

**Hon. Mary Li Creasy**  
**(850) 488-9675**  
**Maryli.creasy@doah.state.fl.us**

October 6, 2020

Administration Commission  
Room 1802, The Capitol  
Tallahassee, Florida 32399-0001

RE: Application for the Director and Chief Judge Position for the Division of  
Administrative Hearings

Dear Governor DeSantis, Attorney General Moody, Chief Financial Officer Patronis, and  
Commissioner Fried:

Attached please find my application for the position of Director and Chief Judge of the  
Division of Administrative Hearings ("DOAH").

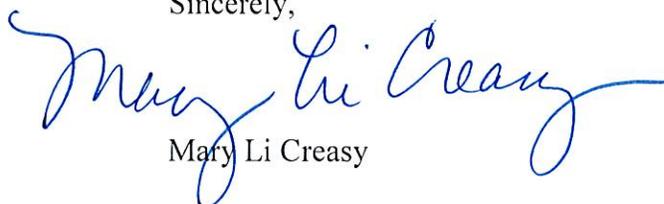
I have a blend of private and governmental practice that I believe uniquely qualifies me for  
the position of Director and Chief Judge. I have practiced law for 31 years, primarily as a  
management side labor and employment lawyer, during which time I regularly advised and  
trained employers regarding best practices from a human resources and risk management  
perspective. I gained significant managerial experience while serving for 12 years as the Co-  
Chair for the Labor and Employment Law group of a national law firm, supervising the work of  
approximately 20 lawyers and staff in five offices. I have maintained Board Certification in  
Labor and Employment Law since 2002 and I am peer-review rated "AV Preeminent" by  
Martindale.

I have heard and resolved disputes for more than twenty years, including as an arbitrator and  
mediator. I taught as an adjunct professor at Stetson College of Law for over a decade.

For the last seven years, I have been honored to serve as an Administrative Law Judge with  
DOAH. In this capacity, I have held approximately 90 final hearings and 4000 Baker Act  
hearings. I am also the immediate Past-President of the National Association of Administrative  
Law Judiciary. Accordingly, I have a vested interest in seeing DOAH maintain and enhance its  
national reputation of impartiality, fairness, accessibility, and integrity.

Please let me know if you need additional information. I appreciate your consideration.

Sincerely,



Mary Li Creasy

**HON. MARY LI CREASY**  
**850-488-9675 (W)**  
Maryli.creasy@doah.state.fl.us

**EMPLOYMENT:**

**State of Florida, Division of Administrative Hearings** 07/13-present  
Tallahassee, Florida

Administrative Law Judge – Handle a wide variety of cases involving state agencies including but not limited to: Medicaid Program Integrity; Medicaid Third-Party Recovery; teacher discipline and discharge; professional licensure; bid protests; rule challenges; automotive dealership establishment; tax recovery; requests for exemption from disqualification; disability benefits; adoptions; retirement benefits; employment and public accommodation discrimination; nursing home licensure; attorneys’ fees disputes; and ethics of public officials. To date I have conducted approximately 90 final hearings.

As an ALJ, I handle each case to completion, including: setting the case for hearing; ruling on all pre-hearing motions and discovery issues; conducting a fair hearing; completing and preserving the record; and providing a clear written order. I am one of the few “medical” judges designated by DOAH’s Chief Judge to handle cases involving health care providers and institutions. I also handle a specialty Baker Act docket at the South Florida State Hospital where I conduct 50 to 80 continued involuntary placement due process hearings each month for mental patients. Total Baker Act due process final hearings to date are approximately 4,000.

**Shumaker, Loop & Kendrick, LLP** 04/99 – 06/13  
Tampa, Florida

Partner, Co-Chair Labor and Employment Law Group - Board Certified Labor and Employment Lawyer advised and represented primarily management clients in all aspects of the employment relationship including Title VII, ADEA, ADA, FMLA, OSHA, FLSA, WARN, contract negotiations, workers’ compensation retaliation, severance benefits, defamation, non-competition agreements, whistleblower claims, trade secret litigation, collective bargaining and union organizing. Regularly handled arbitrations and mediations as the neutral in employment and other civil litigation. Frequently retained to conduct neutral fact-finding investigations of alleged discrimination, harassment and retaliation situations. Conducted supervisor training on avoiding litigation, best practices for evaluating and disciplining employees, and wage/hour compliance.

Supervised and coordinated the efforts of approximately labor and employment law 20 attorneys in five offices.

“AV Preeminent” rated by Martindale-Hubbell Peer Review since 2008, recognized as a “2007 Florida Super Lawyer,” “2008 Florida Super Lawyer, Corporate Counsel edition for Employment Law,” “2012 Florida Super Lawyer;” named to “Best Lawyers in America” for Labor and Employment Law 2011, 2012, 2013 and 2014 Editions.

**Law Office of Mary Li Creasy** 09/93-09/94, 09/97-04/99

Tampa and St. Petersburg, Florida

Sole Practitioner - labor and employment law practice. Represented both management and individuals in federal, state, and administrative forums. Florida certified circuit civil mediator. Of Counsel to the Stewart, Joyner law firm for labor and employment law matters. Management clients included: HARTline, Tampa Housing Authority, Aubrey Organics, Genesis Group, Inc.

**Creasy & Sass** 09/94-08/97

Tampa, Florida

Partner in labor and employment litigation practice. Also provided supervisor training, review and drafting of policy manuals and procedures for management clients, Florida public sector collective bargaining.

**University of South Florida** 08/93-1999

Tampa, Florida

Office of the General Counsel and Office of Equal Opportunity Affairs  
Contract Attorney for Employment Law issues. Provided services for the General Counsel on a contract basis as needed related to employment law issues. Investigated claims of discrimination on campus on a contract basis as needed.

**Zinober & McCrea, P.A.** 1991-1993

Tampa, Florida

Associate in boutique-style management labor and employment law firm.

**McGlinchey Stafford Lang** 1989-1990

New Orleans, Louisiana

Associate in labor and employment law department. Emphasis on traditional labor work.

**Hon. Charles O. McPherson and Hon. Wyeth Chandler** 08/88-05/89

Memphis, Tennessee

Law Clerk for Circuit Civil judges. Participated in approximately 50 trials. Researched and drafted opinions and orders for judges.

**Young & Perl** 05/87-05/88

Memphis, Tennessee

Law Clerk for management labor and employment law firm.

**Housing Opportunities**

05/85-05/87

Memphis, Tennessee

Policy Analyst for private non-profit organization that monitored racial discrimination in housing. Provided expert testimony in landlord tenant disputes and housing steering and red-lining cases; helped administer Section 8 low income housing program, provided community education on Fair Housing laws.

**EDUCATION:**

**National Judicial College**, Reno, Nevada - Since October 2019, attended 45 hours of intensive training in evidence, ethics, fairness, and security in the courtroom

**University of Memphis**, Memphis, Tennessee - J.D., graduated in May 1989 with honors. Moot Court Board, Mock Trial Team member, Order of Barristers, American Jurisprudence Awards for: Contracts, Property, Corporations, Legal Research and Writing I and II, Civil Procedure. Full scholarship for remainder of law school awarded after first semester first year for academic excellence.

**Rhodes College**, Memphis, Tennessee - B.A. in Political Science in May 1985. Omicron Delta Kappa, Mortar Board member. Special Achievement Scholarship recipient. Included a semester at American University in Washington, D.C. with an internship at the Department of Justice, Office of Planning and Policy Analysis, and a semester at St. John's College, Oxford, England.

**PROFESSIONAL ASSOCIATIONS/LEADERSHIP:**

**National Association of Administrative Law Judges** (the nation's largest organization of state and federal ALJs and hearing officers)

Immediate Past-President (2019-2020)

President (2018-2019)

President-Elect and Co-Chair of NAALJ Annual Conference (2017-2018)

Created and ran a program for the annual conference that focused on working with pro se litigants, eliminating bias, sensitivity to LGBTQ issues, accessibility to courts, and awareness of mental health issues.

Board Member (2016-2020) Oversaw the adoption by NAALJ of ABA Model Code of Conduct for State Administrative Law Judges, served on the Strategic Planning Committee, Membership Committee, and Chaired the Nominations Committee

President of Florida Chapter (2015-2017)

Recipient of the 2014 NAALJ Challenge Grant

**Florida Supreme Court's Commission on Professionalism**

Appointed for 2016-2019 term.

**National Academy of Distinguished Neutrals**

Elected 2012

**The Florida Bar**

Admitted June 1991, earned Board Certification in Labor and Employment Law in 2002.

Labor and Employment Law, Administrative Law, and Health Law Sections Member

Chair of the Labor & Employment Law Certification Committee (2013-2014)

Board Certification Committee Member (2010-2013)

Labor & Employment Board Certification Grade Challenge Review Committee (2016)

**Tallahassee Women Lawyers Association**

Breakfast and Books Committee serving the PACE Center for Girls (2013-2016; 2019-present)

**Hillsborough County Bar Association**

Chair of Labor and Employment Law Section (1996-1997)

Member 1991-2013

**The J. Clifford Cheatwood American Inn of Court** (1990-1992; 2012-13)

**The Louisiana Bar** (admitted 1989. Inactive since 1991)

**ADR PRACTICE:**

American Arbitration Association Neutral, Commercial Litigation and Employment Law panels (2003-2013)

National Arbitration and Mediation, Inc., Arbitration panel member (2012)

National Association of Securities Dealers (NASD) panel member (1994-2000)

American Stock Exchange Neutral (1993-2000)

Florida Supreme Court Mediation Certification obtained 1997

**TEACHING:**

**Stetson University College of Law**

2001-2012

Gulfport, Florida

Adjunct Professor – courses included Employment Laws, Employment Discrimination, and Alternative Dispute Resolution.

**University of South Florida**

1998-2000

Tampa, Sarasota, Florida

Adjunct Professor – Employment Laws for Business

## **RECENT PRESENTATIONS:**

“Trying Employment Cases Before DOAH,” March 5, 2020, The Florida Bar, Tallahassee, Florida

“How to Become the Lawyer You Are Supposed to Be,” July 23, 2019, The Henry Latimer Center for Professionalism, Florida Coastal School of Law, Jacksonville, Florida

"Trying Employment Cases Before DOAH," April 1, 2016, The Florida Bar, Tallahassee, Florida.

"Representing Clients in FCHR Cases," September 21, 2015, Florida State University Law School, Tallahassee, Florida.

"So You Want to Be a Judge," February 14, 2014, Tallahassee Women Lawyers Association, Tallahassee, Florida.

“Social Networking Sites – Issues for Employee and Employer Use,” April 24, 2012, JAWS Society (National Society of Oral and Maxillofacial Administrators), St. Petersburg Beach, FL.

“Social Networking and the Workplace,” May 19, 2011, Tampa Bay Medical Group Management Association in Tampa.

“Pay Equality – Why Is It So Hard to Achieve,” March 9, 2011, Tampa Bay Business and Professional Women presented in Tampa.

“Preparing Your Case for Mediation,” February 16, 2011 for the Labor and Employment Law Section of the Hillsborough County Bar Association.

“Employment Law Update - A Back to School Primer for Executives, Managers, Business Owners, and Human Resources Professionals,” September 15, 2010 – Shumaker’s in-house management training session presented in Tampa.

## **COMMUNITY SERVICE:**

**Children's Home Society**, North Central Division,  
Chef’s Sampler Restaurant Chair (2016-2018)  
Secretary (2015-2017)  
Board Member (2014-2018)

**St. Petersburg, Housing Authority** (2010-2013)  
Volunteer Hearing Officer

**Florida Supreme Court Justice Teacher**

Volunteer (training completed 2010)

**Pinellas County Homeless Court**

Volunteer (2010)

**American Association for Justice** (AAJ, formerly ATLA)

Civil Trial Competition Judge (2010, 2011)

**Brookwood Florida** (residential foster home)

Treasurer (2012-2013)

Chair, Development Committee (2011-2012)

Board Member (2010-2013)

**Tampa Bay Network of Executive Women**

Member At Large (2007-2008)

VP of Programs (2006-2007)

VP of Networking (2005-2006)

Member (2004-2008)

**Tampa Bay Families with Children from China**

Director and Past President (2012-2013)

President (2009-2011)

Secretary (2007-2009)

**Ybor City Museum Board of Directors** (2006-2007)

**St. Thomas Episcopal Church, St. Petersburg, Florida**

Stewardship Committee (2012-2013)

Sandwich Sunday Coordinator (2010-2013)