

Chris Colatos, MSc, ACT, FAHE

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Education, Accessibility, & Creative Thought Leader

San Francisco Bay Area/Remote

SUMMARY

Three decades as an impactful senior education and creative leader, building collaborative, high-performing teams and inclusive work cultures. Learning architect and innovator with an entrepreneurial spirit, proficient in managing end-to-end cross-functional projects, scalable team structures, and robust growth paths. Advanced knowledge of computing, digital content production, Learning Management Systems, eLearning, and accessibility—delivering world-class readiness solutions ensuring clients are positioned for long-term success. Excelling in leadership positions owning the vision of education teams, projects, programs, and accessible learning design departments.

EXPERIENCE

Chief Learning Officer (2017 – Present)

Unforgettable Learning

- Champion leadership and program development through data-informed, focused teaching and learning experiences, strategies, curricula, assessments, analytics, accessibility conformance testing, and technology.
- Own the overall design, development, and execution of learning and development initiatives for staff employees.
- Manage end-to-end program operations, including budget, communications, program delivery, and evaluation.
- Develop and maintain learning solutions that satisfy the needs of a diverse set of learners (instructor-led videos, online courses, quick reference guides, job aids, and performance support).
- Work closely with subject matter experts (SMEs), external vendors, and colleagues to create and evaluate innovative and effective learning solutions.
- Develop design documents, storyboards, scripts, media lists, and assessment tools.
- Translate content into visual descriptions (graphics, animations, interactive charts and graphs, video-based scenarios).
- 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.
- Enable career path development by identifying relevant competencies, helping employees set career goals, and managing career expectations.

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 North America system of 7 colleges.
- Led learning designers, learning media developers, and SMEs to develop and implement creative arts higher education teaching and active learning applications.
- 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 new LMS and learning platforms 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+ learning experiences in the first 6 months while establishing the department and 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 underfunded 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
Digital Accessibility
Creative Production
eLearning
Instructional Design & Technology
Curriculum Development
Technical Writing
Cross-Functional Project Management
Program Development
Communication & Presenting
Teaching, Training, & Development
Student Success
Learning Analytics & Meaning-Making
Efficient & Effective Project Actualization
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.
- 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

- Lead the organizational strategy, vision, and creative direction.
- Serve as the principal consultant and primary liaison to support the goals of hundreds of artists and organizations.
- Drive 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.
- Partner and producer 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.
- Deliver top-quality music and audio production for globally recognized artists, including Greg Pillinganes, 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, including Sound Design, Advanced Recording & Production, Post Production, Intermedia Composition, Electronic Music, and Game Audio.
- Earned a student review average of 9.73/10.
- Established and administered the SFSU CEL certification programs.

TECHNICAL

Articulate Storyline 360, Captivate, Canvas, Learning Management Systems, ADDIE, SAM, Kirkpatrick, Learning Analytics, eLearning, Instructional Technology, SCORM, Waterfall, Kanban, Agile, Scrum, ANDI, Tenon.io, ARC, Siteimprove, AChecker, axe, WAVE, totallly, Accessibility Insights, Google Suite, Microsoft Office, Apple Suite, Jira, Monday.com, Asana, Trello, Slack, Camtasia, Adobe Creative Cloud, Interactivity, Music & Audio Production

ASSOCIATIONS

Intl Association of Accessibility Professionals
 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 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