

# Chad E. Crumbaker, J.D.

Adjunct  
Management & Economics Department  
College of Business  
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## Education

**Capital University Law School**, Columbus, OH

- *Juris Doctor* (2006)

**University of South Carolina**, Columbia, SC

- *Bachelor of Arts in International Studies, Minor in Spanish* (2003)

## Administrative Experience

AIKEN TECHNICAL COLLEGE

### **Vice President of Academic Affairs and Workforce Innovation**

July 2024 – Present

Provide vision and leadership as the chief academic affairs officer responsible for the quality and effectiveness of the academic program, development of workforce opportunities and partnerships, and innovation in instructional programs to meet the region's workforce needs. Serve as a member of the president's Executive Staff. Attend meetings of the governing Commission and deliver presentations as needed and provide institutional leadership on statewide functional peer groups. Represent the College on behalf of the president at professional meetings and community events. Advocate for the College in the community and establish partnerships that contribute to fulfillment of the College's mission. The primary area of responsibility is leadership of the many teams, with seven direct reports, that make up Academic Affairs, Continuing Education, and workforce development: the four Academic Schools, the Continuing Education Department, Institutional Effectiveness and Research, Teaching and Technology, Grants Administration, Curriculum and Instruction, Dual Enrollment, and the academic committees. Serve as the Institutional Accreditation Liaison and primary champion for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation. Additional areas of responsibility include budget planning and implementation for the academic areas, curriculum development, faculty and staff hiring and development, and innovation in programs to meet workforce needs, instruction, and student success initiatives.

### **Vice President of Academic and Student Affairs**

September 2022 – July 2024

Provide vision and leadership as the chief academic affairs officer and chief student services officer and responsible for the quality and effectiveness of the academic program, student services, and workforce/continuing education functions. Serve as a member of the president's Executive Staff. Attend meetings of the governing Commission and deliver presentations as needed and provide institutional leadership on statewide functional peer groups. Represent the College on behalf of the president at professional meetings and community events. Advocate for the College in the community and establish partnerships that contribute to fulfillment of the College's mission. The primary area of responsibility is leadership of the many teams, with six direct reports, that make

up Academic and Student Affairs: the four Academic Divisions, the Division of Enrollment Management and Student Affairs, the Continuing Education Department, Student Success and Retention, the Success Center, the Library, Student Engagement, Wellness and Accessibility, Advising, Tutoring, Testing Center, Registrar, Dual Enrollment and the academic committees. Serve as the Institutional Accreditation Liaison and primary champion for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) accreditation. Additional areas of responsibility include budget planning and implementation for the academic and student affairs areas, curriculum development, faculty and staff hiring and development, and innovation in programs, instruction, and student success initiatives.

## WEST VIRGINIA UNIVERSITY AT PARKERSBURG

### **Provost/Executive Vice President Academic & Student Affairs April 2017 – September 2022**

Responsible as the chief academic and student affairs officer for ensuring the quality and excellence of the academic program and supporting and guiding the success of each of the academic and several student service divisions. The primary area of responsibility is leadership of the many teams, with thirteen direct reports, that make up Academic and Student Affairs: the five Academic Divisions, the Workforce and Economic Development Division, the Center for Instructional Innovation, the Registrar, the Success Epicenter, WVUP Ascend, the Professional Advising Center, the Tutoring and Testing Center, the Center for Student Support Services, the Library, the Center for Teaching and Professional Excellence, and the academic committees. Engage in significant leadership for ongoing Higher Learning Commission accreditation. Additional areas of responsibility include collaboration to determine and implement the vision for Academic and Student Affairs, budget planning and implementation for the academic and student affairs areas, curriculum development, faculty hiring and development, and innovation in programs and instruction.

### **Division Chair (Dean)**

May 2016 – April 2017

Business, Accounting & Public Service

Responsible for leadership of the academic division and the coordination and direction of bachelors, associates, and certificate degree programs in business, criminal justice, and legal studies. As Division Chair continued to teach courses every semester. Additional responsibilities include course scheduling, budget planning and monitoring, evaluation of division faculty and staff, leadership of program coordinators, curriculum development with division faculty, program reviews and reporting, and communication with division in developing and implementing institutional and divisional goals.

### **Coordinator of Legal Studies Program**

January 2014 – April 2017

Responsible for the certificate, associates, and bachelors Legal Studies degree programs including all reporting, program reviews, recruiting, academic advising, career counseling, course scheduling, hiring of adjuncts, and teaching a full complement of program courses. Planned and monitored the use of grant and divisional budget funds to facilitate the growth and sustainability of the Legal Studies program.

## Teaching Experience

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### WEST VIRGINIA UNIVERSITY AT PARKERSBURG

**Associate Professor of Legal Studies**  
School of Professional Services

August 2019 –

**Assistant Professor of Legal Studies**  
Business, Accounting & Public Service Division

August 2014 – August 2019

**Instructor of Real Estate Pre-Licensure Course**  
Workforce and Economic Development Division

January 2018 – September 2023

**Adjunct Professor**

January 2008 – August 2014

**Courses Taught:** Business Law, Workplace Ethics, Global Business, Introduction to Legal Studies, Legal Research and Writing, Civil Procedure, Legal Ethics, Internship, Legal Professional Development, Torts, Contracts, Property and Probate, Evidence, Family Law, Capstone, Introduction to Criminal Justice, Criminal Law, Death Investigations, Interviewing, Criminal Procedure, Business Forms and Special Contracts, College 101, Legal Environment of Business.

**Committee Service:** President's Cabinet, Academic Council, Faculty Senate, Outcomes Assessment, Schedule, Catalog, Graduation, Honorary Degree, Faculty Development, Employee Screening, Division Evaluation, Division Curriculum, Fiscal Service Project, Legal Studies Advisory, Criminal Justice Advisory

## Professional Experience

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**LAW OFFICE OF CHAD E. CRUMBAKER**  
**Lawyer / Owner**

August 2014 – Present

Responsible for the complete operations of a solo, general practice law office with emphasis in real estate transactions, business formation and transactions, family law, estates, administrative law, collections, and general civil litigation. Primary focus is on entrepreneurship and small business development.

**CRUMBAKER AIR SERVICES**  
**Owner**

AUGUST 2020 - Present

Own an HVAC contracting and consulting business, including support for legal, operations, and business development. Licensed HVAC contractor in West Virginia and Ohio.

**NEW COURSE DEVELOPMENT, LLC**  
**Owner**

January 2013 – Present

Own and operate a real estate development company, including contracting for the building of residential properties and negotiating and closing sales transactions.

**PLEASANT AIR HEATING AND COOLING, INC.**  
**Board of Directors and Secretary**

January 2014 – June 2023

Serve as the Secretary and on the Board of Directors of family-owned HVAC contracting business. Assist

with legal and business development matters. Licensed HVAC contractor in West Virginia and Ohio.

**THE HONORABLE J.D. BEANE**  
**4<sup>TH</sup> JUDICIAL CIRCUIT OF WEST VIRGINIA**  
**Attorney / Circuit Court Law Clerk**

September 2007 – September 2014

Responsible for reviewing, analyzing, and reporting to the Judge concerning the filings and hearings set to appear in the Court. Primary duties included the research, preparation, and drafting of legal memoranda related to the cases and issues pending before the Court in addition to the drafting of proposed opinions and orders on issues of a civil, criminal, appellate, and administrative nature.

**ALLIANCE INDUSTRIES, INC.**  
**Attorney**

January 2007 – September 2007

Serve as in-house counsel for holding company of several businesses in real estate and other commercial industries. Primary responsibilities include legal research, drafting, and filing of documents related to business entity formation and operating documents (specifically for corporations and limited liability companies), real estate transfers, eminent domain, loans, leases, collections, trademarks and trade names, commercial transactions, securities, and tax appeals.

**OHIO REPRESENTATIVE SCOTT OELSLAGER**  
**Legal Legislative Intern**

August 2005 – December 2005

Work directly with the Representative to support legislative efforts and committee work. Primary responsibilities include research and interaction with legislative and executive agencies in the areas of insurance, probate, education, commercial transactions, elections, and ethics.

**OHIO EDUCATION ASSOCIATION**  
**Law Clerk**

May 2004 – August 2004

Serve the Association by performing legal research into various education topics related to the First Amendment, State Public Records Act, School Law, Title VII, and various state and federal constitutional issues. Research and prepare legal memoranda and motions related to pending litigation.

**SOUTH CAROLINA COMMISSION ON HIGHER EDUCATION**  
**Fiscal Technician**

June 2002 – August 2003

Work directly with the Director of Operations to assist with the procurement process for services and supplies based on state law, the preparation and processing of all payment vouchers for invoices, and the performance of various research projects related to finance and higher education.

**Presentations**

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- “Panel: Board Relations – CEO and Board Chair,” Executive Development Program, Goodwill International Delegate Assembly, Indianapolis, IN, June 2025.
- “Transfer Explorer,” South Carolina Technical Education Association 2025 Annual Conference, Myrtle Beach, SC, February 2025.
- Panel: Board Relations – CEO and Board Chair,” Executive Development Program, Goodwill International Delegate Assembly, Fort Worth, TX, June 2024.
- “Reaching for the Summit: Accelerating Degree Completion and Increasing Persistence,” Community Colleges of Appalachia 29<sup>th</sup> Annual Conference, Asheville, NC, June 2022.
- “Pressure Testing Your Momentum Pathway,” WV Climb Workshop, Roanoke, WV, September 2019.
- “Panel: Proactive Advising as a Critical Strategy for Building and Sustaining Student Momentum,” WV Climb Advisor Workshop, Roanoke, WV, September 2019.

- “Creating Clear Postsecondary Pathways,” Georgia Momentum Summit, Atlanta, GA, March 2019.
- “Redesigning Course Schedules,” Complete College America webinar, February 2019.
- “Scheduling: A Single Overlooked Item that Can Topple Game Changer Implementation,” Complete College America 2018 Annual Convening, Chicago, IL, December 2018.
- “Restructuring the Academic Course Schedule to Promote Enrollment and Retention,” Moving the Needle 2018, St. Petersburg College, St. Petersburg, FL, November 2018.
- “NACEP Discovery Series: One Team Member at a Time,” Webinar, National Alliance of Concurrent Enrollment Programs, National, October 2018.
- “Guided Pathways Implementation,” Panel Presentation, Ohio Higher Education, Shawnee State, Portsmouth, OH, April 2018.
- “Scheduling Without Software,” WV Community College Association, New River CTC, Beckley, WV, October 2017.
- “Connecting Education, Jobs and Our Future,” The Education Alliance EdTalks Parkersburg, Parkersburg, WV, June 2017.

### **Bar Admissions, Licenses, and Professional Memberships**

- Commission on Structured Pathways, American Association of Community Colleges (2023-Present)
- SCTCS Chief Academic Officers Peer Group – Chair (current); Executive Committee; Treasurer (Secretary)
- Transfer Explorer Community of Practice Member
- Ohio Bar – Admitted 2006
- West Virginia Bar – Admitted 2007
- Southern District of West Virginia Bar – Admitted 2007
- West Virginia Contractor’s License – Heating, Ventilating & Cooling – Licensed 2020
- Ohio Contractor’s License – HVAC – Licensed 2020
- ELI Entrepreneurial Mindset Facilitator
- Ohio State Bar Association
- West Virginia State Bar Association
- Wood County Bar Association
- Washington County Bar Association
- SCTCS Chief Student Services Officers Peer Group (prior)
- West Virginia Academic Affairs Association (prior)
- West Virginia Student Affairs Organization (prior)
- WV CTCS Reauthorization Committee (prior)

### **Community Activities**

- United Way of Aiken County – Board Member (2023-Present)
- Goodwill Industries of the Summit – Board Chair (2024-Present); Board Member (2019-Present)
- SuccessTeam Advisory Board – Member (2025-Present)
- Greater Aiken Chamber of Commerce – Chamber Ambassador (2023-2024)
- Economic Round Table of the Ohio Valley – Member (2016-2023)
- Rotary Club of Parkersburg – Member; Board Member; Chair of Youth Activities Committee (2011-2023)
- Rotary International – Member (2011-Present)