

MaryLou Hernandez

Subject: FW: Resignation

From: Jennifer Lawson <Jennifer.Lawson@centralaz.edu>

Sent: Tuesday, November 25, 2025 6:10 PM

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: Resignation

Dear Governing Board,

With a heavy heart and profound sadness, I am writing to submit my resignation as Chief Human Resources officer at Central Arizona College, effective **Thursday, December 4th**.

This has been an incredibly difficult decision for my family and me. I have been deeply committed to serving this college and my community for the past 2.5 years, and during my time, I have strived to uphold the highest standards of integrity, fairness and support and my hope has always been to contribute to a culture of respect, collaboration, honesty and trust. I've worked hard to build relationships with employees, getting to know them and their families, and understanding their challenges and needs. I've worked closely with some truly wonderful people. I've received nothing but positive feedback on my performance reviews, proving that I have exceeded expectations in my role. I continued my education, completing my master's in Labor and Employment Law to be better in my role, for CAC. I truly believe that I've left this team feeling more confident, stable, and safe than when I first arrived.

Unfortunately, though, as you are aware, my working environment under President Dr. Elliott has become increasingly hostile and uncomfortable, making it untenable for me to continue in my role. The atmosphere that Dr. Elliott has created has prevented me from receiving guidance, support, growth, or any type of leadership. Until yesterday, Dr. Elliott had not spoken to me since September 17th. It is not appropriate for the President and my direct supervisor to go without speaking to me for almost 70 days.

As an HR professional of 14 years, I sincerely urge the Board to give full and careful consideration to the findings presented before you by the independent investigation against Dr. Elliott. The concerns raised are significant and truly impacting employees at the College. I remain hopeful that the Board will act thoughtfully and decisively in the interest of the College and the students of this community.

Despite the circumstances that lead to my resignation, I remain grateful for the opportunity to serve CAC and my community. I have expressed to Dr. Elliott that I am working closely with the Human Resources team for a smooth transition.

I am thankful for the opportunity to meet each of you and learn about you and your families. I truly wish each of you a happy holiday and restorative time with your family.

Thank you,

Jennifer Lawson MJ-LEL
Chief Human Resources Officer
Central Arizona College
8470 N. Overfield Rd.
Coolidge, AZ 85128
520-494-5577