

Rhonda Vickers Beassie, J.D., Ph.D.

PROFESSIONAL EXPERIENCE

Associate Vice President for People and Procurement Operations **Assistant Vice President for Human Resources & Diversity**

2023-present

2020-2022

Sam Houston State University

- Oversee all aspects of People Operations Resources including, employee engagement, operations, staffing, compensation, benefits, employee relations, payroll, professional development, Title IX, and discrimination resolution
- Oversee all aspects of Procurement and Business Services to include, purchasing, procurement card transactions, travel approvals/reimbursements, construction procurement of materials and vendors, HUB vendor soli
- Responsible for recruiting, onboarding, staffing, and payment of 2400 faculty and staff and 1500 student workers
- Develop and manage annual budget of \$4 million

Associate General Counsel **Assistant General Counsel**

2018-2019

2013-2018

Texas State University System

- Advised campus administration, faculty and staff on legal issues related to employment, education, public information, constitutional issues and real property
- Drafted, reviewed, and negotiated contracts and affiliation agreements
- Researched and communicated guidance for compliance with newly enacted legislation
- Represented institutions in internal and external administrative investigations and proceedings, including matters before the Equal Employment Opportunity Commission, Texas Workforce Commission, and Department of Education Office of Civil Rights
- Served as inaugural counsel to the Sam Houston State University Charter School; developed policies provided consultation to School Board and Superintendent; ensured School Board compliance with the Texas Public Information and Open Meetings Acts

Director, Student Legal Services

2011-2012

Sam Houston State University

- Advised students of applicable law and options for resolution of legal concerns
- Presented legal topics to students in classes, training programs, and specialized events

Assistant Dean and Director for Career Development

2005-2011

University of Houston Law Center

- Recruited and developed relationships with national and regional employers, as well as professional and community groups, including bar associations, legal service groups, and city partnerships
- Designed and directed career education seminars, job fairs, and networking events
- Counseled students in development of career goals and job search strategies
- Complied with accreditor, professional association, and national survey requirements for collecting, analyzing, and reporting employment statistics
- Hired, trained, and supervised professional counseling and clerical staff and managed departmental budget

Assistant Clinical Professor and Staff Attorney

1999-2005

University of Houston Law Center

- Developed curriculum and taught Domestic Violence and the Law, Legal Research and Writing I & II, Transactional Clinic, Externship, and Judicial Process Courses
- Represented clients and supervised students in all phases of live-client civil litigation and transactional law clinic
- Built industry connections and dramatically expanded number of student externship placements

Paralegal , Coates & Frey, Honolulu, Hawaii	1995-1996
<ul style="list-style-type: none">• Drafted legal memoranda, contracts, affidavits, pleadings, motions, orders, settlement contracts, and discovery requests• Designed and implemented computerized case management system• Trained and coordinated support staff	1987-1990
Realtor , Re/Max Heritage and Realty Executives - Sugar Land, Texas	1990-1994
President , Presidential Properties of Texas, Inc. - Sugar Land, Texas	
<ul style="list-style-type: none">• Sold, marketed, managed, and leased residential homes and investments• Top 10% in sales production internationally• Founding principal of property management corporation• Represented individual investors in rent collection, coordinating property maintenance, and disbursement of funds	

E D U C A T I O N

Texas A&M University , College Station, Texas Ph.D., Higher Education Administration	August 2022
University of Houston Law Center , Houston, Texas J.D., CUM LAUDE <ul style="list-style-type: none">• John and Rebecca Moores Foundation Scholarship• Joseph E. Hensley Clinic Award• Houston Journal of International Law, Endowment Editor• Legal Research Excellence Award MEDIATION TRAINING & CERTIFICATION	May 1999 Fall 2000
Hawaii Pacific University , Honolulu, Hawaii B.A., JUSTICE ADMINISTRATION <ul style="list-style-type: none">• Castle Writing Award - in recognition of excellence in social sciences	May 1995
Kapiolani Community College , Honolulu, Hawaii A.S., PARALEGAL STUDIES	May 1990

P R O F E S S I O N A L M E M B E R S H I P S A N D S E R V I C E

Society for Human Resource Management	2020-present
College and University Professional Assoc. for Human Resources (CUPAHR)	2017-present
State Bar of Texas, #24015170 Judicial Relations Committee, 2002-2005	2000-present
Walker County Bar Association Secretary, 2012-2014	2012-2015
National Association of College and University Attorneys (NACUA) Committee on Legal Resources Webpages, 2013-2016	2012-2020
Education Law Association	2012-2015
Houston Bar Association Minority Opportunities in the Legal Profession Committee, 2007-2011	2000-2011
National Association of Colleges and Employers (NACE)	2007-2011
National Association for Law Placement (NALP) Chair, Technology Advisory Group, 2010-2011 Liaison, National Association of Colleges and Employers, 2008-2011	2005-2011
Lone Star Legal Aid , Board of Directors, Houston, Texas	2004-2011
Lighthouse for the Blind , Board of Directors, Houston, Texas	2002-2011

S E L E C T P U B L I C A T I O N S

Rhonda Beassie, *When Does Institutional Rhetoric Create a Student Cause of Action?* New Directions in Institutional Research (172); 85-97 2017.

Rhonda Beassie and Fernando Gomez, *Speech & Assembly Codes: Striking a Delicate Balance*, Legal Links Vol. 1, Issue 2 [A joint publication with Education Law Association and NASPA] 2014.

Rhonda Beassie, *Unpaid Internships: Beware of Coffee and Copies*, Tex. Para. J. 7-8 (Fall 2014).

Rhonda Beassie, *Suit Up Johnson, You're Going In*, Tex. Bar B.J. 1060 (2006).

S E L E C T P R E S E N T A T I O N S

Equipping Your Team for Advancement, Efficiency, and the Coming AI 2023
College and University Professional Assoc. for HR Annual Conference, New Orleans

Pieces of the Employment Law Puzzle 2019-2023
Texas Counsel of Chief Academic Officers Texas Academic Leadership Academy Meeting

Legal Update – Employees & the Workplace 2017 & 2022
Texas Higher Education Human Resource Association
Summer Conference, Galveston, TX

Legal Issues in Internships
Texas Coop. Educ. & Internship Assoc. Annual Statewide Conference 2010–2014, 2016-2018
Coop. Educ. & Internship Assoc. National Conference

Race and Campus Police: What We Have Learned from Recent Events
National Association of College and University Attorneys (NACUA) June 28, 2017
Annual Conference, Chicago, IL

Internship Programs: Limiting Potential Liabilities
Academic Impressions Webinar August 18, 2016

Things That Go Bump in the Night: Litigation and Hearing Panels
National Association of College and University Attorneys (NACUA) January 26, 2016
Sexual Misconduct on Campus Conference, Nashville, TN

Managing Student Activism On Your Camps
Academic Impressions Webinar April 23, 2015, January 27, 2016

Preparing for Potential Campus Protests
NASPA Student Affairs Law and Policy Conference, Washington D.C. December 12, 2015

Title IX Sexual Violence or Harassment
Avoiding a Legal Crisis When Supporting Students of Concern
Education Law Association Preconference Seminar, San Diego & Denver 2013 & 2014

Who's in the Courtyard Now? Rights of Student Protestors and the Institution
NASPA Student Affairs Law and Policy Conference, Denver, CO October 24, 2014

Lights, Camera, Action: Interviewing Skills Hollywood Style
Southern Association of Colleges and Employers Annual Conference, Nashville, TN December 16, 2009
National Association of Legal Professionals Annual Conference, Toronto, Canada April 16, 2008

Finding the Law in America; Models for Building a Clinical Program
Communication Skills for Students & Supervisors; Building Professionalism
ABA CEELI Balkans Law School Faculty Exchange Kragujevac, Serbia October, 2002