in Explainable AI, 2023
- ACM CHI Workshop on Generative AI and HCI, 2022 – 2023
- ACM Recommender Systems RecSys 2008 – 2022
- Associate Chair CHI 2012
- International Conference on Weblogs and Social Media (ICWSM), 2009, 2011, 2012
- International Workshop on Groupware CRIWG, 2005 – 2011
- IW3C2 International World Wide Web conference WWW, 2000, 2002, 2009, 2010, 2015, 2016
- Autonomous Agent 2001 Workshop on Agent Supported Cooperative Work (WASCW'2001)

Reviewer

- ACM Conference on Human Factors in Computing Systems, CHI 2003 – 2023
- ACM Conference on Computer-Supported Cooperative Work, CSCW 2002 -2023
- ACM International Conference on Intelligent User Interfaces, IUI 2010 – 2023
- NSF Grant Proposal Reviewer, 2011
- UMAP User Modeling, Adaptation and Personalization, 2011, 2016, 2017
- Interact IFIP Conference on Human-Computer Interaction, 2011
- IEEE International Conference on Multimedia & Expo ICME, 2008 – 2009
- ACM Conference on Groupware Group, 2005
- IEEE International Conference on Pervasive Computing and Communications PerCom, 2003

Memberships

- Member of the ACM (Association for Computing Machinery) (**since 2003**)
- Member of the alumni organization of the University of Mannheim, AbsolventUM e.V., Germany
- Member of the Association for the Advancement of Computing in Education (AACE), VA, USA (June 1997 – July 1999)