Chris Colatos

Creativity · Technology · Learning

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San Francisco Bay Area/Remote

SUMMARY

Three decades as an impactful education, technical, and creative leader, building collaborative, high-performing teams and inclusive work cultures. Learning and development innovator with an entrepreneurial spirit, proficient in managing end-to-end cross-functional projects, scalable team structures, and robust growth paths. Advanced knowledge of digital arts, digital learning theory, learning management systems, and digital accessibility—delivering world-class, human-centered, student-first experiential learning solutions, ensuring programs and learners are positioned for long-term success.

EXPERIENCE

Chief Learning and Development Officer (2023 – Present)
Armorous

Chief Learning Officer (2018 – 2023)
Unforgettable Learning

· Champion leadership and program development through data-informed, focused teaching and learning experiences, strategies, curricula, multimedia, assessments, analytics, accessibility conformance, and technology.

· Own the overall design, development, and execution of learning experience initiatives for students, employees, and clients.

· Manage end-to-end program operations, including budget, communications, program delivery, and evaluation.

· Consult on the effective use of instructional design strategies, web-based resources, multimedia technologies, and instructional software and systems to determine methods for delivering synchronous and asynchronous course content to enhance the quality of learner engagement and knowledge acquisition.

· Develop and maintain learning solutions that serve the needs of diverse audiences.

· Work closely with SMEs, curriculum committees, external vendors, faculty, and colleagues to create and evaluate innovative and effective learning solutions.

· Develop design documents, storyboards, scripts, media lists, and assessment tools.

· Drive effective project management in all projects by identifying scope, key stakeholders, and RACI.

· Perform learning-needs analysis and prescribe appropriate learning experiences to close performance gaps.

Director of Learning Design, North America (2020 – 2022)
Chair of Curriculum Design, North America (2015 – 2019)
SAE Institute, North America

· Founded the Learning Design department for the N. America system of 7 colleges.

· Led learning designers, learning media developers, SMEs, curriculum committees, and campus leadership teams to develop and implement experiential and active higher education teaching and learning tools and experiences.

· Served as the institutional specialist for online and hybrid learning.

· Led academic and instructional innovation initiatives with emerging technology.

· Integrated learning design in the curriculum development of new academic programs and enhancement of legacy programs.

· Leveraged innovative learning platforms and interactive methodologies to optimize student engagement.

· Acted as a culture champion by creating opportunities for growth and communication.

HIGHLIGHTS

Owned the vision and development of a new Learning Design department serving 7 colleges; created 400+ media-rich, active learning experiences in the first 6 months while establishing the department & team from the ground up.

Founded a grassroots community-focused organization, which regularly trained 40 Pixar artists and thousands of technologists, artists, and professionals.

Volunteer Instructional Designer at After-School All-Stars; developed robust arts programs in underserved communities.

EDUCATION

MASTER OF SCIENCE, DIGITAL EDUCATION (Hons)
The University of Edinburgh

BACHELOR OF APPLIED SCIENCE, SOUND ARTS (Hons)
Ex'pression Center for New Media

CERTIFICATE, IT PROGRAM MANAGER: ACCESSIBLE SYSTEMS & TECHNOLOGY
U.S. Dept. of Homeland Security (9 Certs)

CERTIFICATE, TRUSTED TESTER TOOLS
U.S. Dept. of Homeland Security (9 Certs)

CERTIFICATE, COMPUTATIONAL THINKING FOR PROBLEM-SOLVING
University of Pennsylvania

LEARNING ANALYTICS/ED DATA MINING
Columbia University

INTELLIGENT AUDIO SYSTEMS (MIR)
Stanford University

CREATIVE CODING
Gray Area Foundation for the Arts

CERTIFICATE, ALGORITHMIC MUSIC
University of California, Santa Cruz

APPLE CERTIFIED MASTER TRAINER
Apple ACT T3 (28 Certifications)

SKILLS

Education Leadership
Learning Experience Design & Technology
eLearning & Hybrid Learning
Student Success
Digital Accessibility
Creative Production
Instructional Scriptwriting/Storyboarding
Human-Centered Design
Cross-Functional Project Management
Efficient & Effective Project Actualization
Process Development & Refinement
Communication & Presenting
Teaching, Training, & Development
Learning Analytics & Meaning-Making
Critical Thinking & Adaptability
Curricula Development & Technical Writing
Fostering Collaboration & High Morale

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EXPERIENCE

Director of Education (2018 – 2021)
Academic Programs Chair (2010 – 2018)
Executive Director, Professional Training (2008 – 2014)
Program Development Manager (2009 – 2012)
Academic Course Director / Assistant Professor (2002 – 2010)
SAE Expression College

· Owned the vision and performance for all academic and student affairs within the campus; chief academic officer.

· Hired and mentored 70+ Program Chairs, administrators, staff, and faculty, supporting thousands of students.

· Represented the college and built internal and external federal, state, and local regulatory, accreditation, and community partnerships.

· Developed, implemented, and maintained internal and external policies, including Standards of Accreditation (ADA, 508, SEVIS, Title IX, Title IV, ACICS, ACCSC).

· Created a multi-year strategy to design and implement student-centered active education programs and increase student success from matriculation to graduation and into careers.

· Developed structures for regular data reflection on organizational and student progress and identifying opportunities for action.

· Collaborated cross-functionally to highlight innovation and drive change management across the organization.

Chief Creative (1993 – Present)
THE STUDI/O

· Led the organizational strategy, vision, and creative direction.

· Served as the principal consultant and primary liaison to support the goals of hundreds of artists and organizations.

· Drove the planning, project management, and delivery of solutions spanning music and sound, games, interactive media, AR/VR, mixed media composition, design, performance, and installation.

· 200+ producing, recording, mixing, mastering, design, AR/VR, and game credits.

· Partnered and produced for high-profile brands, including Apple, Google, LeapFrog, Honor Code, Legends The Game, Robot Invader, Eagre Games, OtoCast, Ableton, Universal Audio, Tarpan Studios, Twisted Tools, iZotope, PETA, Stardust Brands, Harbor Picture Company, GQ, Salvatore Ferragamo, and Vogue.

· Delivered top-quality music and audio production for globally recognized artists, including Greg Phillinganes, Siedah Garrett, Narada Michael Walden, James Taylor, Carole King, Smokey Robinson, Billy Joel, Sting, Elton John, and Katy Perry.

Lecturer & Instructional Designer (2012 – 2015)
San Francisco State University

· Faculty Lecturer and Instructional Designer for Graduate and Undergraduate level courses, incl. Intermedia Comp, Sound Design, Adv. Recording, and Game Audio.

· Applied digital learning strategies to the design and development of hybrid courses and courseware, learning activities, and assessments, and vetted and implemented appropriate technologies and tools to achieve learning goals.

· Established, designed, and administered the SFSU CEL certification programs.

TECHNICAL

Articulate Storyline 360, Captivate, Canvas, LTI, Learning Management Systems, ADDIE, SAM, Kirkpatrick, Learning Analytics, Instructional Technology, SCORM, Waterfall, Kanban, Agile, Scrum, ANDI, Tenon.io, ARC, Siteimprove, axe, WAVE, AChecker, Accessibility Insights, tota11y, Google Suite, Microsoft Office, Apple Suite, Jira, Monday, Asana, Trello, Slack, Camtasia, Zoom, weConnect, Adobe Creative Cloud, Dialogue, Sound, Music, and Interactive Production

ASSOCIATIONS

Acoustical Society of America
Advance HE
Association for Computing Machinery
Audio Engineering Society
Center for New Music
Fractured Atlas
Game Audio Network Guild
Institute of Electrical and Electronics Engineers
Interactive Audio Special Interest Group
Intl Association of Accessibility Professionals
Intl Society for Music Information Retrieval
Society for Electro-Acoustic Music in the US
Society of Professional Audio Recording Services
Special Interest Group on Computer Graphics

LEADERSHIP

Augmenting the Reality of Accessible Learning Environments (2023)

Learning Efficacy of Multimedia in Interactive Augmented Reality Environments (2017)

Effects of Arts Education and Underserved Communities (2016)

Adaptive Learning Design Implications: Effects of Multimedia on Learning Efficacy and Cognitive Load (2016)

Fellow, Advance HE (2016)

EARLY CAREER

Executive Director (2011 – 2015)
Apple Training Hawaii

Producer, Composer, Music Supervisor (2011 – 2015) Country Road Films

SEO, QR (2008 – 2010) Google

Producer, Arranger, Engineer (2001 – 2004)
Narada Michael Walden, Tarpan Studios