TEXAS SOUTHERN UNIVERSITY
BOARD OF REGENTS AGENDA

COMMITTEE: Personnel & Litigation

ITEM: Request Approval for the Appointment of Mr. Clyde McNeil as Chief Audit Executive

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:
Request approval to appoint Clyde McNeil as Chief Audit Executive, pursuant to Board Policy 61.10.

The executive search was conducted by ZRG Partners Executive Search. ZRG conducted the search and evaluation process in accordance with the established procedures.

APPLICABLE FEDERAL OR STATE STATUTE(S) AND/OR REGULATION(S): N/A

FISCAL IMPACT: Not-to-Exceed (NTE) | $225,000.00
0247-11200-7010-32011| State-Appropriated Funds
1000-11200-7010-70 | Non-State-Appropriated Funds

Annual Base Salary $225,000.00

CONTRACT TERM: N/A

SUPPORTING DOCUMENTATION:
Job Description, Vitae and Signed Offer Letter

RELATED BOARD BYLAW, POLICY AND/OR MAPP: Texas Southern University Board Policy 61.10

ACTION REQUESTED: The Administration recommends approval of this item.

ASCEND 2030 UNIVERSITY STRATEGIC INITIATIVES ALIGNMENT:
3.2 Strengthen data analytics

Legal Certification: Based on available information to date, this agenda item and its implementation will not be in violation of any applicable federal, state, or local law or regulation.

[signature]	08/13/2026
GENERAL COUNSEL	**DATE**

Fiscal Certification: This fiscal note, shown above, details the true and actual positive or negative fiscal effect that implementation of this agenda item will have and the detailed reasons for such effect.

J'Maine Chubb J'Maine Chubb (Aug 13, 2026 14:42:50 CDT)	08/13/2026
CHIEF FINANCIAL OFFICER	**DATE**
[signature] James Crawford (Aug 13, 2026 18:30:55 CDT)	08/13/2026
PRESIDENT	**DATE**

TEXAS SOUTHERN UNIVERSITY
3100 CLEBURNE STREET • HOUSTON, TEXAS 77004

713-313-7011

DEPARTMENT OF HUMAN RESOURCES
OFFICE: 713-313-7521; FAX: 713-313-4347

August 13, 2026

Mr. Clyde McNeil
8815 Weymouth Drive
Houston, TX 77031
Via email: m.clyde1@gmail.com

Dear Mr. McNeil:

Texas Southern University is pleased to offer you the position of **Chief Audit Executive** reporting directly to the President. Your anticipated start date is **August 19, 2026**. We look forward to utilizing your knowledge, skills, and abilities. Should you choose to accept our offer, your starting annualized salary will be **$225,000.00**. This position is **exempt**. Please note, Texas Southern University is an "at-will" employer. All administrators and staff serve the University without a fixed term and do not have vested rights in continued employment.

As **Chief Audit Executive**, you will receive all benefits and perquisites afforded by law to employees of the State of Texas, such as vacation, sick leave, holidays, and other legally available benefits such as insurance, retirement and social security coverage. Please visit the following Employee Retirement System (ERS) website to review some of the benefits that Texas Southern University has to offer: http://www.ers.state.tx.us.

Once you accept this offer, you will be contacted by the Office of Human Resources/Payroll Services to complete the required new employee documentation. To receive more information about the enrollment process for specific benefits you are eligible to receive as a member of the Texas Southern University team, please call (713) 313-4246.

Please note that this offer of employment is contingent upon the completion of a satisfactory background criminal investigation and employment references. Should you agree to accept this offer, please indicate your acceptance by signing this letter and returning it to me at your earliest convenience.

I am delighted by your willingness to take on this role and am looking forward to working with you as we continue to move Texas Southern University forward. The entire President's Office is enthusiastic about you, and we look forward to greeting you. In the meantime, if you have any remaining questions about any aspect of this appointment, please feel free to contact me.

Sincerely,

Cynthia S. Buckley

Cynthia S. Buckley, EdD
Senior Associate Vice President of Human Resources

I accept this offer by writ of my signature below.

Clyde McNeil
Clyde McNeil (Aug 13, 2026 09:12:45 CDT) — 08/13/2026

Applicant Signature — Date

Clyde McNeil MBA, MS Accountancy, CPA, CIA
(713) 398-0150 m.clyde1@gmail.com

SUMMARY & SKILLS

Certified Public Accountant with MS Accountancy and MBA bringing 12 years internal and external audit experience gained in Big 4 Public Accounting and 11 years teaching and service at an HBCU. Extensive experience planning and performing financial statement audits for various public and privately held companies, including quarterly reviews, and assessing compliance with SEC reporting requirements. Managed comprehensive Internal Audit and Sarbanes Oxley engagements which included performing risk assessments, quality assurance reviews, process (key control) testing and communicating results to senior level management. Additional experience and skills include:

- Planned and managed financial & operational audits
- SEC Filings – 10K, 10Q, MD&A, Disclosures
- Performed Sox Documentation and Testing
- Managed Rate Cases for regulatory filings
- Compiled expert witness testimony for regulatory filings
- Managed teams of up to 20 People
- Microsoft Excel– v-lookups, pivot tables, modeling
- Performed data analytics and modeling

EDUCATION & LICENSES

MBA Finance	University of Houston Bauer College of Business (August 2013)
MS Accountancy	University of Houston Bauer College of Business (December 2011)
Study Abroad	International Business, Richmond College – London England
BS	Accounting, Southern University

Completed Certifications: Certified Public Accountant (Texas), Certified Internal Auditor

EXPERIENCE (POST GRADUATE SCHOOL)

2015 – Present **Accounting Lecturer** Prairie View A&M University College of Business (AACSB Accredited)
Courses Taught: Audit, Accounting Information Systems, Intermediate Accounting II, Managerial Accounting
Service:
- Faculty Advisory Council (Formerly known as Faculty Senate 2025 – 2026)
- Faculty Advisor – National Association of Black Accountants – PVAMU student chapter (2015 – Present)
- Faculty Advisor – Association of Certified Fraud Examiners PVAMU student chapter (2022 – 2023)
- NSBCPAS - HBCU CPA Bootcamp – National Instructor (Audit Section)

2014 – 2015 **Research Associate** Hobby Center for Public Policy (University of Houston – Houston Texas)
Area of Research: Demography

2013 – 2014 **Research Assistant** Institute for Regional Forecasting Robert W. Gilmer, PhD /Director (Bauer College of Business – University of Houston)
Area of Research: Regional Economics

2011 – 2013 **Ind. Consulting**
- Sarbanes Oxley process documentation, walkthroughs, and controls testing for large Retail Merchandiser.
- Joint venture and vendor audit for Mid-Stream Oil Field Service client
- Data Analytics to help track on shore oil well activity for Oil Field Service client.

Clyde McNeil MBA, MS Accountancy, CPA, CIA
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INTELLECTUAL CONTRIBUTIONS

Yuebing Liu, Clyde McNeil, and Anish Shankar Menon (2026), "Strategies for Boosting African American Students' Interest in Pursuing Accounting as a Major" Accepted for publication in The CPA Journal

Ethical Failure at Theranos (with Larry D. Foster, II., Lora J. Koretz, Clyde McNeil, Eric Yordy & Ashley Salinas) 17 SOUTHERN JOURNAL OF BUSINESS & ETHICS 30 (2025), available at http://ssrn.com/abstract=4040181.

Bell, R.L., Baldwin, R., & McNeil, C. (2020). Useful tips for entrepreneurs who manage their own businesses. Supervision, 81(3), 3-7.

Hoque, M.N., McNeil, C.,(2015) Everything's Bigger in Texas…and Getting Bigger. Hobby Center for Public Policy, University of Houston, Houston Texas: http://blog.chron.com/insidepolicy/

Hoque,M.N., McNeil,C., and Granato, J. (2015) Projections of the Population of Texas and Counties in Texas by Age, Sex, and Race/Ethnicity from 2010 to 2050. Hobby Center for Public Policy, University of Houston, Houston Texas: http://www.uh.edu/class/hcpp/research/

Hoque, M.N., McNeil, C. and J. Granato. (2014). Patterns of Population Change in Texas, 2010-2013. Hobby Center for Public Policy, University of Houston, Houston, Texas: http://www.uh.edu/class/hcpp/research/

EXPERIENCE (PRIOR TO GRADUATE SCHOOL)

PricewaterhouseCoopers Houston Texas **2003 - 2010**
Assurance and Business Advisory Practice – Internal Audit
Industries: *Oil Field Services, Utilities, and Construction*
Manager 2006 to 2010
Senior Associate 2003 to 2006

- Managed attestation engagements from planning to completion. Responsibilities included creating test plan and test templates, developing a sampling methodology, reporting findings to senior level management, and preparing and issuing an attestation report.
- Managed Day One spin off transaction for utility client. Specifically helped quantify exposure from shared services costs post spin off.
- Managed all phases of Sarbanes Oxley engagements including key control identification, walkthroughs, documentation and testing including testing controls for spreadsheets deemed key
- Created documentation of process flows, including narratives for all key financial processes including the treasury, expenditure, revenue, payroll, inventory, and fixed asset cycles.

KPMG – Houston Texas **2001 - 2003**
Assurance and Business Advisory Practice
Industries: *Energy, Consumer Industrial Products, Death Care*
Senior Associate

- Performed Financial Statement Audits for various public and privately held companies which included gaining a comprehensive understanding of a company's risks, controls used to monitor and mitigate risks and their impact on financial results and reporting.
- Performed variation analysis and assisted with financial reporting disclosure requirements including preparation of 10-Ks, 10-Qs in conjunction with year-end audits and quarterly reviews.
- Analyzed the client's risk environment - from its market position to the performance of its key business processes.
- Assisted clients in identifying opportunities to optimize business processes, improve profit margins, and remediate internal control/compliance issues.

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(713) 398-0150 m.clyde1@gmail.com

Arthur Anderson – Houston Texas **1998 - 2001**
Assurance and Business Advisory Practice
Industries: *Waste Management, Biotechnology, Real Estate, Oil Field Services, Construction*
Experienced Associate 2000 to 2001
Associate 1998 to 2001

- Performed due diligence type work and financial audits in connection with acquisition targets for various clients.
- Performed variation analysis and assisted with financial reporting disclosure requirements including preparation of 10-Ks, 10-Qs in conjunction with year-end audits and quarterly reviews.
- Performed business process analysis, which included understanding various business processes as it relates to the revenue and expenditure cycle, identifying mitigating controls through process observation and discussion.

PRESENTATIONS

2015 **Texas Association of African American Chambers of Commerce** – Presented at the Annual conference in Austin Texas on the topic Enhancing Engagement between Corporations and African American Non - Profits

2014 **West Houston Medical Inc. Board of Directors Retreat** – Houston, Texas (Presented Houston Economic Impact Study which included US Economic Outlook, Houston Economic Outlook, and West Houston Industrial Diversification Study to West Houston Medical Board of Directors

OTHER ACTIVITIES

2023 – Present Assistant Scout Master – BSA troop 242
2015 - Present HBCU CPA Bootcamp Instructor (Audit Section)
2015 – Present Faculty Advisor (National Association of Black Accountants – PVAMU student chapter)