

Chris Colatos

Learning Innovation and Leadership

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San Francisco Bay Area

SUMMARY

Three decades as an impactful higher education, creative, technical, and corporate learning leader, building collaborative, high-performing teams and inclusive 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 learning theory, learning technology, and digital accessibility—delivering world-class, student-centered experiential learning solutions and ensuring programs and learners are positioned for long-term success.

EXPERIENCE

Chief Learning and Development Officer (2023 – Present)

ASI

- Designed and facilitated leadership programs, focusing on transformative principles, significantly enhancing management skills, team efficacy, and morale.
- Led onboarding and certification for 300+ employees within a year, enhancing engagement and transition, with an average satisfaction score of 4.94/5.
- Architected and executed organizational strategy and learning programs from onboarding to leadership, conducting 220+ performance evaluations and resulting coaching sessions, fostering continuous growth, upskilling, and retention.
- Boosted compliance by 180% in six months by developing certification tracking software that autonomously notified employees of credentials and timelines.
- Doubled employee retention in six months through targeted initiatives, optimizing resources without additional costs.
- Developed SOPs and interdepartmental processes, improving organizational efficiency through data-driven evaluations and strategic refinements.

Chief Learning Officer (2022 – 2023)

Fractional Chief Learning Officer (2018 – 2022)

Unforgettable Learning

- Led corporate teams at leading global tech companies and academic teams at prestigious universities in designing and delivering data-informed, active, learner-centered teaching and learning experiences, strategies, programs, curricula, assessments, analytics, accessibility conformance, and technology to optimize efficacy and engagement.
- Own the overall design, development, and execution of learning experience strategies, multimedia technologies, and instructional systems for delivering synchronous and asynchronous programs to enhance the quality of learner engagement and knowledge acquisition.

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 (7 colleges).
- Led learning designers, learning media developers, SMEs, curriculum committees, and campus leadership teams to design, develop, and implement experiential and active higher education teaching and learning tools and experiences.
- Served as the institutional specialist for online and hybrid learning innovation.
- Ensured institutional accreditation compliance and global quality standards.
- 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.

As Chief Learning Officer, Director of Education, and North America Director of Learning Design, led institutions and programs for thousands, significantly improving engagement and success.

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

LEADERSHIP COMMUNICATION

Northwestern University

TRUSTED TESTER TOOLS (Allly)

U.S. Dept. of Homeland Security (9 Certs)

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

ALGORITHMIC MUSIC

University of California, Santa Cruz

APPLE CERTIFIED MASTER TRAINER

Apple ACT T3 (28 Certifications)

SKILLS

Creative & Higher Education Leadership
Learning & Development Leadership
Learning Experience Design & Technology
Executive Development & Corporate Training
Competency-Based Education
Experiential, eLearning & Hybrid Learning
Curricula Development & Technical Writing
Cross-Functional Project Management
Efficient & Effective Project Actualization
Process Development & Refinement
Data-Driven Analytics & Decision-Making
Career Development
Communication & Presenting
Fostering Collaboration & High Morale
Creative Production / Interactive Media
Audio, Music, Sound Design Production
AI Tools for Research, Learning, & Content Creation

EXPERIENCE

Director of Education (2018 – 2021)

Academic Programs Chair (2010 – 2018)

Executive Director, Professional Training (2008 – 2014)

Program Development Manager (2009 – 2012)

Professor / Academic Course Director (2002 – 2010)

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, 504, 508, SEVIS, Title IV, Title IX, 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.

Founder / Chief Creative (1993 – 2021)

THE STUDI/O

- Lead the organizational vision, strategy, and creative direction.
- Serve as the principal producer 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 produce 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 Phillinganes, Siedah Garrett, Narada Michael Walden, James Taylor, Carole King, Smokey Robinson, Billy Joel, Sting, Elton John, and Katy Perry.

Lecturer / Learning Designer (2012 – 2015)

San Francisco State University

- Faculty Lecturer and Learning 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, Vyond, Camtasia, Canvas, LTI, Learning Management Systems, Instructional Technology, SCORM, Action Mapping, ADDIE, SAM, Kirkpatrick, Learning Analytics, Waterfall, Kanban, Agile, Scrum, ANDI, Tenon.io, ARC, Siteimprove, axe, WAVE, AChecker, Accessibility Insights, tota1ly, Google Suite, Microsoft Office, Apple Suite, Jira, Monday, Asana, Trello, Slack, Zoom, Adobe Creative Cloud, Logic Pro X, Unreal Engine, Sound, Music, Interactive Audio, AI Tools

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