

RE: Urgent Leadership Concern: Workplace Toxicity under CAC President

From Gilbert Lopez <Gilbert.Lopez@centralaz.edu>

Date Thu 9/25/2025 4:39 PM

To Dustin Maroney <Dustin.Maroney@centralaz.edu>

Cc Gilbert Lopez <Gilbert.Lopez@centralaz.edu>

 1 attachment (494 KB)

Complaint Response Signed 09-24-2025.pdf;

Hello Dustin,
Attached is a formal response to your communication of September 8, 2025.

Regards

Gilbert Lopez, MBA
President, CACCD Governing Board

From: Dustin Maroney <Dustin.Maroney@centralaz.edu>

Sent: Monday, September 8, 2025 10:27 AM

To: Gilbert Lopez <Gilbert.Lopez@centralaz.edu>; David Odiorne <David.Odiorne@centralaz.edu>; Evelyn Casuga <Evelyn.Casuga@centralaz.edu>; Sheila Muehling <Sheila.Muehling@centralaz.edu>; Jerry Walker <Jerry.Walker@centralaz.edu>

Subject: Urgent Leadership Concern: Workplace Toxicity under CAC President

Hello Governing Board Members,

I am writing to you as an administrator at Central Arizona College to inform you of the hostile work environment being created by Dr. Jackie Elliott. For many years, she has engaged in bullying, harassment, aggression and incivility towards many people at the college. Anyone who opposes her is verbally abused, sometimes publicly, sometimes privately. Those who work closest to her have often received harassing text messages and emails during all hours of the night.

For years the college has participated in the Great Colleges to Work For survey. Serious concerns about the President come up in the comments every year (see attached for a sample). Common themes from the survey include retaliation, incivility, creating a hostile work environment, selfishness, demoralization, verbal abuse and fear. These concerns are expressed by Faculty, Administration, MTSA and Support Staff alike. The key message is that Jackie Elliott consistently does extensive damage to employee morale and employee culture.

Dr. Elliott has hidden this behavior by creating a culture of fear at the college. Many are genuinely afraid to speak up or challenge her because of the treatment that may follow. Because she is only accountable to the Governing Board, and because she controls all communication that goes to the board, you have been kept in the dark of how bad things have been.

I call upon the Board of Governors to take action, as mandated by CAC policy. A 3rd party confidential investigation should be conducted, to uncover the full extent of the hostile work environment and its devastating effects. The president should be placed on administrative leave to prevent interference. If the board needs additional evidence, private interviews with members of the President's Cabinet, many of whom have seen these behaviors first- and second-hand, may be beneficial. Confidentiality will be absolutely critical. Retaining legal counsel is highly recommended.

In sharing this, I acknowledge the good that Dr. Elliott has done for the college. She has helped establish important partnerships, has advocated on behalf of the college, and has made important business decisions to improve operational efficiency. These benefits do not justify her unethical treatment of employees and the college should not be forced to accept these working conditions because of other benefits the president has brought.

I love this college. It pains me to see so many people suffering abuse at the hands of one who is supposed to be committed to civility and to making CAC a great place to work. We have lost many good people because of the environment created by the President. Please do your duty as board members to bring this reign of terror to an end.

Finally, in reaching out, I include language from CAC's Whistleblower policy. This is lawful disclosure of information on a matter of public concern. In good faith, I believe that there is evidence of violation of Federal law (harassment), violation of college policy (see attached), and an abuse of authority.

If there are questions I can answer, my contact information is below.

Thanks,



Dustin Maroney

Executive Director, Institutional Effectiveness , Central Arizona College

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