

Deborah E. Ganjavi



**Director of Human Resources**

600 Travis  
Suite 4200  
Houston, TX 77002  
P: 713.220.4174  
F: 713.238.7112  
dganjavi@andrewskurth.com

**EDUCATION**

SPHR, 2004, Rice University Continuing Education Program  
Attended the University of Houston, Industrial/Organizational Psychology

Debbie has over 30 years of experience in training, technology and human resources in the legal industry, and has initiated many project plans for process and organizational change. Most of her professional experience has focused on developing and improving service to our firm's internal and external customer needs in the legal industry. In her role as Director of Human Resources, Debbie provides strategic and tactical human resources counsel to the firm and works closely with several key partner-led committees. She has become an experienced human resources professional with senior certification and fifteen plus years experience as a generalist.

Debbie is involved in all aspects of staff management, benefits and retirement plans and compensation management, working with Office Managing Partners, Office Administrators and Senior Managers. She has been involved with project planning for mergers, technical systems to support the HR functions, automation of evaluation systems within the firm and the logistical planning for relocation of people and offices in Houston.

In addition to her combined education at Texas Tech University and University of Houston in Industrial/Organizational Psychology (now referred to as Human Resources Management), she also completed the Professional Human Resources (PHR) and Senior Professional Human Resources (SPHR) certifications through the Rice University Continuing Education Program. She is a member of the Society for Human Resources Management and the Association of Legal Administrators, both nationally and locally for both organizations. She has served on various committees and is currently the chair of the ALA Houston Chapter Salary Survey Committee.

**AFFILIATIONS**

- Society for Human Resources Management
- Association of Legal Administrators
- Chair of the ALA Houston Chapter Salary Survey Committee