



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 13, 2026

Mr. J' Maine Chubb, CHFP, CMA, CPA, CSCA, IAP

Via email: [redacted]

Dear Mr. Chubb:

Texas Southern University is pleased to offer you the position of **Vice President & Chief Financial Officer (CFO)**, subject to the approval of the Texas Southern University Board of Regents. Your anticipated start date is **June 1, 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 **\$275,000.00**. 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 **CFO**, 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, PhD, MBA, SPHR
Interim Chief Human Resources Officer

I accept this offer by my written signature below:

J' Maine Chubb (May 13, 2026 13:07:55 CDT)

5/13/2026

J' Maine Chubb

Date

J'MAINE CHUBB, CHFP, CMA, CPA, CSCA, IAP

[LinkedIn](#) | j-maine-chubb-cgma-cma-cpa-csca-iap-42034639

SUMMARY

Strategic Chief Financial Officer with 20+ years of experience shaping financial direction for complex, capital-intensive organizations across aviation, transit, infrastructure, and the private sector. Proven ability to align finance with corporate strategy, unlock new investment capacity, and lead organizations through transformation. Trusted by boards, investors, and stakeholders to deliver fiscal discipline, resilience, and long-term growth. Recognized for driving organizational performance improvements, securing multi-billion-dollar capital funding, and leading high-impact teams through periods of disruption and opportunity.

STRATEGIC IMPACT HIGHLIGHTS

- Accelerated Decision-Making: Reduced financial close from 15 days to 3 at VIA Metropolitan Transit, enabling leadership and the board to make quicker, data-driven decisions
- Capital Optimization: Delivered \$133M in program savings by redesigning fleet lifecycle policies—balancing fiscal responsibility with operational reliability
- Global Recognition: Led development of Houston Airport System's 2020–2024 strategy, achieving a coveted 5-Star Skytrax rating despite the financial headwinds of COVID-19
- Transformational Funding: Secured \$4B+ in capital financing for airports and transit systems by leading investor relations, optimizing debt strategies, and cultivating market confidence
- Strategic Investment Capacity: Developed policies unlocking \$1B in additional capital capacity without increasing debt service burden
- Enterprise Alignment: Embedded “Strategy-to-Budget” frameworks at major airport systems, ensuring resources were deployed to initiatives with the highest strategic impact
- Operational Efficiency: Captured \$10M in recurring annual savings at Halliburton through restructuring global contracts and aligning cost structures with growth strategies

PROFESSIONAL EXPERIENCE

VIA METROPOLITAN TRANSIT AUTHORITY – San Antonio, TX

Chief Financial Officer | Nov 2024 – Present

- Provide strategic financial leadership for one of the nation's largest transit systems, overseeing finance, treasury, capital planning, investor relations, and FP&A with a \$1 billion capital plan and \$340 million operating budget
- Serve as a strategic partner to the CEO and Board, shaping long-term capital and funding strategies for a multi-billion-dollar expansion program
- Lead investor engagement to ensure favorable market access for debt issuance while maintaining strong credit ratings
- Deliver monthly strategic performance reports that link financial outcomes to ridership, capital progress, and organizational priorities
- Streamline reporting to increase financial transparency and strengthen board decision-making

- Operations process improvement and performance management to drive strategic initiatives and impact.

GREATER TORONTO AIRPORTS AUTHORITY – Toronto, ON

Chief Financial Officer | Feb 2023 – Nov 2024

- Directed accounting, financial planning & analysis, supply chain, enterprise financial strategy and risk management, and investor relations for Canada’s largest airport system with a \$17 billion capital plan and \$1 billion operating budget
- Chaired executive-level capital and risk committees, aligning investment decisions with enterprise risk priorities
- Deepened institutional investor confidence to fund long-term expansion
- Enhanced the maturity of enterprise risk management, improving transparency, reporting, risk mitigation action item identification, and budget alignment

TRAVELWIFI – Houston, TX

Chief Financial Officer | Apr 2022 – Jan 2023

- Directed global financial strategy across operations in North America and Europe, ensuring scalability and profitability during rapid growth
- Spearheaded M&A strategy and due diligence for a \$125M global expansion, expanding market share and service capability
- Introduced data-driven pricing strategies that significantly improved profitability across multiple business lines

HOUSTON AIRPORT SYSTEM – Houston, TX

Chief Financial Officer | Jun 2018 – Mar 2022

- Led and directed a 110-person team across corporate strategy and performance management, financial operations, budgeting, capital planning, grants administration, strategic sourcing, and investor relations for a \$5 billion capital plan and a \$370M operating budget
- Designed and led the corporate strategic plan that resulted in a 5-Star Skytrax rating during the pandemic
- Strengthened airline pricing and cost recovery models, ensuring equitable allocation of costs to carriers.
- Enhanced stakeholder trust by improving transparency in financial reporting and aligning budgets with organizational strategy.
- Secured critical funding for transformative capital projects, positioning Houston as a premier global aviation hub.

Controller | Sep 2016 – June 2018

- Managed general accounting, financial reporting, revenue accounting, accounts payable, fixed assets, and grants compliance
- Enhanced financing reporting to executives, inclusive of financial and non-financial metrics
- Directed quarterly control reviews that mitigated external audit and regulatory compliance risks

CITGO PETROLEUM CORPORATION – Houston, TX

Accounting Manager | Feb 2015 – Sep 2016

- Strengthened financial reporting and controls supporting transparency for executive decision-making
- Partnered with leadership on ERP implementation, enhancing financial insights and ops efficiency

HALLIBURTON – Houston, TX

Global Operations Controller (Business Unit CFO) | Oct 2013 – Feb 2015

- Directed financial strategy for multiple global product lines, driving profitability and cost optimization
- Delivered \$10M in recurring savings by identifying process improvements to reduce royalty payments

SCHLUMBERGER – Houston, TX

Financial Planning and Reporting Manager | Feb 2011 – Aug 2013

Operations Controller | Aug 2011 – Aug 2013

- Managed global consolidation and SEC reporting across 100+ entities
- Supported CFO in M&A integration and risk analysis, ensuring seamless transition of acquired firms
- Assisted VPs in managing risk and profitability for assigned business lines

TOYOTA – San Antonio, TX

Financial Reporting Analyst | Nov 2008 – Feb 2011

- Led the monthly close process, ensuring timely and accurate financial statements and reports
- Acted as SOX compliance lead, safeguarding financial integrity

STATE OF GEORGIA – Atlanta, GA

Accounting Manager | Jan 2007 – Oct 2008

- Oversaw state-level financial operations, budgets, and reporting, ensuring regulatory compliance
- Introduced process improvements and enhanced efficiency across multiple departments

STATE OF MICHIGAN – Detroit, MI

Accountant Examiner | Jun 1996 – Dec 2006

- Examined and audited unemployment tax records to ensure compliance with state laws and regulations
- Conducted audits of employer records, identifying discrepancies, and ensuring accurate reporting

EDUCATION

Columbia Business School – Chief Financial Officer Program (2023) | Mergers & Acquisitions (2022)

Wharton School of Business – Data Analytics (2021)

Wayne State University - MBA, Finance (2006) | BS, Accounting (2003)

CERTIFICATIONS

Certified Healthcare Financial Professional - CHFP
Certified Management Accountant - CMA
Certified Public Accountant - CPA
Certified in Strategy and Competitive Analysis - CSCA
International Airport Professional - IAP