



Fw: URGENT: Dr. Elliott Concerns

From Gilbert Lopez <govern1@live.com>

Date Sat 9/27/2025 10:29 AM

To James Mannato <James.Mannato@centralaz.edu>

Cc Gilbert Lopez <Gilbert.Lopez@centralaz.edu>; Gilbert Lopez <govern1@live.com>

Warning!!:This message originated from outside of Central Arizona College.
Do not click or open attachments, unless you know the content is safe.
Our systems and staff will not ask for a password or an account change unsolicited.
Do not fill out any forms to which you are redirected, if the request is unexpected.
Forward any suspected messages to spam@centralaz.edu.

Hello James,

Here is an expected second email about the complaint against Jackie.

Gilbert Lopez, President
Board of Governors
Central Arizona College
602-558-9119

From: David Odiorne <David.Odiorne@centralaz.edu>
Sent: Saturday, September 27, 2025 10:56 AM
To: Gilbert Lopaz <govern1@live.com>; Jerry Walker <jerry.d.walker@macv.org>; Evelyn Casuga <evelyn.casuga@gmail.com>; Sheila Muehling <sheila@sheila4az.com>
Subject: URGENT: Dr. Elliott Concerns

Colleagues,

Once again I am forwarding this communication in case you did not receive it through your CAC address.

Dave Odiorne

Member, Board of Governors
Central Arizona College
425.420.5105

Begin forwarded message:

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

Date: September 26, 2025 at 6:33:20 PM MST

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

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

Subject: Dr. Elliott Concerns

Hello Governing Board Members,

I am writing you this evening after being informed that an employee has filed a grievance, addressing concerns about Dr. Elliott. I was given a courtesy notice, in case you were to reach out for anything, but after further consideration, I feel obligated to bring forward some concerning behavior I also have been a witness to and experienced recently with Dr. Elliott.

I can submit a formal complaint if you'd like, please let me know if that's what I should do. I am nervous at the moment to send this email based on the experiences I've recently had with Dr. Elliott, being the first time ever I've dealt with something like this in my HR career.

Roughly, a month ago I was asked to do something by Dr. Elliott that I felt was morally and ethically against my beliefs as a person, and an HR professional, and essentially did not do what she asked of me and since then I have been experiencing retaliation, having all of my privileges stripped from me, unable to do my job effectively and appropriately. I have attempted to resolve things with Dr. Elliott for weeks now, however, she refused to communicate with me or work with me. It was not until Wednesday the 17th, immediately following the board meeting, that she sent me a Teams message late at night, giving me back my remote work that she took away, apologizing and explaining her actions were unreasonable. I was not provided with a reason or even a meeting to sit down with her and talk about things or what had happened between us. She just came to work like nothing happened, no abuse or turmoil happened. It was uncomfortable and I felt degraded and confused. For the past month I've been stripped of being on the leadership team representing the employees as Human Resources, I was removed from all board lunches and presenting at the board meetings, my remote work privileges were stripped from me with no advance notice, all communication from Dr. Elliott was stripped from me and the Human Resources team. She threatened to have the HR team report to Finance, then she changed her mind, and decided to have us continue reporting to her. This created uncertainty and fear from the entire HR team on what was going to happen. I feared that I was going to lose my job. I am not sure what happened at the board meeting that changed Dr. Elliott's mind about everything, and while I am thankful, she's allowed me to continue my remote work, nothing else has been given back to me, and for the past month, it's felt almost impossible to do my job. Every piece of my work was taken from me, and Dr. Elliott was not allowing me to do my job nor make any decisions as the head of HR. I did not attend the board meeting because I felt humiliated to see each of you knowing that I could not present the policies I worked so hard on or visit with you all during the lunch. I did not want you all to assume that I was not presenting or attending the lunch by my own choice.

There are other concerning things I've witnessed from Dr. Elliott recently that leaves me worried, not just for her as a President, but as a person I care about. I hope the board takes time to meet with the administration at CAC so we can work toward a better and more emotionally comfortable environment for employees.

Thank you,



Jennifer Lawson B.A. M.J. - LEL

Chief Human Resources Officer, Central Arizona College

Phone: 520-494-5577