

# Werner Geyer, Ph.D.

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## SUMMARY

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Strategic AI and UX innovation leader combining vision-setting with hands-on technical execution. ACM Distinguished Member with 25 years of experience advancing human-centered trustworthy AI, UX research, and applied ML across enterprise environments. Builds and deploys research-grade systems, designs prototypes, conducts user studies, and validates impact in organizational workflows. Recognized for delivering repeatable innovation pipelines, cross-lab research strategy, and high-impact enterprise products.

## CORE CAPABILITIES

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Human-Centered AI • Trustworthy & Responsible AI • Generative AI • Prototyping & Software Engineering  
UX & User Research • HCI & CSCW • Qualitative & Quantitative Methods  
Research Program Design • Cross-Functional Technical Leadership • Strategy & Vision Definition

## WORK EXPERIENCE

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### IBM Research

Cambridge, MA

#### Chief Scientist Human-Centered Trustworthy AI & Principal Research Scientist

2024 - Present

- Led global research effort on LLM-as-a-Judge with open-source contributions to UNITXT, Watsonx Governance, and Granite Guardian for trustworthy generative AI (~10K downloads) and open-sourced EvalAssist: <https://github.com/IBM/eval-assist>
- Directed a research and prototyping project with the Product Excellence Office introducing generative AI into product management and UX research workflows, validating productivity gains, work quality improvements, and adoption patterns through field studies.
- Hands-on architect and developer of prototypes for evaluating agile epics and thematic analysis for ~1,900 users. Built and open-sourced library for AI-assisted trustworthy qualitative data analysis based on explainable QIndex validators: <https://github.com/IBM/qux360>
- Co-led department strategy, projects, and vision on human-centered trustworthy AI including managing university relationships, mentoring junior researchers and software developers.

#### Senior Manager & Principal Research Scientist

2017 - 2024

- Led a multidisciplinary department focused on ideating, designing, developing, and validating trustworthy and effective AI innovations for IBM's AI product portfolio in close collaboration with product design, user research teams, and academic partners.
- Oversaw a portfolio of ~15 research projects in Human-Centered AI, encompassing areas such as automated data science, visual AI, Human-AI collaboration, and AI fairness and explainability.
- Contributed research that informed and shaped key AI products and features driving ~\$30M in attributable revenue impact and ~\$10M in operational savings, including AutoAI, Watson Orchestrate, FactSheets, Watson Assistant, AuthorWorkbench, Recognition Bot with >10K internal users.

#### Global Strategy Lead for Human-Centered AI

2021 - 2024

- Established and guided a strategy team in Human-Centered AI setting directions for future research across 3 global labs launching 5 new research projects per year that are aligned with business objectives and collaborate with senior research leadership across divisions to establish and communicate scientific and business directions.
- Represented and enhanced the visibility of organizational strategy internally and externally, and elevate external eminence through joint academic initiatives with MIT, Stanford, Georgia Tech and RPI.

#### Recruiting Program Manager for MIT-IBM AI Lab

2017 - 2022

- Led AI research division recruitment strategy, achieving 70+ hires in first year using Python- and AI-based sourcing automation and targeted candidate outreach at major AI events (pipeline of ~20K candidates). Built the initial staff for the IBM-MIT AI Lab.

#### Manager & Principal Research Staff Member

2015 - 2017

- Managed a team of researchers focusing on the development of a new conversational AI platform, leading to the creation of advanced chatbot solutions for enterprise applications and directed investments of a \$2M product innovation fund jointly with the collaboration products business unit.

- Collaborated with the Human Resources department to implement conversational assistants aimed at streamlining the onboarding process and enhancing employee engagement initiatives with >\$10M attributable savings.
- Contributed to the design and strategic vision for key projects, including innovative productivity tools within email systems and interactive platforms such as Selfiestation and Engage@IBM with >10K users.

#### Research Manager & HCI Community Lead

2011 - 2015

- Managed an interdisciplinary team responsible for the design, development, and evaluation of new technologies for online communities and social analytics such as employee engagement dashboards utilizing sentiment analysis of company social media.
- Directed the global HCI research community with global co-leaders, including organizing a speaker series and the managing the sponsorship of major HCI conferences.
- Led joint work with Human Resources and the CIO office to create novel products including Enterprise Crowdfunding, Social Pulse, and Kenexa Survey Analytics with >\$20M attributable savings and >\$10M revenue.

#### Research Staff Member & Product Engineer

2002 - 2010

- Led multi-disciplinary project teams, conducting research in social computing, recommender systems, and group collaboration, successfully leading to the productization of innovative enterprise tools & technologies such as IBM Connections and Activities with more than 65K internal users and >\$300M revenue.
  - Directed a small product team of 5 software engineers as architect and software engineer in IBM Software group to productize and ship a novel collaboration product within the IBM Workplace product family.

### EDUCATION

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University of Mannheim, Germany

1995 - 1999

Ph.D. Computer Science

University of Mannheim, Germany & Institut Eurécom, France

1990 - 1995

M.S. Computer Science & Business Administration, Master's Thesis at Eurécom, France

**Graduated Best in Class (Top 1%) & Won a Best Paper Award for Thesis**

### RECENT CERTIFICATIONS

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Multi AI Agent Systems with CrewAI, DeepLearning.AI, May 2025

Practical Multi AI Agents and Advanced Use Cases with CrewAI, DeepLearning.AI, May 2025

ChatGPT Prompt Engineering for Developers, DeepLearning.AI, May 2024

Functions, Tools and Agents with LangChain, DeepLearning.AI, May 2024

Deep Learning, Coursera, DeepLearning.AI, Andrew Ng, Jan 2020

Machine Learning, Coursera, Andrew Ng, 2015

### AWARDS & EMINENCE

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**ACM Distinguished Member 2024, 100+ Publications** (H-Score: 46), **40+ Patents, 10+ IBM Outstanding Technical Achievement Awards 2002-2024, 6 Best Paper Awards:** CHI (2x), RecSys, AACE, IEEE, CHIWORK, **Outstanding Reviewer Award IUI 2025, Outstanding IBM People Manager Award 2017, Founding editor** of the Human-Centered AI publication on Medium, 2023 (<https://medium.com/human-centered-ai>), Recognition of ACM Service Award 2016, Organizing Committee, Reviewer, Invited Speaker roles at top scientific venues and customer events 2002-2025, work featured in [The Atlantic](#), [Harvard Business Review](#), [Yahoo Finance](#), [Business Week](#) (print-only), CNN.

### LEADERSHIP & COLLABORATION STRENGTHS

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Vision & Strategy Development • Leading Cross-Functional Research & Design Teams • Mentoring Researchers, Developers & Designers • Academic & Industry Collaboration Stewardship • Evidence-Based Innovation & Evaluation

### TECHNICAL EXPERTISE

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Python • VS Code • Git/GitHub • Pandas • NLP Tooling • LLM Prompting and APIs • RAG Prototyping • Vibe Coding • Databases & SQL • Mixed-Methods UX Research • UX Design (previously built enterprise-scale web-based systems in Java, HTML, JavaScript; now focused on Python-based prototyping and applied research workflows).