



Marcia McShane

Partner

Nashville/Gulfport

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Email



Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Workers' Compensation and Unemployment Cost Management

Industry Focus

- Hospitality
- Transportation and Supply Chain
- Healthcare
- Construction

Overview

Marcia McShane draws on 25 years of experience providing legal advice and counsel, operational planning, strategic messaging, and litigation defense. Representing management in a wide range of employment matters, Marcia recognizes the importance of identifying and minimizing legal risks in ways that support larger business objectives.

With substantial experience defending complex legal claims at the administrative, trial, and appellate levels, Marcia works to prevent litigation while remaining ready to aggressively defend claims whenever needed. Marcia also has experience as a Rule 31 Neutral, serving as mediator or arbitrator for workplace-related disputes.

Before joining Fisher Phillips, Marcia held two public sector positions at state agencies serving Tennessee's most vulnerable populations. Most recently Marcia was Chief of Staff for the Tennessee Commission on Aging & Disability (TCAD). In this role Marcia managed the agency's legal team, served as Director of the Unlicensed Facility Registry, ensured compliance with federal, state, and local laws, supported the agency's oversight of public and private contracts, and provided legal

advice and counsel for activities funded by an \$81M annual budget. Prior to TCAD, Marcia held an executive service position with the Tennessee Department of Human Services (DHS). As Assistant Commissioner of the second largest state department, Marcia managed the agency's Public Information and Legislative Office, including testifying before the Tennessee General Assembly, managing all external and internal communications for the department, and serving on the Executive Leadership Team.

Marcia previously spent 12 years as a partner in the Nashville office of a national law firm handling a wide array of management-side employment matters for executives, small business owners, local manufacturers, distributors, healthcare facilities, and Fortune 500 companies.

Credentials

Education

- J.D., 2000, Samford University, Cumberland School of Law
- B.A., 1997, Florida State University

Bar Admissions

- Tennessee
- Mississippi

Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Eastern District of Tennessee
- U.S. District Court for the Middle District of Tennessee
- U.S. District Court for the Western District of Tennessee
- U.S. District Court for the Northern District of Mississippi
- U.S. District Court for the Southern District of Mississippi
- U.S. District Court for the Northern District of Florida

Recognitions

- Martindale-Hubbell Distinguished
- Tennessee Bar Association Leadership Law Program (Class of 2011)
- Rising Star, Mid-South Super Lawyers (2012)
- Mid-South Super Lawyers (2013-2018)

- Top 50 Women, Mid-South Super Lawyers (2015-2016)

Affiliations

Professional Activities

- Lawyers Association for Women
- Tennessee Defense Lawyers Association
- Tennessee Bar Association
- Mississippi Bar Association
- Nashville Bar Association
- Served as Co-Chair, Employment Law Practice Group, for the Tennessee Defense Lawyers' Association
- Served as the Tennessee Defense Lawyers Association representative for the Bench-Bar Committee
- Served on the Tennessee Bar Association's Glass Ceiling Initiative, charged with exploring the best practices for women attorneys in the legal profession and examining gender-based pay disparities
- Served on the Tennessee Bar Association Leadership Law Steering Committee

Insights

NEWS

07/29/24

Media Outlets Cover the Arrival of Two Partners in Fisher Phillips' Nashville Office

Christopher M. Bellamy, Marcia McShane

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NEWS

07/24/24

Fisher Phillips Continues Momentum in Nashville with the Addition of Two Partners

Christopher M. Bellamy, Marcia McShane, Joseph P. Shelton

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