



TEXAS SOUTHERN UNIVERSITY
3100 CLEBURNE STREET • HOUSTON, TEXAS 77004

713-313-7011

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

May 22, 2026

Juan M. Alexander Sr., EdD

Dear Dr. Alexander:

Texas Southern University is pleased to offer you the position of Vice President for Strategic Enrollment Services (VPSES), subject to the approval of the Texas Southern University Board of Regents. Your anticipated start date is July 8, 2026, contingent upon receipt of all required approvals and completion of applicable pre-employment requirements.

We look forward to utilizing your knowledge, skills, and abilities. Should you choose to accept our offer, your starting annualized salary will be \$250,000.00. In addition, you will receive relocation assistance up to \$5,000. This position is exempt and will have a probationary period of twelve months (12) from the date of hire. 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. Nothing in this offer letter shall be construed as creating a contract of employment for any specific duration.

As VPSES, 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.

As indicated above, this offer of employment is contingent upon the completion of a satisfactory background criminal investigation, employment references, and Texas Southern University Board of Regents approval. 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,

Ronald McKinley

Ronald McKinley, PhD, MBA, SPHR
Interim Chief Human Resources Officer

I accept this offer by my written signature below:


Juan M. Alexander (May 22, 2026 09:17:50 EDT)

Juan M. Alexander, Sr., EdD

May 22, 2026

Date