

## Paul J. Welty, Ph.D.

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Philosophy PhD and author of [The Work of Being: A Philosopher's Guide to Becoming Human in the AI Era](#). Fortune 500 consultant who builds AI systems. Founded an innovation center that launched 52 companies. Built a faculty data platform and co-founded an AI research center. Currently shipping AI products in executive communications and education.

### PROFESSIONAL EXPERIENCE

#### **January 2026 to present: Principal, Synaxis**

- Launched Authexis (executive thought leadership web app and iOS app)
- Launched Textorium (MacOS app for editing text-based websites)
- Building Scholexis and Skilllexis (AI-based education products)
- Developing Dialex (platform for customer-focused support for SaaS products)

#### **September 2020 to December 2025: Vice Provost for Academic Innovation, Emory University**

Digital transformation of data systems supporting our development and assessment of an eminent faculty; innovation in our approaches to digital pedagogies and the ways in which we bring new learners to our community through professional studies; configure Interfolio to meet Emory's needs to understand, assess, and analyze faculty activity and professional growth; ad hoc strategic projects esp. in digital transformation; lead a 25-person team

- Invited speaker for meeting of Rotary Club of Decatur, "AI in Education" (October 2025)
- Invited speaker for IT webinar at Emory, "AI in Education" (September 2025)
- Invited speaker for AI Exchange at Emory, "AI in Education" (September 2025)
- Invited speaker for meeting of Rotary Club of Decatur, "AI in Education" (August 2025)
- Invited speaker for the May learning symposium at ACEN, speaking on "AI at work" (May 2025)
- Invited Emory representative and panelist on "AI and Education" for the Simuvaction 2025 (AI and Disparities on a Global Stage; The future of work in an AI era) in Quebec City (April 2025)
- Invited solo presenter at the AI.DIVE conference, sponsored by the Emory Center for AI Learning; presented an hour-long talk on "Think Bigger: Unknown Use Cases in GenAI"
- After developing and maturing The Hatchery, successfully "spun off" The Hatchery so that it could join the Emory innovation ecosystem as a fully functioning center
- Invited presenter a "Communicators Workshop" for Emory communicators to learn and explore GenAI tools and their applications (May 2024)
- Invited presenter on "Generative AI in the Workplace", which was a hands-on exploration of AI tools for Emory professionals (February 2024)
- Invited presenter on "AI at Work" for Office of the Provost team members (Jan 2024)
- Wrote a 24-page white paper "Report on AI in the Emory Workplace" (Summer 2023)
- Led an initiative "The Summer of AI", which conducted 43 experiments across 13 work categories to explore and determine the value of AI for the Emory staff (Summer 2023)
- Led a team that has achieved 80% rollout of Facet, the Faculty Information and Action System, by 2024, a first-of-its-kind faculty management tool and system of record, which involves 5 modules for 10 units, and thus represents a 50-project program
- Led a team at The Hatchery, the Emory Center for Innovation, that has, 2020-2024, supported 309 student ventures, launched 52 student ventures, taught 8,000 students innovation skills, and welcomed 54,000 visitors to the Center
- Launched "Non-credit and Online Program Management", which brings the talents of Emory Continuing Education to support the academic units by offering help in instructional design, online

teaching, recruiting, marketing, advertising, finance, and operations for non-credit certificates, online teaching, and online master's degree programs

- Co-founded the Emory Center for AI Learning
- Led a "Reimagination Challenge" to create dozens of improvements in student services using a design thinking approach with a diverse, 12-person team
- Created a design for revamping student success services using a service design approach, called "The One-stop Shop"
- Launched the Eagle Essentials program, a first-of-its-kind catalog of career-oriented classes for Emory students
- Based on the Eagle Essentials program, worked with the Registrar's Office to create a prototype of a co-curricular transcript, the first-of-its-kind at Emory
- Led a team that created a plan for operationalizing the co-curricular transcript
- Created a plan for a co-curricular program for Emory students
- Created 5 proposals for online master's degree programs for the Law School, Emory College, and School of Public Health
- Founded Emory's first student venture incubator—The Hatchery

#### **November 2019 to December 2025: Interim Executive Director, Emory Continuing Education, Emory University**

Oversee Emory Continuing Education, the non-credit, professional learning arm of the university, which engages around 3,000 learners each year; oversee ECE operations; lead ECE strategy; manage ECE financials; create a platform for an enterprise approach to professional studies at Emory

- Led team that has turned in 2 years of profit after recovering from pandemic
- Transformed old ways of working into new AI- and automation-based processes, yielding at 50% increase in productivity
- Launched the Emory Workforce Development program, a first-of-its-kind at Emory
- Led team that reconceived our learning based on that the transition to online
- Led team that transitioned 205 courses to online format in March 2020
- Led team that transitioned OLLI program to online, when most other universities were cancelling classes and suspending the program, returning to near original levels of enrollment by Fall
- Led team that launched Grad Gift 2020, a first-of-its kind program to offer career-oriented classes to graduates, offering \$155,000 of value in courses to Emory graduates for \$2,700 in new expenses
- Led team that created a workforce development initiative to provide cybersecurity training to 20 underemployed single mothers, all of whom received multiple job offers from Atlanta companies (media coverage at <https://ece.emory.edu/articles-news/ece-in-the-news.php>)

#### **May 2019 to September 2020: Associate Vice Provost for Academic Innovation and Faculty Affairs, Emory University**

Digital transformation of data systems supporting our development and assessment of an eminent faculty; innovation in our approaches to digital pedagogies and the ways in which we bring new learners to our community through professional studies; configure Interfolio to meet Emory's needs to understand, assess, and analyze faculty activity and professional growth, an enterprise strategy to support digital learning, platform for an enterprise approach to professional studies; oversee The Hatchery, Emory's Center for Student Innovation

- Oversaw the design, building, and opening of a 15,000 sq ft innovation center, The Hatchery
- Managed the search to hire a director for the center
- Completed 22% of planned Interfolio rollouts in first year of implementation, affecting 937 faculty in 5 schools

- Created the first Emory Teaching Toolkit, a digital resource to support all faculty during the spring, eventually incorporated into the CFDE offerings
- Created the first Virtual Community Hub, an online resource for students to provide co-curricular and social opportunities during physical distancing, eventually incorporated into Campus Life
- Created the first Faculty Toolkit, a centralized resource of teaching, classroom, campus, and safety information to support the fall, eventually incorporated into the CFDE offerings
- Created and managed academic continuity operations through the spring and summer of 2020
- Led a team to transition to digital/online learning at the start of the pandemic

**December 2017 to May 2019: Associate Vice President, Technology & Digital, North Highland**

help lead the 40-person Technology Capability, which supports enterprise digital transformation efforts for our clients' customers and employees; develop teams that focus on enterprise architecture, application architecture, application development, DevOps, agile, and technology operations; create learning and development programs; support large digital and technology sales efforts in US and UK; manage large-scale multi-capability teams; develop thought leadership; mentor technologists; manage offerings; manage partners and vendors; hire and retain teams

- Worked with capability VP to create and launch the Technology Capability in 2018
- Achieved 120% of personal sales target in 2018
- Modernized and redesigned application development methodology to increase quality and security
- Sponsored "women in tech" group inside North Highland
- Working with marketing department, wrote or edited 32 thought leadership articles in 2018
- For Disney, led a team to help the client team learn and adopt new agile and automated testing processes and tools
- For Delta, managed a news website through 2 power outages and 2 DDoS attacks
- Conceived, designed, and managed the creation of an innovative digital tool to help consultants

**July 2015 to December 2017: Sr. Technology Director, North Highland/Sparks Grove**

manage a 13-person development team; manage affiliates, partners, and vendors; support demand generation and sales; lead the Technology & Digital community; lead key digital engagements

- Worked with a managing director to create and launch the Technology and Digital service line, focusing on \$1M+ digital transformation solutions
- Operationalized new expectations management system for the development team resulting in clearer recruiting, performance management, and career pathing
- Decreased blended cost rate for development work by 25%
- Increased development team 180% while keeping utilization on target
- Achieved 175% of sales target in 2017, 200% in 2016, 300% in 2015
- For Primerica, led a digital transformation effort, including agile transformation, DevOps transformation, digital strategy, design thinking, and digital application strategy as well as internal capacity building; led the client team that grew sales at a new client by 420% in 2017
- For ING, led a multi-disciplinary team to develop a knowledge management solution on Salesforce.com

**December 2013 to July 2015: Technology Director, North Highland/Sparks Grove**

manage a 7-person development team; work with clients to understand goals; sell and manage projects

- Grew the development team 320% while keeping utilization on target
- For TIAA, led a web and mobile innovation project
- For The Home Depot, led a team to relaunch a mission critical internal application
- For Delta, led a team to rethink and relaunch the corporate news website
- For IHG, led a team to redesign the online booking experience
- For HCA Healthcare, helped develop and operationalize an "innovation pipeline"

**August 2005 to December 2013: Founder, Synaxis**

manage the business, including payroll, insurance, HR, and IRA; sell and manage projects, clients, budgets; lead sales and marketing; create methodology and thought leadership; manage vendors

- Created client site that generated \$6M in sales for the client in the first 6 months
- Developed, hosted and maintained 4 websites that supported an education reform client
- Created a platform to support 7 interrelated websites for a major religion nonprofit client
- Led a year-long rebranding project for a major university based in Atlanta
- Created a new catalog and booking tool for a Georgia Tech's professional education program

**March 2002 to July 2005: COO, Digital Strategist, Merge Agency**

manage and direct interactive and web solutions; develop information architecture research and testing; handle client partnerships, communication and facilitation; perform vendor selection and management; oversee staff hiring and management; sell work; develop and maintain relationship with North Highland

- Grew agency 300% in 3 years, focusing on new technology solutions, esp. intranets
- Managed purchase of agency by North Highland
- Oversaw buildout and move to new office space

**October 1999 to November 2001: Director, User Experience, Cambridge Technology Partners**

act as primary contact for all new web projects; lead designers, developers, writers, and architects on large web projects; manage large, cross-functional delivery teams; maintain client partnerships

- Helped build 75-member, multi-city, multi-competency digital team
- Led a team to launch a web portal for Rockwell that generated \$1M of transactions in first month

**PROFESSIONAL PRESENTATIONS (RECENT)**

- Invited speaker for meeting of Rotary Club of Decatur, "AI in Education" (October 2025)
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- Panelist on "Pursuing Strategic Impact" at the Interfolio Summit (July 2023)

**PROFESSIONAL PUBLICATIONS (SELECTED FROM NORTH HIGHLAND 2016-2018)**

- "Deployment at the Speed of Business: Bringing Agile and DevOps Together for Immediate Impact"
- "The New Rules of Digital Transformation: Right-Sizing Digital Transformation for Your Organization"
- "Agile's Five Hidden Amplifiers: Driving Agile Success Now to Scale for the Future"
- "Transforming the CIO: The Right Technology Leadership to Drive Transformational Business Change"
- "Business at the Speed of Data: A Digital Operating Framework"

**ACADEMIC BACKGROUND**

- Areas of Specialization—19th and 20th century continental philosophy, ethics
- Areas of Competency—history of philosophy, logic and critical thinking, aesthetics
- Dissertation—The Ethical Import of Objective and Social Structures in Experience: A Study of Dilthey and Heidegger; Prof. Rudolf A. Makkreel, advisor
- Fellow of the *Deutscher Akademischer Austauschdienst* (DAAD), a service of the German government. Studied at the Dilthey-Forschungsstelle (Dilthey research archive) at the Ruhr-Universität in Bochum, Germany (1996-1997)

#### TEACHING EXPERIENCE

- Emory University, Adjunct Professor; Introduction to Philosophy (Spring 2002)
- Morehouse College, Adjunct Professor; Introduction to Philosophy (Spring 2002)
- Emory University, Instructor; Introduction to Philosophy (Spring 1999)
- Emory University, Instructor; Phenomenology and Existentialism (Spring 1996)
- Emory University, Instructor; Introduction to Ethics (Fall 1995)
- Emory University, co-teacher with Robert McCauley; Introduction to Logic (Spring 1995)
- Georgia State University, Instructor; Logic and Critical Thinking (Winter 1994)

#### PUBLICATIONS

- *The Work of Being: A Philosopher's Guide to Becoming Human in the AI Era*, 2025.
- Review article on Miguel de Beistegui's Heidegger and the Political: dystopias in *Philosophischer Literaturanzeiger* (vol. 52, no. 4, 1999)
- Encyclopedia article "Wilhelm Dilthey", in *Companion to the Philosophers*, ed. Robert Arrington (Malden, Massachusetts: Blackwell Publishers, Inc.) 1999: 222-226
- Translation into English of Reinhard Koselleck's article "History of Concepts and Concepts of History" for the Thyssen-Stiftung (1998)
- Review article (in German) on Rudolf Makkreel's *Einbildungskraft und Interpretation in Kant* (*Imagination and Interpretation in Kant*) in *Philosophischer Literaturanzeiger* (vol. 51, no. 2, 1998)
- Review article on Jacob Owensby's *Dilthey and the Narrative of History* for *The Journal of the History of the Behavioral Sciences* (vol. 33, no. 2, Spring 1997)

#### EDUCATION

- B. A., Philosophy (Physics and German minors), Jacksonville University, 1991
- M. A., Philosophy, Emory University, 1995
- Ph. D., Philosophy, Emory University, 2000