

# Chris Colatos

*Learning Innovation and Leadership*

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San Francisco Bay Area

## SUMMARY

Three decades as an impactful creative, technical, corporate learning, and higher education 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 (AI1Y)**

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

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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)

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