

**Subject:** Complaint Submitted

**Date:** Thursday, March 10, 2022 at 10:52:30 PM Central Standard Time

**From:** Raj Murthy <[REDACTED]>

**To:** Complaints <complaints@hlcommission.org>

**CAUTION:** This email originated from outside of the organization.

**Contact Information**

First name: Raj

Last name: Murthy

Email address: [REDACTED]

Phone number: [REDACTED]

Street address: [REDACTED],

City: Stillwater

State: OK

ZIP code: [REDACTED]

Complainant type: Member of the public

Current or former, if applicable:

Date of last attendance/employment, if applicable:

Program of study, if applicable:

Degree program level, if applicable:

Referred by: Web search

**Complaint Details**

Institution: 1012 - Pima County Community College District - AZ

Date that matter of complaint occurred: 07/30/2021

Circumstances leading to complaint:

Greetings, Dr. Gellman-Danley.

I write to you to report violations of the HLC Criteria for Accreditation at Pima County Community College District. After exhausting all my attempts to reach an amicable resolution with PCC, the institution left me no choice but to share with the HLC unethical behavior that extends over two years.

CRITERION 2. INTEGRITY: ETHICAL AND RESPONSIBLE CONDUCT: The institution acts with integrity; its conduct is ethical and responsible.

Core Components 2.A. The institution establishes and follows policies and processes to ensure fair and ethical behavior on the part of its governing board, administration, faculty and staff. 2. The institution operates with integrity in its financial, academic, human resources and auxiliary functions.

My 5-years of experience at PCC is described below and demonstrates the deliberate violations of the criterion mentioned above of integrity and ethical and responsible conduct.

A high-ranking official at PCC – Dr. David Bea, the Executive Vice Chancellor for Finance and Administration, lied and intentionally used his role to defraud me of a promise he made regarding my continued employment.

This matter extends over two years, and after my repeated written requests to remedy the situation, it was not resolved before I departed the institution. Mr. Bea's only advice over my 5-year tenure at PCC was, 'Don't put anything in writing to protect yourself from FOIA.'

As you will see in the following documents, he lived true to his advice. He promised me in conversation but deliberately avoided putting anything in writing, even after my constant requests. He even used words to obfuscate the process consciously and deliberately.

Here is a summary of the event. Details are attached separately for your detailed review. You can also contact me at [REDACTED] or write to me at [REDACTED] for any clarification.

The outcome that I am expecting is a Focused or Advisory Visit to the institution to investigate these improprieties.

Summary: All the details can be verified in the attachments.

1. Approximately two years ago, I applied for the role of CIO at another college in Texas and was a finalist.
2. I reached out to David Bea and told him of the offer and the pay scale of \$185K.
3. He promised to match the salary and asked me to withdraw from the interview process, which I promptly did and sent him confirmation of my withdrawal.
4. Several months passed by, and nothing happened. Finally, I reminded him of his promise in One-on-One meetings and email.
5. He ignored everything I said in the email and promised me he was working with the Chancellor to make things right in the conversation.
6. He never referred me to HR or included them in our conversations.
7. My first installment of the promise happened almost nine months later. He blamed everyone else and told me he was working on the difference—details in attachments. I've reached my 50 words. Rest in attachment.

Attempted to file a complaint with the institution: Yes

Description, if yes: I first wrote to my direct supervisor David Bea who is responsible for and created this entire problem. He ignored me as he has done for the last 1.5 years. I wrote to the Chancellor Lee Lambert next who referred me to a lawyer. Findings in the following attachment. I finally wrote to Board member Katherine Ripley. After the first couple of emails, I have not heard back from her for several weeks. Hence, my complaint to the HLC.

Attempted to address issue outside of institution: No

Description, if yes:

**Release of Information and Acknowledgment of Complaints Policy and Process**

I authorize HLC to contact me using the information provided in this form. I understand that communications from HLC regarding my complaint will generally be by email, with such correspondence addressed from [complaints@hlcommission.org](mailto:complaints@hlcommission.org).

I authorize HLC to submit a copy of the complaint and supporting materials to the above-named institution and/or other external parties. I authorize the institution to disclose education record information, personnel information and/or other information related to me to HLC or other external parties for the purpose of responding to this complaint. I understand that if I intend to revoke this authorization, I must notify the institution of this decision in writing.

I understand and acknowledge the HLC complaint policy, process, and requirements as described above. I certify that my complaint falls within the requirements as described. I certify that the information I have provided is complete, true and accurate to the best of my knowledge and belief.

**Subject:** Re: Complaint Submitted  
**Date:** Monday, March 14, 2022 at 4:58:43 PM Central Daylight Time  
**From:** Raj Murthy [REDACTED]  
**To:** Complaints <[complaints@hlcommission.org](mailto:complaints@hlcommission.org)>  
**Attachments:** Letter-1-C-Ripley.docx, Emails-to-KRipley-PCC.docx, Letter-3-Pay-discrepancy-Submission-to-Pima-Lawyer.docx, Letter-2-LLambert.docx

**CAUTION:** This email originated from outside of the organization.

Greetings.

Attached are 4 documents that details my complaint. I'm happy to convert them to pdf if needed. Please let me know.

Thank you for your consideration.

Best wishes, Raj Murthy.

On Mon, Mar 14, 2022 at 2:00 PM Complaints <[complaints@hlcommission.org](mailto:complaints@hlcommission.org)> wrote:

Good afternoon,

The Higher Learning Commission has conducted a preliminary review of your complaint and we are following up for additional information. Specifically, your complaint notes that you have documentation related to the circumstances leading to your complaint. However, the documentation does not appear to have been submitted with your complaint. At your convenience, please provide a copy of this documentation for review.

The requested information can be provided as a direct response to this email. Supporting materials can be provided as attachments in PDF format. Upon receipt of the information, HLC will proceed with a full review of your complaint.

Please let us know if you have any questions.

Thank you,

HLC Staff

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Last name: Murthy

Email address: [REDACTED]

Phone number: [REDACTED]

Street address: [REDACTED],

City: Stillwater

State: OK

ZIP code: [REDACTED]

Complainant type: Member of the public

Current or former, if applicable:

Date of last attendance/employment, if applicable:

Program of study, if applicable:

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*The information contained in this communication is confidential and intended only for the use of the recipient named above, and may be legally privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please resend it to the sender and delete the original message and copy of it from your computer system. Opinions, conclusions and other information in this message that do not relate to our official business should be understood as neither given nor endorsed by the organization.*

--

Raj Murthy

Greetings, HLC members.

My email communication with board member Katherine Ripley after all my attempts to resolve the issue with Pima administration failed i.e., Chancellor Lee Lambert and CFO David Bea.

Emails are in date order from 1<sup>st</sup> to last.

Jan 17,  
2022,  
1:00 PM

**Raj Murthy** [REDACTED]

to District1,

Greetings, and good morning - Board member Ms. Ripley.

My name is Raj Murthy and I was the CIO at Pima Community College. We met a couple of times and I presented to the board on security where you were present.

I feel sad writing to you about this matter, but have no other choice left. Attached are 3 letters;

- a. First document is addressed to you and lays out the situation.
- b. Second document is a letter to Lee Lambert seeking fairness and remedy.
- c. Third document is a letter to the PCC lawyer giving him all the details of how David Bea lied and cheated me.

I look forward to hearing from you. All I seek is fairness.



Due to the nature of how emails are processed these days, I would greatly appreciate it if you could please acknowledge receipt of this email. It will give me comfort that it did not end up in junk mail.

I thank you for your time and consideration.

Best wishes to you and your family.

Raj Murthy.

[REDACTED]

I did not receive a response and reached out to her over LinkedIn. She responded promptly and graciously.

My second email to her at which point she acknowledged that my first email ended up in her spam folder.

---

2<sup>nd</sup> email.

Raj Murthy [REDACTED]

Jan 26,  
2022,  
3:04 PM

to CRipley

Greetings, Ms. Ripley,

Here is the email I first sent you. The second one was inquiring if you received it. I'll forward that next. You may want to find out why you haven't received this email, just in case there are other emails that you are missing.

Best wishes and thank you for your time, consideration, and thoughts.

---

3<sup>rd</sup> email from her to me.

**Ripley, Catherine** <cripley@pima.edu>

Wed,  
Jan 26,  
4:58 PM

to me

Dear Raj,  
Thank you. I just received your emails. The originals you sent apparently went to my spam folder for some reason! So I'm glad you reached out. I will get back to you as soon as I've done my due diligence on this matter.

Catherine

--

Catherine Ripley  
Governing Board  
District 1  
Pima Community College  
[REDACTED]

"Hear this, young men and women everywhere, and proclaim it far and wide.  
The earth is yours and the fullness thereof. Be kind, but be fierce. You are needed  
now more than ever before. Take up the mantle of change. For this is your time."  
- Winston Churchill

----- My response to her. 4<sup>th</sup> email -----



**Raj Murthy** [REDACTED]

Thu, Jan  
27,  
10:43  
AM

to Catherine

Good morning, Ms. Ripley.

Thank you for confirming receipt.

Absolutely, please take your time to investigate. I also want to offer my complete, full, and honest response to any question you have for me.

I only come forth because of the nature and spirit of the situation. I worked at Pima for 5 full years, my point, this is not a one-time thing, this form of unethical behavior is endemic.

You can call me at [REDACTED] whenever you have a question, if I'm unavailable, I'll return your call soon thereafter. I want you to know all of the 'truth'.

I appreciate your time and willingness to look into the issue. This is my time to 'You are needed now more than ever before.

Take up the mantle of change. For this is your time."

Best wishes and be well. I stand ready to answer all your questions. Raj.

--

Raj Murthy

----- Her response to me – 5<sup>th</sup> email -----



**Ripley, Catherine** <cripley@pima.edu>

Sun,  
Feb 6,  
2:02  
PM

to me

Dear Mr. Murthy:

Thank you for sharing your concerns with me. This is all news to me, so I have to do some preliminary due diligence. You raise some very serious allegations against David Bea and Lee Lambert. For example, you allege that Mr. Bea has been manipulating the system with dishonesty, lack of integrity, and cheating people. You also assert that Mr. Lambert abdicated his responsibilities multiple times in your letter. These allegations are very concerning to

me. Thus, as part of my review, I need more specific information from you to ascertain what additional facts or evidence you have to substantiate these grave claims. From the materials you have provided, I was not able to identify specific evidence that demonstrates the points raised in your letter.

Is there some specific item that I might have missed or additional information you have that you could provide? If so, I would be glad to consider your concerns further. What specific information can you provide that shows the alleged pattern of dishonest conduct by Messrs. Bea and Lambert? While College administrators should be held to high standards of conduct, I hope you will appreciate the importance of specific evidence that supports claims of wrongful conduct.

I do regret that your service with Pima College ended on a negative note, and I appreciate the spirit in which you have shared your concerns. Please provide any more specific evidence or facts that you have to help me further investigate your concerns and/or claims. I look forward to your response, and I will investigate further after I get your additional information.

Very Respectfully,

Catherine Ripley

----- My response to her – 6<sup>th</sup> email -----

**Raj Murthy** <[REDACTED]>

Feb 12,  
2022,  
3:41 PM

to Catherine, bcc: Raj

Greetings, Ms. Ripley.

Thanks for your email. I have responded inline to maintain flow. Again I'm happy to discuss any of these issues in person if you wish.

On Sun, Feb 6, 2022 at 2:02 PM Ripley, Catherine <[cripley@pima.edu](mailto:cripley@pima.edu)> wrote:  
Dear Mr. Murthy:

Thank you for sharing your concerns with me. This is all news to me, so I have to do some preliminary due diligence. You raise some very serious allegations against David Bea and Lee Lambert. For example, you allege that Mr. Bea has been manipulating the system with dishonesty, lack of integrity, and cheating people.

My question about my pay has been ongoing for approximately 2 years. I have sent him emails, text messages and mentioned it several times in my conversations with him. His comment to me in our discussions was always - I'm talking to the Chancellor and I'll get this resolved soon. "Soon" - never came. You can see all the details in my email attachments to you. Your (Pima's) lawyer said to me, and I para-phrase - I agree he misled you, failed to communicate, and did not meet his obligation as your boss. He will be 'talked to' by the administration. David Bea has been at Pima for over 20 years, so this is not an accident or a unique situation. Requests for pay scale changes happened regularly. Yet, in this case, he deliberately did not follow Pima's policy, process, or protocols. He said he was talking to Lee about it, who failed to refer the subject to HR as well. When I referred my issue to HR he used his position to stop the system from intervening on my behalf as seen in my previous attachments. He lied to me and made a promise he did not keep. He lied to your own lawyer about a discussion that never happened and he cheated me of what I was promised. As per HLC that is a failure of integrity - Policy, and process.

As for the word 'people'. I believe he was dishonest with the board in some other matters. But, based on legal advice, I do not want to distract from the matter at hand. I assure you that I have personal experience on matters that are categorically dishonest when they were shared with the Board. But, for sake of clarity, let's shelf

or disregard those matters at this time and focus on what happened with me.

You also assert that Mr. Lambert abdicated his responsibilities multiple times in your letter. These allegations are very concerning to me. Thus, as part of my review, I need more specific information from you to ascertain what additional facts or evidence you have to substantiate these grave claims. From the materials you have provided, I was not able to identify specific evidence that demonstrates the points raised in your letter.

Is there some specific item that I might have missed or additional information you have that you could provide? If so, I would be glad to consider your concerns further. What specific information can you provide that shows the alleged pattern of dishonest conduct by Messrs. Bea and Lambert? While College administrators should be held to high standards of conduct, I hope you will appreciate the importance of specific evidence that supports claims of wrongful conduct.

As for Lee Lambert. I believe he abdicated his responsibility when I referred the matter to him, based on the premise that legal services, HR, and ODR cannot do their job responsibly based on their relationships. He made no attempt to learn or talk to me directly to learn what had happened. I know of other situations where he has done the same thing with other people (a strange coincidence - people of color) but, not when it came to his own Chief of Staff - Tom Davis. I have nothing against Tom, my experience with him was very good. He is a good and decent person. This is about policy and process. I have also been present at several events where the Chancellor made direct and disparaging remarks about the Board attempting to create an environment of 'Us' vs. 'Them'. He sent emails every time there was an article about a 'rogue board incident in the country' creating a cadence of distrust. I hear from reliable sources that you yourself were present at one such event with an external speaker and asked the presenter to make a

more balanced presentation next time. At all my meetings with him, he was only interested in listening to news that directly led to praise for him. Any difference of opinion was instantly stopped.

I can show you a significant list of Chancellor-led issues that I have documented over the last 4 years, and I have stated the spirit of most of them in my previous email to you. Based on the lawsuit filed by Bill Ward recently, the legal advice I have received is to hold off on this part of the discussion and focus only on my case with D. Bea.

I would like to summarize it as follows. I have shared the details of my issue concerning David Bea and how it negatively impacted me. My findings were also ratified by Pima's lawyer who agreed what happened with me was wrong but for a technicality.

I share my issues with Lee Lambert only to make the point that a person like David Bea exists and does what he does because there is a guy like Lee Lambert behind him. That is the spirit of my message - my experience of 5 years tells me that - Lee is the bigger problem. I have a long list of detailed events, and elaborate discussions, but, all that for another day. One that I hope never comes, but, I hope for the best and prepare for the worst.

I bring forward my case to you about David Bea. I leave it up to you to make the best meaning.

Sidebar: Full disclosure.

My lawyer tells me the clock starts after I have exhausted all my efforts by following the chain of command to which you are my last stop. Once our discussion is concluded, I have 6 months to raise the issue with the state government or file a lawsuit. If need be I am also planning to share my story with others.

I do regret that your service with Pima College ended on a negative note, and I appreciate the spirit in which you have shared your concerns. Please provide any more specific evidence or facts that you have to help me further investigate your concerns and/or claims. I look forward to your response, and I will investigate further after I get your additional information.

Me too Ma'am. I felt badly leaving Pima, this is not how I had expected things to end. I have some great friends at Pima and have come to love the spirit and purpose of what a Community College does. From my end, I made every attempt to focus on reality and the disharmony and disorganization that was happening inside, and Jeff Silvyn with whom you will discuss this email will bear witness to my attempts to do good. Jeff is another very good person I met and worked with at Pima. But, all that came to an end, I could no longer work at an institution led by a completely unintelligent, disingenuous, and narcissistic leader who was creating an internal environment of distrust and fear.

At the end of the day, the PCC student has nowhere else to go and depends on us to provide them with the skills and knowledge they need to move forward in life. I believe in my 5 years at Pima we fell short of our promise as evidenced by the falling enrollment numbers



for the last 8 years. That is my biggest pain. I came there to make a difference, and I failed and I couldn't take any more of it, and in my humble opinion for whatever that is worth, there is only one person to blame, Lee Lambert.

With that I have done my part, I choose not to just walk away and hope someone else does the dirty job of clean-up. I stood up, invested my time and life to write about all this to you. Unfortunately, there is nothing more I can do, but to say - my work ends here and yours begins. I am sorry to dump this in your lap. I really am. Come what may, we can all do better for those who need us most, else we'll turn into a third world country and I know a lot about that.

I'm happy to answer any questions you may have, I prefer a f2f call because it helps me explain. My number again is [REDACTED].

Best wishes, God bless, and make it a great weekend.  
Raj.

----- Her response – The 7<sup>th</sup> email. -----

**Ripley, Catherine**

Feb 13,  
2022,  
11:32  
AM

to me

Thank you for your email. I will continue to sort through this very complex issue. I'm sorry to hear that you are suing the college. It is terribly unfortunate that your pay issue

was such a tremendous burden. I do hope you are doing ok these days. We are all going through so much these past two years. Many staff and students are struggling to make ends meet due to pandemic issues. We are working hard to ensure everyone is taken care of. Enrollment at colleges is down across the nation even before pandemic. A giant issue to consider when negotiating salaries for a nonprofit college like ours. Please standby as I sort through your case. Thank you for your patience.

Very Respectfully,  
Catherine Ripley

---

----- My response to her – the 8<sup>th</sup> email.

**Raj Murthy** [REDACTED]

Feb 13,  
2022,  
12:46  
PM

to Catherine, bcc: Raj

Greetings and happy Sunday Ms. Ripley and thanks for this conversation. A short couple of thoughts based on your message are inline.

On Sun, Feb 13, 2022 at 11:32 AM Ripley, Catherine <[cripley@pima.edu](mailto:cripley@pima.edu)> wrote:  
Thank you for your email. I will continue to sort through this very complex issue. I'm sorry to hear that you are suing the college. It is terribly unfortunate that your pay issue was such a tremendous burden.

Thank you for sorting through the mess. I have not yet made that determination to sue because I want to give this process a chance. My pay issue is a 'tremendous burden' not because of the \$\$ amount, but, because of the sheer arrogance and disrespect that I was shown. The \$\$ amount is negligible. My pain is based on how easy it was for DBea to use a higher position to discard another human being and then lie about it and finally get an entire institution to support it. That support will only bolster the arrogance and repeat the

behavior. Administration creates policies and processes to ensure fairness and equity. We spent thousands of dollars while I was there hiring consultants to about it, and, yet admin is immune to violating those very policies and using the size of the institution and their roles to silence me. I gave David Bea plenty of opportunities to talk to me, he summarily ignored and discarded all of it. Even on my last day, he could have picked up the phone, apologized, that he had not been able to resolve it and I would have walked away. Instead, he decided to ignore me, yet again.

I do hope you are doing ok these days. We are all going through so much these past two years. Many staff and students are struggling to make ends meet due to pandemic issues. We are working hard to ensure everyone is taken care of.

Yes, Ma'am. I know this all too well. Remember I was working for the same purpose for the last 5 years, and what I experienced during the last 2 years was disorganization, lack of oversight, and a ridiculous waste of resources which was painful. I decided to leave because of the incredible cluster that we had become. Even on my very last hour at Pima, I was involved in upgrading Banner to ensure students were paid on time. So, yes, I know from deep down in the trenches.

Enrollment at colleges is down across the nation even before pandemic. A giant issue to consider when negotiating salaries for a nonprofit college like ours.

...true, and yet the chancellor keeps asking for more pay and more security for his job in the face of all that you mention. I'm sure you know what happens to a coach who has 8 losing seasons? He offers the least expensive service in the county for the people who need it most,

yet, people choose to pay more and go elsewhere, and that is my point. We need to look inwards at what we are producing. The solution is in changes we need to make within us. Also, please note, while my pay was an issue, everybody else around him got large pay raises and you can ask to see that report.

Please standby as I sort through your case. Thank you for your patience.

I'm happy about this conversation. I want you to see and feel what I saw and experienced. I have nothing personal against the chancellor, he has always been polite and courteous to me. This is about the cause, this is about doing something for people who have nowhere else to go. Done right, it will change the lives of many. After 8 years it was obvious to me, Lee was not that person, because he is a fake who regurgitates headlines.

So, as to bring some form to our discussion. I'd like to know if we continue this discussion for some resolution or if we are done with the work between us. That will help me decide my next steps.

Thanks for listening and this discussion. Best wishes, be well. Raj.

----- This was the last email. She has not responded to me since February 13<sup>th</sup>. 4 weeks to the date.

I don't want to walk away, because silence is a coward's way of siding with the oppressor. I want to be heard. Thank you for your time. Raj Murthy.

1-17-2022

Greetings, Board Member - Ms. Ripley.

Happy New Year. Trust you and your family are doing well.

We met a couple of times in passing at Pima events. My name is Raj Murthy, and I was the Chief Information Officer (CIO) responsible for digital technology at PCC. You probably also remember me from some of the security presentations I did for you as the board.

I'm sad to write to you under these circumstances, but I believe it is the right thing for me to do and here is why.

- a. If I don't tell you, there is a chance you will never know. If you don't know, it will never be fixed.
- b. I have done everything to resolve the matter and followed the chain of command, and as you will see in the following email, Lee abdicated his responsibility.

Please feel free to share this email with the other board members if you find it helpful. I did not share it with them because I don't want it to turn into a partisan battle (2 for Lee and two against), and the central issue gets sidelined. But feel free to share it with them if you deem it necessary.

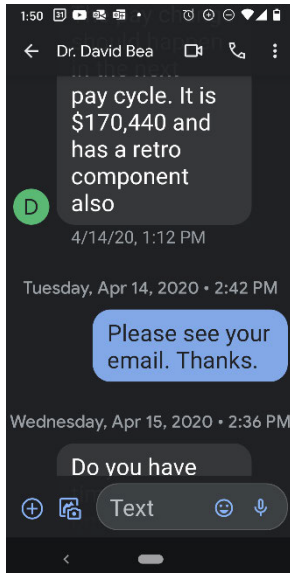
I want to respect your time and energy; hence I will paraphrase the entire issue. Nonetheless, the details of the case are attached for you to read. I am happy to talk to you about the details and answer any questions you may have. You can call me at [REDACTED] or email me with your questions or set up a meeting. I promise to share the whole truth without malice or request for anything. I only seek your honest and fair judgment with some consequential changes to ensure it does not happen to anyone else.

Paraphrased storyline. Details are attached as docs. One document is my discussion with the Pima attorney that started in Sept and ended in December of 2021. Over 3 months to resolve two pages of details. The second document contains all the details of what transpired between David Bea, Lee Lambert, and me.

The one and only rule David Bea asked me to follow - “don’t put anything in writing” because FOIA requests will make you vulnerable. Simply put, we can’t be held responsible if it is not in writing. I knew that is what he would do to me, hence I put it in writing, and true to his nature he ignored all my messages in writing and instead only made promises in speech. With that background, here is the issue.

1. It started two years ago when I received an offer from another university, and I approached my boss David Bea to ask him if I should pursue the offer or if he was willing to match it.

2. He agreed to match it and told me he would talk to Lee and get it done.
3. I have worked with him for five years and am fully aware of his crafty nickel and dime habits. Therefore, as soon as we agreed, I wrote an email to him and put our understanding in writing (please see doc 2 for details).
4. I did not hear from him. So, I called him, he again assured me that he would match the salary. I withdrew from the opportunity and sent him an email.
5. I emailed him, telling him I withdrew my application and reiterated our agreement. Again, nothing from him in writing.
6. Time went by, and I reminded him during our 1:1's; he said he was working on it, but nothing visibly happened.
7. As you can imagine, he is my boss, and I wanted to trust him; additionally, he has been at Pima for 20 years as its CFO, and you would assume he is trustable.
8. Almost a whole year went by, and I reminded him again; he apologized and said he would take care of it.
9. Finally, he sent me a text saying he took care of it with some back pay. Never an official email, but a text message. See image.



10. When I saw it, I immediately pointed out that what he had promised and what I received did not match.

11. He gave me a long story about Pima politics, the dysfunctional board, etc., So, in good faith, I reduced my ask by 5K and asked him to true up with the rest.

12. I sent him a strong email saying I was OCD and wanted to make sure this promise was inked.

13. He sent me back a cryptic message (all attached), letting me know he would resolve it by talking to Lee.

14. I received my yearly contract with the lower numbers; I refused to sign it and informed HR of my agreement.

15. Jeffrey Lanuez - CHRO at the time wrote back and said David told him he does not recall such a conversation.

16. It made me sad because he was playing the same crafty game, I predicted he would play. I blind copied Jeffrey the communication I was having behind the scenes. He acknowledged receiving my email. But felt



helpless because we were both trapped with the same problem. He was our boss.

17. I finally decided to leave Pima and, in my final email, asked him to true up with what he had been promising. He once again never responded. In my last email, I gave him one more opportunity, letting him know that I would report this issue to Lee and the board. Again, he said nothing.

You can verify all this in my email documentation to the Pima lawyer.

I wrote to Lee and told him about the situation. He wrote back immediately and punted his responsibilities - to a lawyer in standard Lee fashion. He abdicated his fundamental role as a Chancellor to investigate the lack of integrity within his team. He has a Chief of Staff, a CHRO, a lawyer, and an ODR office for dispute resolution, but he referred me to a lawyer under the guise of finding an unbiased perspective. The lawyer reached out to me shortly after that and asked me to send him all the details at the earliest. In good faith, I sent him all the details within the next couple of days. But believe it or not, for the next several weeks, nothing but silence. So, I wrote to him and Lee and asked for an update. Nothing from Lee, but the lawyer promised to act on it soon. This went on for several more weeks. Details of the emails are attached.

Finally, the lawyer called back just as we went into the holiday season. Here is what he concluded. I was right

that Pima (David Bea), by the lack of his responses and cryptic messages, had behaved poorly and misled me, and that someone in the administration is going to have a hard conversation with him, meaning David Bea. But he couldn't tell me who. What kind of hard conversation in this case only Lee, have with a person who has been at PCC for 20 years as its CFO and is manipulating the system with dishonesty, lack of integrity, and cheating people of the promise he made on behalf of PCC? I have no faith in Lee having any such conversation with David Bea. There are other subversive issues to which they are both tied. I don't want to distract you from this issue with my inference, my point is that they are both accountable for this and I have plenty of data to prove it.

I have been in meetings with Lee for five years, and he runs away from all critical conversations and conflicts as soon as they begin. He won't even let us argue in meetings, worried that it may point to his poor leadership.

Finally, after telling me how PCC was wrong and what Dave Bea did was wrong, the lawyer tells me, unfortunately, we cannot reimburse you for the promise David Bea made because, according to Arizona law, you should have brought this to Pima's attention within six months of its starting.

So, my kindness was my weakness. I trusted my boss as the CFO, and I trusted PCC. I trusted that Pima would not

have a CFO who would cheat people, and because of that trust, I am screwed. The lawyer was telling me, I agree that you got screwed, but since you waited this long, too bad for you.

Why do I think Lee 'abdicated'? You may or may not know this, but, when some people in PCC go to him and complain about the behavior of others within the administration. He turns them over to outside lawyers instead of doing his research first; I know he did this to Bruce Moses and others. I'm sure you can understand how crippling and fracturing it would be for Bruce to hear that a complaint against him is being investigated by an outside lawyer, who is calling several people within the organization to collect negatively charged information.

But, when a similar situation happened with his Chief of Staff - Tom Davis, who I hear was accused of mistreating women and the provost no less, Lee immediately jumped in between them, changed the rules, and squashed the topic. He did not send that issue to the lawyers' office for resolution. So, why the double standard?

Also, do you ever wonder?

- a. How many such investigations are going on of administrators and between administrators? And what is that a symptom of? How many are already done.
- b. If they were between administrators, what was the consequence to the administrator who wrongly alleged they were being harassed?

- c. How are all these 'administrator' issues impacting the college's morale and goals?
- d. What is it costing the college and the taxpayers? Would a taxpayer consider this a wise spend when there are so many systems in place to resolve disputes?
- e. We were never allowed to hire an outside lawyer any time there was a disagreement between our directors. Why is the Chancellor?
- f. If his relationship with his subordinates precludes him from doing his job, then you should be concerned about that.
- g. What is the role of HR, Legal, Chief of Staff, and ODR - why can't they investigate an internal issue?
- h. Why was it so tricky for David Bea and the Chancellor to approve my minimal raise after verbally promising me (see attachment), but they had no problem promoting Tom Davis from Director of Communication (I could be wrong about the exact title) at approx. 130K to Chief of Staff at 180K in 3 months who has no background, degrees, experience, or achievements in higher ed? He got it internally, automatically, and without any review or discussion with the administration group.

As a sidebar: I shared my story with a different lawyer in Phoenix who works closely with govt matters and showed him what the Pima lawyer said about the Arizona statute. My lawyer tells me that the Pima lawyer grossly misinterpreted the law. The issue is still ongoing due to my written requests to Pima. My 6 months start after I

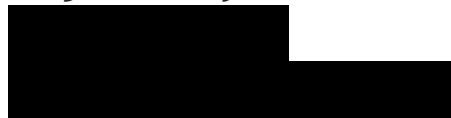
have exhausted my requests with Pima. But lawyer opinions are a different matter. My point is only to tell you that another lawyer could see the same issue and interpret it differently, which I'm sure does not surprise you. This is what lawyers do; they win no matter who losses.

Now, here is why I come to you as a board member. Do you think what happened to me is fair? And is the outcome acceptable to you? I trust you will do what is right.

I am happy to talk to you at any time; you can ask me any question you want to help you get to the bottom. I greatly appreciate your time and consideration in this matter. I hope you will call me for details and clarifications.

Best wishes,

Raj Murthy



Greetings Lee:

Trust you are doing well.

I write to you only after exhausting attempts to bring an amicable closure to my work at Pima. This issue extends (approximately) over 2 years.

I'm going to compress the details to not waste your time. Approximately 2 years ago I applied for a job and was invited to the campus as a finalist. I discussed the situation with David Bea - shared the emails and responded to his questions including requests for more information from him regarding the employment opportunity.

He promised to meet in the middle. Their scale was 185K. I was close to 160 and we agreed on 175K. I withdrew from the process. Several weeks went by and nothing happened, I wrote to him, and he ignored it. In good faith I waited, this went on and almost a year later I brought it up again. He apologized, blamed everyone else for it, and claimed it was "Lee" you who had delayed it. Finally, after a year I got a text message from him saying, it was resolved, and I would get paid. When I saw the check, it was only for 170K. I wrote to him again, and he blamed you again and has ignored all my emails about it ever since. I brought it up with HR (Jeffrey Lanuez) who spoke to David Bea. Jeffrey asked to see the emails and asked me to put them in writing which I did, and David ignored it again.

I would appreciate your leadership in bringing closure to this matter and honoring the promise he made on behalf of Pima. I have attached the email I sent to him at the end. You and all at Pima will agree, when I disagreed, I did it in the open and did it with integrity. I never hid under the table or whispered behind walls. I can also cite several examples in the last 5 years where people have been promoted and paid large raises without review. You are not a person who nickel and dimes, so, I'll leave it to your judgment. I am happy to discuss and share all the details with you if you wish. The 5K difference has affected everything for the last 2 years.

In the spirit of honesty and transparency, I feel insulted and offended by what David Bea did to me. As I said in my email to him, I am willing to go to the Board, HLC, and anywhere else to have my case heard, once it goes there I will no longer be able to control the scope or nature of the information or discussion.

HLC:

**CRITERION 2. INTEGRITY: ETHICAL AND RESPONSIBLE CONDUCT:** The institution acts with integrity; its conduct is ethical and responsible.

Core Components 2.A. The institution establishes and follows policies and processes to ensure fair and ethical behavior on the part of its governing board, administration, faculty and staff. 2. The institution operates with integrity in its financial, academic, human resources and auxiliary functions.

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I also want to share another disgraceful event that happened in the last 2 weeks of my employment when a problem surfaced from financial aid. I had taken time off and submitted it, but David called me several times asking me to help him because he needed me to solve the problem. As soon as the work was done, he treated me with such disrespect and dishonesty. His words to me over the phone was "do what needs to be done, and I will take care of it for you" and then lied to me about policy and tried to conflate several unrelated issues to confuse and disguise his lies as "miscommunication", he even asked me to alter data so that it looks good for him, which I did - again in the spirit of wanting to help him. You can ask him to share the text I sent him after he asked me to do it. I can go on with the details, but, this is a good lesson for me about trust and I'll just end with one word. Karma. What goes around will come around. I don't want anything on this matter. I'll swallow the pain and accept the lesson. I just wanted you to know what happened.

I appreciate the opportunity you gave me at PCC, the last two weeks though disgraceful will not make me forget the last 5 years that were very good. I hope we can put this behind us in the best interest of all. Thank you for your time, and I wish you and PCC the very best.

-----



My email to David Bea, giving him time to respond and do the right thing follows. At this point it should not come as any surprise to you, he ignored it again.

----- Forwarded message -----

From: **Murthy, Raj** <[rmurthy@pima.edu](mailto:rmurthy@pima.edu)>

Date: Mon, Aug 23, 2021 at 6:15 PM

Subject: Re: Returned timesheet

To: Bea, David <[dbea@pima.edu](mailto:dbea@pima.edu)>, Raj Murthy [REDACTED]

Dave,

My response is inline.

As I indicated when I returned your timesheet for correction, it appears that the timesheet you submitted for the 8/13/21 pay period did not reflect time that you actually worked during that time period.

You are correct. I told you that in my previous correspondence.

If you did perform work during that time period, please provide a revised timesheet indicating the days and hours worked, and also provide me with a summary of what you worked on.

I did spend some time talking to Jack, but, I would have done it anyway.

In terms of the sick leave usage, you can only take sick leave when you are sick. The College's sick leave policies are [here](#) for your reference. I was referring to appropriate use of sick time in that prior conversation.

I don't think that is what you were referring to at all, you made up a rule to suit your situation. But, let's move on. We are talking about two different things, I know about the sick policy. I'm talking about the time I took on the timesheet called Personal Leave charged to sick.

Additionally, you indicated (below) that you were not paid for two weeks when you worked during your time off, which is not accurate. Your timesheets and paystubs over the past month indicate that you were paid your salary, and only your sick leave balances were deducted for the following days: 6/25 (8 hrs sick); 7/19 (8hrs sick); 7/21 (8hrs personal); and 7/22 (8hrs sick). Your final paystub (attached) indicates that you were paid out 304 hours of annual leave, according to policy, which further indicates that you did not lose time as a result of the Banner upgrade issue.

You are conflating two unrelated issues. This is not about sick days. I knew about the 304 hours 3 weeks in advance. This is about the last 2 weeks. E.g. July 20,27,28,29 when you text and talked to me. I had taken all those days as personal leave charged to sick. But, I reversed them to 0 because you asked me to do so, as can be proven in my timesheet. I sent you a text message letting you know I did it (check your texts) because you said 'it would not look good and you would take care of it'

Again, if you performed work for the College during the 8/13/21 time period, please provide that information to me and we will make arrangements for payment. If not, I will consider it resolved and will terminate your temporary work arrangement.

Yes, please terminate whatever arrangement you created. I was working with Jack before the arrangement

was in place, I will continue to do that for the good of the cause should he need it.

Now, good news for you. I no longer want to waste time on this, if in your heart you believe you are doing the right thing, fine. Remember, I stopped whatever I was doing to help you during my time off because you were in a tough spot and called me several times, I even converted my timesheet to zero so it helped your cause. Let's leave it at that and move on.

There is one matter yet to be resolved, which is the change of salary from 170 to 175. I have sent you numerous emails over two years that you have ignored. You also delayed my first change to 170 by a full year, which I accepted in good faith. You told me it is Lee. I am happy to talk to Lee if you wish and explain the whole saga with all the emails and/or I am also happy to talk to the Board to explain my predicament. Once this is resolved I will consider the matter fully 'resolved'.

Please let me know on my personal email at [REDACTED] (or through Keri) how you wish to resolve the issue.  
Raj.

Thank you,

-Dave

David Bea  
Executive Vice Chancellor for Finance and Administration  
Pima Community College  
4905 E Broadway  
Tucson, AZ 85718  
(520) 206-4519  
[dbea@pima.edu](mailto:dbea@pima.edu)

-----end.



**Lambert, Lee** <[llambert@pima.edu](mailto:llambert@pima.edu)>

Thu, Sep  
9, 2021,  
8:31 AM

to me

Good morning Raj, I trust all is well. Thanks for bringing your concerns to my attention. I will be following up with you. Lee



**Raj Murthy** <[REDACTED]>

Thu, Sep  
9, 2021,  
12:13 PM

to Lee

Thank you, sir. I appreciate your prompt response. I'm happy to answer any questions you may have.

--

Raj Murthy



**Lambert, Lee** <[llambert@pima.edu](mailto:llambert@pima.edu)>

Thu, Sep  
9, 2021,  
5:12 PM

to me

Hi Raj, I wanted to provide you with an update. The College will be hiring an outside firm to gather the details related to the grievance you outlined. You should be hearing from Mr. Tim Medcoff or someone from his firm in the near future. Thanks again for bringing your concerns forward, Lee

---



**Raj Murthy** <[REDACTED]>

Thu, Sep  
9, 2021,  
9:37 PM

to Lee

Thank you.

**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Sep 10,  
2021,  
3:00 PM

to me, Jane

Mr. Murthy,

Pima Community College (PCC) has retained me and my firm to investigate your wage claim. Because Dr. Bea works closely with its in-house attorneys, PCC thought it would be better to hire an independent, impartial factfinder. I understand you claim that Dr. David Bea verbally promised you a raise two years ago, which was never given to you. You thus seek backpay (i.e., the difference between your actual compensation versus the purportedly promised raise).

Please note that I do not represent you with respect to your wage claim. Rather, I represent PCC. If you have hired an attorney to handle this claim for you, please direct this email to him or her. Otherwise, at your earliest convenience, please send me all documents including emails, text messages, recorded phone calls or anything else supporting your claim that Dr. Bea promised you additional compensation for your IT services to PCC. In addition, please identify any witnesses (besides Dr. Bea) who can substantiate your claim.

If you have any questions regarding this matter, please contact me. Thanks, in advance, for your cooperation and assistance.

Best regards,

Tim

Attachments area



**Raj Murthy** [REDACTED]

Sep 12,  
2021,  
1:35 PM

to Tim, Jane

Greetings, Mr. Medcoff:

Thanks for reaching out. I wanted to acknowledge that I have received your email. I will compile all the information and send it to you. I don't have an attorney, so, I'm happy to share the information with you directly and the data will bear out my claim. Best wishes. Raj.

--

Raj Murthy

**Tim Medcoff** <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)>

Sep 13,  
2021,  
10:42  
AM

to Jenna, me

Mr. Murthy,

If you need a secure link to upload the documents, etc., please let me know, and we will share one. I look forward to receiving the information ASAP. Thanks.

Tim

**From:** Raj Murthy [REDACTED] >  
**Sent:** Sunday, September 12, 2021 11:35 AM  
**To:** Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)>  
**Cc:** Jane Cebula <[jcebula@farhangmedcoff.com](mailto:jcebula@farhangmedcoff.com)>  
**Subject:** Re: Representation of Pima Community College

---



**Raj Murthy** [REDACTED]

Sep 19,  
2021,  
6:56 PM

to Tim

Hi, Tim:

Here you go, attached is the entire history of my issue with David Bea. I have all the emails and so does he. Plmk if you need anything else. Thanks for listening. I trust you will be fair.

Best wishes, Raj.

--

This attachment is attached to your email.



**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Sep 20,  
2021,  
4:44 PM

to me

Raj,

Thanks for your email and attachment. Do you have copies of the text messages as well? If you need a secure link to upload the relevant emails and text messages, I can share one with you.



**Raj Murthy** [REDACTED]

Sep 21,  
2021,  
2:25 PM

to Tim

Hi, Tim:

Yes, I do.

Attached are the two text messages that are part of the main document also.

On April 14th 2020, he let me know that he had talked to HR and it will be in my next paycheck. See image below.

I immediately called him, because this was not the agreement. That is when he gave me a long - "I am a helpless victim" story. i.e. \$180K is very difficult because of Pima's politics, and Lisa Brosky is a VC, Lee is this and that...etc..etc.. In the spirit of being considerate and kind, I accepted \$175K to make it easier for him.

He was happy that I agreed to accept less and we agreed to \$175K. I then sent him the second text to document and formalize the agreement, see the next image.

The email is in the main document. Item 10. Where I point out that I'm OCD about accuracy and precision and want to state what I heard in email as documentation. He responded with a cryptic 'Yes, that is consistent....". I then contacted HR and shared the email with Jeffrey Lanuez who is no longer with Pima, but he did acknowledge my email and was fully aware of the situation and what David was doing.

Plmk if I can provide anything else. Thx, Raj.

--

Raj Murthy



**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Sep 21,  
2021,  
4:02 PM

to me

Thanks. I'll review everything and get back to you soon.

Tim

Greetings, Tim:

First, thanks for the discussion and explanation. Clearly, I did not know or even think about 'a statute'. Lesson learned.

I'm also happy to know that (hopefully) someone will talk to David Bea about his actions and responsibilities.

Here is what I was talking about and the document is attached for your reference.

My first discussion and email to David Bea started on Sept 24th, 2019. The same day he agrees to \$185K and asks me to stay.

The actual check (and only after my repeated requests) comes to me on April 14th, 2020.

Sept 24th, 2019 to April 14th, 2020 is clearly more than 6 months.

What do you think?

Plmk, I appreciate your help. Raj.

Raj Murthy [REDACTED]

Mon, Oct  
11, 2021,  
12:17 PM

Greetings, Tim:

Trust all is well.

I met the spirit of your request and provided my information to you in a timely manner. Do you have an update for me?

Thank you. Raj.

--

Raj Murthy



**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Tue, Oct  
12, 2021,  
11:01 AM

to me

Raj,

Apologies for the delayed update. I trust you remain well too.

I asked PCC to conduct a thorough email search around the dates of the electronic communications that you provided to ensure I have the full context and universe of communications. PCC expects to deliver those results to me soon. I will then review and give you an update. I appreciate your patience, but you can, of course, contact me anytime.

Best regards,

Tim

**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Oct 12,  
2021,  
11:58  
AM

to me

Message received. I appreciate your patience.

Tim

**Raj Murthy** [REDACTED]

Nov 1,  
2021,  
11:18  
AM

to Lee, Tim

Good morning, Tim:

I trust you are well.

It has been three more weeks. As you may already know - I was the CIO at Pima and we responded to email (FOIA) requests all the time. Seven weeks seems extreme. If they are not willing to provide you with the emails, I am happy to reach out next to the Pima Board and HLC accreditation with my grievance.

Ironically, this same experience proves my point with the deliberate delay and silence in responding. In the spirit of transparency - I am also considering hiring an attorney based on these tactics.

Best wishes and thanks for your attention. Raj

**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Nov 1,  
2021,  
11:57  
AM

to me, Lee

Raj,

I promise you that I and PCC are not playing games, and we are taking your complaint seriously. Investigations take time. Delays arose because I and my contact were either out of the office on vacation and/or had other pressing matters to handle. In addition, the IT department has had some technical issues and staff shortages. I expect to respond to you very soon. As you know, I have been responsive to all your communications, so I hope you will give me the benefit of the doubt and give me a little more time.

Under my ethical rules, I must stop communicating with you unless your attorney gives me permission. Thus, if you opt to hire an attorney, please share my contact information with him/her, so I may comply with my ethical duties.

Best regards,  
Tim

**Raj Murthy** 

Nov 1,  
2021,  
12:14  
PM

to Tim

**Tim:**

Yes, you have been very prompt. But, I also know you are not the problem. I will wait to hear from you for another 10 days.

Best wishes, R.

**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Nov 1,  
2021,  
12:27  
PM

to me

Thanks. I'll be in touch soon.



**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Nov 11,  
2021,  
10:57  
AM

to me

Raj,

I write to give you a quick update. I have completed most of my investigation, but I am waiting for some additional information from the College. I expect to wrap up my investigation soon. If I need to interview you to get more clarity, I'll let you know. Thanks for your continued patience.

Tim



**Raj Murthy** [REDACTED]

Nov 11,  
2021,  
11:29  
AM

to Tim

Greetings, Tim:

Thanks for the update. I look forward to the interview, I would love to share the details with you. Best wishes,  
Raj.

--

Raj Murthy



**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Nov 18,  
2021,  
3:14 PM

to me

Raj,

Please let me know a few dates and times that work for you for an interview on the relevant issues. Thanks.

---



**Raj Murthy** [REDACTED]

Nov 18,  
2021,  
5:00 PM

to Tim

Hi, Tim.

I can talk tomorrow at Oklahoma time from 12 pm - 1.15 pm, 2.30 pm to 4.00 pm and 4.45 pm to 6 pm.

I'm good Sat and Sun.

Will be out of town from 11/22 to 11/27 and unreachable.

If any of these work please send me a google invite which will sync our times to the right time zone.

If not, please suggest dates/times that work for you and I'll try to make it work. I'll be unreachable 11/22 to 11/27.

I look forward to talking with you. R

--

Raj Murthy



**Tim Medcoff** <tmedcoff@farhangmedcoff.com>

Nov 21,  
2021,  
5:38 PM

to Jane, me

Raj,



Let me know if you can talk on November 29 in the afternoon Arizona time.

---



**Raj Murthy** <[REDACTED]>

Nov 22,  
2021,  
3:41 PM

to Tim, Jane

Yes, that works for me.

**Raj Murthy** [REDACTED]

Nov 29,  
2021,  
12:00  
PM

to Tim, Jane

Fixed. I believe you should get a new invite showing 1 pm Az time.

--

Raj Murthy



**Tim Medcoff** <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)>

Nov 29,  
2021,  
12:10  
PM

to me, Jane

Yep. Thanks.

---

**From:** Raj Murthy <[REDACTED]>  
**Sent:** Monday, November 29, 2021 11:00 AM  
**To:** Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)>  
**Cc:** Jane Cebula <[jcebula@farhangmedcoff.com](mailto:jcebula@farhangmedcoff.com)>  
**Subject:** Re: Update

Fixed. I believe you should get a new invite showing 1 pm Az time.

On Mon, Nov 29, 2021 at 9:54 AM Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)> wrote:

That time works for me. Your invite is showing up as 2-3 Arizona time. Can you resend for 1 p.m.? Alternatively, 2 AZ time works too.

**From:** Raj Murthy [REDACTED]  
**Sent:** Monday, November 29, 2021 8:49 AM  
**To:** Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)>  
**Cc:** Jane Cebula <[jcebula@farhangmedcoff.com](mailto:jcebula@farhangmedcoff.com)>  
**Subject:** Re: Update

Greetings, Tim.

Apologies for the delay in responding. I was out of the country.

Trust you had a good thanksgiving as well.

Today at 2 pm Oklahoma time works for me. It will be 1 pm Arizona time. Does that work for you? I have sent you an invite as well. Plmk. Tx

On Mon, Nov 22, 2021 at 3:55 PM Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)> wrote:

When you get back to the office next week, please let me know what time is best for you on Monday afternoon, November 29. Happy early thanksgiving!

Tim

**From:** Raj Murthy <[REDACTED]>  
**Sent:** Monday, November 22, 2021 2:42 PM  
**To:** Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)>  
**Cc:** Jane Cebula <[jcebula@farhangmedcoff.com](mailto:jcebula@farhangmedcoff.com)>  
**Subject:** Re: Update

Yes, that works for me.

On Sun, Nov 21, 2021, 6:38 PM Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)> wrote:  
Raj,

Let me know if you can talk on November 29 in the afternoon Arizona time.

Tim

**From:** Raj Murthy [REDACTED]  
**Sent:** Thursday, November 18, 2021 4:00 PM  
**To:** Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)>  
**Subject:** Re: Update

Hi, Tim.

I can talk tomorrow at Oklahoma time from 12 pm - 1.15 pm, 2.30 pm to 4.00 pm and 4.45 pm to 6 pm.

I'm good Sat and Sun.

Will be out of town from 11/22 to 11/27 and unreachable.

If any of these work please send me a google invite which will sync our times to the right time zone.

If not, please suggest dates/times that work for you and I'll try to make it work. I'll be unreachable 11/22 to 11/27.

I look forward to talking with you. R

For Board member - Ms. Ripley.

----

At this meeting, the Pima lawyer tells me what I said to you in my document addressed to you, "Dave was wrong in not responding to you, administration will talk to him" But we can't reimburse you, because I waited too long (more than 6 months) to report what Dave was doing to me. I disagree. I have been prodding him along in 1:1's and in writing for over 2 years, to no avail and he is completely taking advantage of the situation as my boss.

-----

Raj Murthy <[REDACTED]>

Dec 14,  
2021,  
4:00 PM

to Tim

Greetings, Tim:

First, thanks for the discussion and explanation. Clearly, I did not know or even think about 'a statute'. Lesson learned.

I'm also happy to know that (hopefully) someone will talk to David Bea about his actions and responsibilities.

Here is what I was talking about and the document is attached for your reference.

My first discussion and email to David Bea started on Sept 24th, 2019. The same day he agrees to \$185K and asks me to stay.

The actual check (and only after my repeated requests) comes to me on April 14th, 2020.

Sept 24th, 2019 to April 14th, 2020 is clearly more than 6 months.

What do you think?

Plmk, I appreciate your help. Raj.



**Raj Murthy** <[REDACTED]>

Wed, Dec  
15, 2021,  
9:49 AM

to Tim

Good morning, Tim.

In addition to my question yesterday, could you please also share the Az state statute that you mentioned yesterday that says I cannot be compensated because it's been more than 6 months since my claim?

Thank you for your time and consideration. Best wishes,  
raj.

--

Raj Murthy  
Attachments area



**Tim Medcoff**

Dec 17,  
2021,  
6:12 PM

to Jane, me

Raj,

I reviewed your timeline and supporting documents, etc. in more detail. The written evidence shows there was no verbal or written agreement in September. David Bea only agreed in writing to see what he could do in September. Rather, the verbal agreement (which I cannot confirm) would have happened in mid-October or later. David and the College then did some due diligence to determine a fair wage increase

for you which it delivered to you in mid-April (i.e., a pay raise and retroactive pay). Thus, the additional information below, unfortunately, does not change my analysis or the position of the College. I'm sorry.

I know this is not the news you want to hear, but I will clarify that the College has or will talk to David Bea to stress the importance of clear written communications in the future to avoid confusion or misleading another employee. That has happened or will happen.

Finally, the relevant statute is A.R.S. § 12-821.01.

All the best to you and your family.

Tim

**From:** Raj Murthy [REDACTED]  
**Sent:** Tuesday, December 14, 2021 3:00 PM  
**To:** Tim Medcoff <[tmedcoff@farhangmedcoff.com](mailto:tmedcoff@farhangmedcoff.com)>



**Raj Murthy** [REDACTED]

Dec 20,  
2021,  
11:34  
AM

to Tim

Good morning, Tim.

Thank you for your response.

All the best to you and your family as well. Make it a great holiday season.

Best wishes, Raj.

-----

The end.

My next email was to you.



Raj Murthy

██████████ Stillwater, OK ██████████  
██████████

09/19/20201

Greetings, Tim:

Below is the timeline and emails that I sent to David Bea (my supervisor) regarding my pay scale.

I had been interviewing for other jobs and was negotiating an offer from Texas. I first spoke to David Bea face to face and then followed it up with an email to make it formal. He asked me for details, I sent him, via email, the invitation letter and second interview dates (see emails below item 1,3,4,5). All of it pointed to an obvious conclusion that the institution would not be doing all this if they were not serious about hiring me - see emails from Julie.

Based on the things he shared with me about Pima's politics and organization charts, I provided him with some ideas of how he could justify the salary matching, after which we agreed to \$180,000. I followed up our conversation with an email. (Item 1) On Oct 14<sup>th</sup>, after one more call with David to confirm that he was going to match the pay we agreed upon, I withdrew from the search, and notified him that I had done so. He expressed genuine happiness that I was staying, and my work would continue (see email below Item 6).

Time went by and nothing happened. I brought it up in our one-on-one meeting. He claimed he forgot all about it and asked me to send him the emails. I sent them to him and he can produce those about the offer if you wish (Items 3,4,5). It was about the interview logistics that I had already shared with him, he claimed it would help him get me to 180k.

More time went by, and I asked him again in our weekly one-on-one meetings. He says he was sorry, he's working on it, and Pima's politics are tricky and



treacherous and how he wants to ensure it doesn't raise any flags. I knew this pattern and had heard about his nickel and diming.

What was promised in September 2019 was still unresolved in April 2020. In April, I mentioned it to him again and pointed out that it had been almost 8 months. He apologizes, blames Lee Lambert and texts me on April 14<sup>th</sup> (see below item 7) that my pay has been adjusted to \$170K+.

On April 15 2020, the next day, I called him to let him know that we had agreed to 180 and I'm still getting only 170. He talks again for the next 45 minutes regurgitating about all of Pima's endless issues and how it will be difficult to get to 180K because there is a Vice Chancellor for Marketing – Lisa Brosky who is making that amount and as AVC it would be difficult to get that close to a Vice Chancellor pay grade.

Again, in the spirit of helping him (David Bea), I agreed that I would accept \$175K (see email – item 9 and 10. April 15<sup>th</sup> documenting what he said) now and he would work out the difference through the class and comp review that HR was doing. I know that David Bea did reach out to HR and ask them if they could get me to \$180K based on class and comp, which would make it easy for him to justify to Lee Lambert and the issue would be over. Unfortunately, HR was in the middle of Class and Comp and could not give David Bea a green light because my title was still AVC. HR asked David Bea to have Lee Lambert sign off on the raise directly, and it would be done, because Lee has done this for others in the past. But, for some reason, David Bea did not want to ask Lee but wanted HR to work the system so that it looked normal.

April 15<sup>th</sup> 2020 to July 2020 – Nothing. Covid19 is in full swing, and I'm fully immersed in the work of moving everything at Pima from face to face to virtual.

In July, I get an email from HR to complete my yearly contract and it still shows \$170K. (Item 11) I reached out to Jeffrey Lanuez in HR and shared my story. He spoke to Bea who told him he does not recall any such a deal. I showed Jeffrey my emails (Items 12, 13) and pointed out that he has known this all along. Jeffrey asks me to put it in writing and send David Bea another email.

I call David Bea and remind him of our conversation. He asks me to sign off on the contract and that he will take care of it. July 2<sup>nd</sup>, 2020, I wrote to him again (email below – Item 14) letting him know that I'm signing that contract only after our discussion the previous day that he will get me to 175K. He does not respond. July 2020 to July 2021. Nothing happens. June 2021, I inform David Bea that I will be resigning from Pima. July 2021, I submit my resignation and ask him to resolve my back pay. He ignores my message again.

Though, the amount is insignificant in the scheme of things, and I'll probably donate all of it. It is a matter of principal and respect. As soon as I submitted my resignation, he treated me with such indifference and lies that I will go to the maximum extent possible to right it.

I also want to make you aware of a strategy David Bea uses at work, and that he has asked me to follow at numerous times. He says' don't put anything in writing, always call. Remember everything we do can be discovered by FOIA, so don't put anything in writing. It is the easiest way to protect yourself. That is his professional strategy against everything. Hence, all emails are generated by me because I know how he will hide behind process. Hence, I sent emails to make sure it's in writing. As I have always suspected, when the time came, instead of being honorable, he told HR he did not know anything. So much for leadership and professionalism with your own employees.

Finally, my record. I have been a very productive employee for Pima. Here is my progression record in 5 years. I moved the needle substantially for them and will not accept being treated poorly.

May 2016 – 144K+ hired.

July 2017 to June 2018 – 147K.+

July 2019 to June 2020 – 159K

July 2020 to June 2021 – 170K+

Anyway, after giving him one last chance (item 15), which he ignored again, I finally wrote to Lee Lambert, and he contacted you. I am happy to discuss should you have any questions.

Thanks for listening, Tim. Best wishes, Raj.

Emails and text messages:

-----

It starts on Sept 24, 2019. I apply for a job at the University of Houston. See email below.

----- Item 1

On Tue, Sep 24, 2019 at 2:36 PM Murthy, Raj <[rmurthy@pima.edu](mailto:rmurthy@pima.edu)> wrote:  
Greetings:

I am paraphrasing.

Some insider information led me to an opportunity at the University of Houston. I have been invited for an interview that I'm fairly certain I'll do well in. I recently found out that their offer will be between \$175-185K.

If I split the difference at 180K, I'll be fairly close to where I am now plus whatever was in the works with the percentage increase.

I would very much like to continue here and in exchange offer to take on the PMO office with much greater returns. I also heard that Louise has submitted a retirement date (Feb 5th - still very private, so please do not share) when that happens the techies will need a home. I'm not sure if Lisa will be up to it because they are pretty hardcore techies. IT will be the natural choice. I hope that helps make the case.

Plmk what you think. Thanks, R.

**Raj Murthy**  
AVC/CIO  
Information Technology Department  
Pima Community College  
4905 E Broadway  
Tucson, AZ 85718  
(520) 206-4809  
[RMurthy@pima.edu](mailto:RMurthy@pima.edu)

---

I receive this message back from him. Item 2.

---

From: **Bea, David** <[dbea@pima.edu](mailto:dbea@pima.edu)>  
Date: Tue, Sep 24, 2019 at 5:01 PM  
Subject: Re: Employment Opportunity  
To: Murthy, Raj <[rmurthy@pima.edu](mailto:rmurthy@pima.edu)>

Let me talk to Lee and see what we can do. What is the timeline?

-Dave

David Bea  
Executive Vice Chancellor for Finance and Administration  
Pima Community College  
4905 E Broadway  
Tucson, AZ 85718  
(520) 206-4519  
[dbea@pima.edu](mailto:dbea@pima.edu)

---

In a conversation with David Bea in his office at one of our 1:1 meeting, I brought up the offer again, he tried to make a point which I considered poor and petty, he said – “You do not really have an offer but a final interview”. I agreed and pointed out that I was the most qualified and experienced candidate and if I went to the interview and succeeded, I was going to accept the offer and move on. There would be no opportunity to negotiate anymore because it would not be fair to them. He immediately said ‘In that case withdraw and I’ll increase your pay to match the offer’.

---

Emails I sent him to demonstrate the seriousness of their offer.

Item 3.

--- **From:** Julie xxxxx  
**Sent:** Thursday, October 10, 2019 2:36 PM  
**To:** 'Raj Murthy' <[REDACTED]>  
**Subject:** RE: UHCL Interview Update

Raj,

I am excited to (finally) share some good news with you. The UHCL Search Committee was very impressed with you, and would like to invite you to an in-person interview on campus. The original dates we discussed unfortunately no longer work for the committee, but below are the revised options. For each pair of dates, please plan on arriving no later than 6pm on the first day, and departing no earlier than 6:30pm on the second day. The first day will likely consist of dinner with the Search Committee in the evening, and the second day will be the interviews and a presentation.

Tuesday, October 15 - Wednesday, October 16  
Wednesday, October 16 - Thursday, October 17  
Sunday, October 20 - Monday, October 21  
Monday, October 21 - Tuesday, October 22  
Thursday, October 24 - Friday, October 25

Please let me know all of the dates that will work for you. I appreciate your flexibility.

In addition, UHCL requested you give a 30 min presentation on the following topic during your visit:  
“Discuss the approach you would use in the discovery and assessment of the opportunities and challenges confronting the UHCL Information Technology function, and how would you incorporate this into the formulation of a strategic plan?” We will share additional information about the presentation component prior to the interview.

Lastly, can you please let me know when you might have time for a call early next week to discuss travel plans and for us to provide additional information about the interview? I will send you an email confirmation with your interview date by tomorrow morning at the latest.

Congratulations, and please let me know if you have any questions.

-----Item 4.

**Julie Xxxxx** <Jxxxx@xxxxxx.xxx>

Oct 14,  
2019, 6:35  
AM

to me

Hi Raj,

One more thing I forgot to mention last night. You should have received a couple of emails from Sterling Solutions, which is our contracted background check company. When you have a moment, can you please click the link in one of the emails you received and complete the required information? If you need me to resend the email, please let me know!

Best,  
Julie

---

Item 5.

**From:** Julie xxxxx  
**Sent:** Sunday, October 13, 2019 6:11 PM

**To:** 'Raj Murthy' [REDACTED]  
**Subject:** RE: Interview Update

Hi Raj,

It was great speaking with you just now. Attached is your hotel information. As a friendly reminder, please make sure to book a departing flight that allows you to be at dinner by 6:30pm Thursday, and a returning flight that allows you to be on campus until 5pm on Friday.

The search chair let us know they are still putting final touches on the interview schedule, but will send it to us ASAP. Thank you for your patience.

As a reminder, we will begin contacting your listed references on Tuesday, and your candidacy will be shared 24 hours prior to your visit.

Please let me know if you have any questions, and I will be back in touch soon!

Best,

---

Based on David Bea's promise at the 1:1 meeting, I withdrew from the interview.

---

Item 6.

Oct 14,  
2019, 5:04  
PM

**Raj Murthy** [REDACTED]  
to Jacob, Julie

Hi Jacob,

Apologies for the delay in responding. I spoke to Julie earlier today and have decided to withdraw my application for this position. I thank you and Julie for your time and consideration. Please convey my regrets to the committee. I wish the school all the best for the future.

Best wishes to both of you.

Raj.

---

After 8 months, in April 2020, I remind him again of our discussion and his promise. He texts me this after a few days...

---

Item 7.

April 14<sup>th</sup>, 2020 – 1:12 pm

The pay change should happen in the next pay cycle. It is \$170,440 and has a retro component also

pay cycle. It is \$170,440 and has a retro component also



4/14/20, 1:12 PM

Tuesday, Apr 14, 2020 • 2:42 PM

Please see your email. Thanks.

Wednesday, Apr 15, 2020 • 2:36 PM

Do you have



Item 8.

I text him back promptly on April 14<sup>th</sup>, 2020 at 2:42 pm.  
Please see your email, thanks.

---

Item 9.

**David Bea <[dbea@pima.edu](mailto:dbea@pima.edu)>**

Wed, Apr 15, 2020, 3:39  
PM

to Murthy, Raj

You are viewing an attached message.

Yes, that is consistent with what I heard. I will see what I can do

Sent from my iPhone

Item 10.

On Apr 15, 2020, at 3:24 PM, Murthy, Raj <[rmurthy@pima.edu](mailto:rmurthy@pima.edu)> wrote:

Greetings Dr. Bea:

I'm OCD for accuracy and precision, and more importantly because I don't want any misunderstandings between us (very important to me) so I want to make sure I said and understood the right numbers. Based on our discussion, I'm agreeing to 175K, a number that is between 170 (you offered) and 180 (that I was expecting), as well as away from 178K that LB makes. Thank you for your support and consideration. Best wishes, r

[Raj Murthy](#)

AVC/CIO  
Information Technology Department  
Pima Community College  
4905 E Broadway  
Tucson, AZ 85718  
[\(520\) 206-4809](tel:(520)206-4809)  
[RMurthy@pima.edu](mailto:RMurthy@pima.edu)

---

He responds back April 15<sup>th</sup> the same day saying some cryptic like “Yes, that is consistent with what I heard “... 3 months nothing changes.

---

In July, I receive my contract, I look at the amount and refuse to sign it. I call David Bea and ask him about it. He apologizes, blames L Lambert and promises he will take care of it.

---

Item 11.

**Pima Community College <echosign@echosign.com>** Wed, Jul 1, 2020, 12:39 PM

to Aida Vasquez, RAJ MURTHY

You are viewing an attached message.  
Gmail can't verify the authenticity of attached messages.



You're done signing  
**FY21 Contract**

[Open agreement](#)

---

July 2<sup>nd</sup>, I send another email to David Bea about the phone call we had earlier and his promise to make me whole (175K). I follow it up with an email and copy Jeffrey Lanuez privately to let him know that none of this is a misunderstanding and that I have been communicating with David Bea all along. If anything my fault is that I have been too kind and patient waiting for David to do the right thing, purely out of respect for the position.

Jeffrey receives and acknowledges the email. (see below). Soon after that Jeffrey resigns and leaves Pima.

---

Item 12.

**Lanuez, Jeffrey** <jlanuez@pima.edu>

Thu, Jul 2, 2020, 12:38  
PM

to Murthy, Raj

Okay got it.

Thank you,

~Jeffrey

Jeffrey Lanuez, SPHR  
Chief Human Resources Officer &

Assistant Vice Chancellor for Human Resources, Acting

Pima Community College

4905 East Broadway Blvd.

Tucson, AZ 85709

(520) 206-4637

[januez@pima.edu](mailto:januez@pima.edu)

---

Support Coordinator, Human Resources

Sasha Goldstein

(520) 206-4937

[sgoldstein5@pima.edu](mailto:sgoldstein5@pima.edu)

-----  
Item 13.

On Thu, Jul 2, 2020 at 12:36 PM Murthy, Raj <[rmurthy@pima.edu](mailto:rmurthy@pima.edu)> wrote:

Hi Jeffrey:

FYI. To close the loop as per discussion. I would like to keep this discussion private. I want you to know, I'm doing my part. Tx.

Raj Murthy

AVC/CIO

Information Technology Department

Pima Community College

4905 E Broadway

Tucson, AZ 85718

[\(520\) 206-4809](tel:(520)206-4809)

[RMurthy@pima.edu](mailto:RMurthy@pima.edu)

---

Item 14.

----- Forwarded message -----

From: **Murthy, Raj** <[rmurthy@pima.edu](mailto:rmurthy@pima.edu)>

Date: Thu, Jul 2, 2020 at 12:34 PM

Subject: Signed contract

To: David Bea <[dbea@pima.edu](mailto:dbea@pima.edu)>

Greetings:

Based on our discussion on Tuesday, I have signed my contract for \$170xxx/yr. As per the discussion you will talk to Lee and make me whole as per our agreement of \$175K/yr going back to Sept of last year. I have no issue waiting but want to ensure we don't have any misunderstandings. Thanks for your support, I appreciate it, R.

Raj Murthy  
AVC/CIO  
Information Technology Department  
Pima Community College  
4905 E Broadway  
Tucson, AZ 85718  
[\(520\) 206-4809](tel:(520)206-4809)  
[RMurthy@pima.edu](mailto:RMurthy@pima.edu)

---

Item 15.

My last email to David Bea:

There is one matter yet to be resolved, which is the change of salary from 170 to 175. I have sent you numerous emails over two years that you have ignored. You also delayed my first change to 170 by a full year, which I accepted in good faith. You told me it is Lee. I am happy to talk to Lee if you wish and explain the whole saga with all the emails and/or I am also happy to talk to the Board to explain my predicament. Once this is resolved I will consider the matter fully 'resolved'.

Please let me know on my personal email at [REDACTED] (or through Keri) how you wish to resolve the issue.  
Raj.

---



**Subject:** Re: Complaint Submitted  
**Date:** Wednesday, March 16, 2022 at 3:36:53 PM Central Daylight Time  
**From:** Raj Murthy [REDACTED]  
**To:** Complaints <complaints@hlcommission.org>  
**Attachments:** Emails-to-KRipley-PCC.docx

**CAUTION:** This email originated from outside of the organization.

Greetings, and an apology.

I missed attaching two emails with board member Kathrine Ripley. I have appended them to the original email with all the threads. The file with all the emails is attached here.

Thank you for your time and consideration. Best wishes, Raj.

I know that the board convened a special exec meeting to deliberate my concerns. I have not heard back from board member Ripley on the outcome. It is my suspicion that she most likely shared the "incident" with the other board members but did not share the details or my emails. But, I could be wrong.

Please acknowledge receipt of the attachments. Thank you and best wishes.

Raj Murthy

On Mon, Mar 14, 2022 at 5:01 PM Raj Murthy [REDACTED] wrote:

Greetings.

I have sent you an email with 4 attachments detailing my entire complaint including my most recent discussion (over email) with board member Katherine Ripley. You know everything there is to now to date regarding the complaint. Happy to discuss further and respond to any of your questions. Please acknowledge receipt of this email and the 4 files in a previous email. Thank you. Raj.

On Mon, Mar 14, 2022 at 2:00 PM Complaints <[complaints@hlcommission.org](mailto:complaints@hlcommission.org)> wrote:

Good afternoon,

The Higher Learning Commission has conducted a preliminary review of your complaint and we are following up for additional information. Specifically, your complaint notes that you have documentation related to the circumstances leading to your complaint. However, the documentation does not appear to have been submitted with your complaint. At your convenience, please provide a copy of this documentation for review.



The requested information can be provided as a direct response to this email. Supporting materials can be provided as attachments in PDF format. Upon receipt of the information, HLC will proceed with a full review of your complaint.

Please let us know if you have any questions.

Thank you,

HLC Staff

---

**From:** Raj Murthy <[REDACTED]>  
**Date:** Thursday, March 10, 2022 at 10:52 PM  
**To:** Complaints <[complaints@hlcommission.org](mailto:complaints@hlcommission.org)>  
**Subject:** Complaint Submitted

**CAUTION:** This email originated from outside of the organization.

**Contact Information**

First name: Raj

Last name: Murthy

Email address: [REDACTED]

Phone number: [REDACTED]

Street address: [REDACTED],

City: Stillwater

State: OK

ZIP code: [REDACTED]

Complainant type: Member of the public

Current or former, if applicable:

Date of last attendance/employment, if applicable:

Program of study, if applicable:

Degree program level, if applicable:

Referred by: Web search

### **Complaint Details**

Institution: 1012 - Pima County Community College District - AZ

Date that matter of complaint occurred: 07/30/2021

Circumstances leading to complaint:

Greetings, Dr. Gellman-Danley.

I write to you to report violations of the HLC Criteria for Accreditation at Pima County Community College District. After exhausting all my attempts to reach an amicable resolution with PCC, the institution left me no choice but to share with the HLC unethical behavior that extends over two years.

CRITERION 2. INTEGRITY: ETHICAL AND RESPONSIBLE CONDUCT: The institution acts with integrity; its conduct is ethical and responsible.

Core Components 2.A. The institution establishes and follows policies and processes to ensure fair and ethical behavior on the part of its governing board, administration, faculty and staff. 2. The institution operates with integrity in its financial, academic, human resources and auxiliary functions.

My 5-years of experience at PCC is described below and demonstrates the deliberate violations of the criterion mentioned above of integrity and ethical and responsible conduct.

A high-ranking official at PCC – Dr. David Bea, the Executive Vice Chancellor for Finance and Administration, lied and intentionally used his role to defraud me of a promise he made regarding my continued employment.

This matter extends over two years, and after my repeated written requests to remedy the situation, it was not resolved before I departed the institution. Mr. Bea's only advice over my 5-year tenure at PCC was, 'Don't put anything in writing to protect yourself from FOIA.'

As you will see in the following documents, he lived true to his advice. He promised me in conversation but deliberately avoided putting anything in writing, even after my constant requests. He even used words to obfuscate the process consciously and deliberately.

Here is a summary of the event. Details are attached separately for your detailed review. You can also contact me at (724) 388 4091 or write to me at RajKM23@Gmail.com for any clarification.

The outcome that I am expecting is a Focused or Advisory Visit to the institution to investigate these improprieties.

Summary: All the details can be verified in the attachments.

1. Approximately two years ago, I applied for the role of CIO at another college in Texas and was a finalist.
2. I reached out to David Bea and told him of the offer and the pay scale of \$185K.
3. He promised to match the salary and asked me to withdraw from the interview process, which I promptly did and sent him confirmation of my withdrawal.
4. Several months passed by, and nothing happened. Finally, I reminded him of his promise in One-on-One meetings and email.
5. He ignored everything I said in the email and promised me he was working with the Chancellor to make things right in the conversation.
6. He never referred me to HR or included them in our conversations.
7. My first installment of the promise happened almost nine months later. He blamed everyone else and told me he was working on the difference—details in attachments. I've reached my 50 words. Rest in attachment.

Attempted to file a complaint with the institution: Yes

Description, if yes: I first wrote to my direct supervisor David Bea who is responsible for and created this entire problem. He ignored me as he has done for the last 1.5 years. I wrote to the Chancellor Lee Lambert next who referred me to a lawyer. Findings in the following attachment. I finally wrote to Board member Katherine Ripley. After the first couple of emails, I have not heard back from her for several weeks. Hence, my complaint to the HLC.

Attempted to address issue outside of institution: No

Description, if yes:

#### **Release of Information and Acknowledgment of Complaints Policy and Process**

I authorize HLC to contact me using the information provided in this form. I understand that communications from HLC regarding my complaint will generally be by email, with such correspondence addressed from [complaints@hlcommission.org](mailto:complaints@hlcommission.org).

I authorize HLC to submit a copy of the complaint and supporting materials to the above-named institution and/or other external parties. I authorize the institution to disclose education record information, personnel information and/or other information related to me to HLC or other external parties for the purpose of responding to this complaint. I understand that if I intend to revoke this authorization, I must notify the institution of this decision in writing.

I understand and acknowledge the HLC complaint policy, process, and requirements as described above. I certify that my complaint falls within the requirements as described. I certify that the information I have provided is complete, true and accurate to the best of my knowledge and belief.

*The information contained in this communication is confidential and intended only for the use of the recipient named above, and may be legally privileged and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please resend it to the sender and delete the original message and copy of it from your computer system. Opinions, conclusions and other information in this message that do not relate to our official business should be understood as neither given nor endorsed by the organization.*

--  
Raj Murthy

--  
Raj Murthy

Greetings, HLC members.

My email communication with board member Katherine Ripley after all my attempts to resolve the issue with Pima administration failed i.e., Chancellor Lee Lambert and CFO David Bea.

Emails are in date order from 1<sup>st</sup> to last.

Jan 17,  
2022,  
1:00 PM

**Raj Murthy** <[REDACTED]>  
to District1,

Greetings, and good morning - Board member Ms. Ripley.

My name is Raj Murthy and I was the CIO at Pima Community College. We met a couple of times and I presented to the board on security where you were present.

I feel sad writing to you about this matter, but have no other choice left. Attached are 3 letters;

- a. First document is addressed to you and lays out the situation.
- b. Second document is a letter to Lee Lambert seeking fairness and remedy.
- c. Third document is a letter to the PCC lawyer giving him all the details of how David Bea lied and cheated me.

I look forward to hearing from you. All I seek is fairness.

Due to the nature of how emails are processed these days, I would greatly appreciate it if you could please acknowledge receipt of this email. It will give me comfort that it did not end up in junk mail.

I thank you for your time and consideration.

Best wishes to you and your family.

Raj Murthy.

[REDACTED]

I did not receive a response and reached out to her over LinkedIn. She responded promptly and graciously.

My second email to her at which point she acknowledged that my first email ended up in her spam folder.

---

2<sup>nd</sup> email.

Raj Murthy <[REDACTED]>

Jan 26,  
2022,  
3:04 PM

to CRipley

Greetings, Ms. Ripley,

Here is the email I first sent you. The second one was inquiring if you received it. I'll forward that next. You may want to find out why you haven't received this email, just in case there are other emails that you are missing.

Best wishes and thank you for your time, consideration,  
and thoughts.

---

3<sup>rd</sup> email from her to me.

**Ripley, Catherine** <cripley@pima.edu>

Wed,  
Jan 26,  
4:58 PM

to me

Dear Raj,  
Thank you. I just received your emails. The originals you sent apparently went to my spam folder for some reason! So I'm glad you reached out. I will get back to you as soon as I've done my due diligence on this matter.

Catherine

--

Catherine Ripley  
Governing Board  
District 1  
Pima Community College  
[REDACTED]

"Hear this, young men and women everywhere, and proclaim it far and wide.  
The earth is yours and the fullness thereof. Be kind, but be fierce. You are needed  
now more than ever before. Take up the mantle of change. For this is your time."  
- Winston Churchill

----- My response to her. 4<sup>th</sup> email -----



**Raj Murthy** [REDACTED]

Thu, Jan  
27,  
10:43  
AM

to Catherine

Good morning, Ms. Ripley.

Thank you for confirming receipt.

Absolutely, please take your time to investigate. I also want to offer my complete, full, and honest response to any question you have for me.

I only come forth because of the nature and spirit of the situation. I worked at Pima for 5 full years, my point, this is not a one-time thing, this form of unethical behavior is endemic.

You can call me at [REDACTED] whenever you have a question, if I'm unavailable, I'll return your call soon thereafter. I want you to know all of the 'truth'.

I appreciate your time and willingness to look into the issue. This is my time to 'You are needed now more than ever before.

Take up the mantle of change. For this is your time."

Best wishes and be well. I stand ready to answer all your questions. Raj.

--

Raj Murthy

----- Her response to me – 5<sup>th</sup> email -----



**Ripley, Catherine** <cripley@pima.edu>

Sun,  
Feb 6,  
2:02  
PM

to me

Dear Mr. Murthy:

Thank you for sharing your concerns with me. This is all news to me, so I have to do some preliminary due diligence. You raise some very serious allegations against David Bea and Lee Lambert. For example, you allege that Mr. Bea has been manipulating the system with dishonesty, lack of integrity, and cheating people. You also assert that Mr. Lambert abdicated his responsibilities multiple times in your letter. These allegations are very concerning to

me. Thus, as part of my review, I need more specific information from you to ascertain what additional facts or evidence you have to substantiate these grave claims. From the materials you have provided, I was not able to identify specific evidence that demonstrates the points raised in your letter.

Is there some specific item that I might have missed or additional information you have that you could provide? If so, I would be glad to consider your concerns further. What specific information can you provide that shows the alleged pattern of dishonest conduct by Messrs. Bea and Lambert? While College administrators should be held to high standards of conduct, I hope you will appreciate the importance of specific evidence that supports claims of wrongful conduct.

I do regret that your service with Pima College ended on a negative note, and I appreciate the spirit in which you have shared your concerns. Please provide any more specific evidence or facts that you have to help me further investigate your concerns and/or claims. I look forward to your response, and I will investigate further after I get your additional information.

Very Respectfully,

Catherine Ripley

----- My response to her – 6<sup>th</sup> email -----

**Raj Murthy** [REDACTED]

Feb 12,  
2022,  
3:41 PM

to Catherine, bcc: Raj

Greetings, Ms. Ripley.

Thanks for your email. I have responded inline to maintain flow. Again I'm happy to discuss any of these issues in person if you wish.

On Sun, Feb 6, 2022 at 2:02 PM Ripley, Catherine <[cripley@pima.edu](mailto:cripley@pima.edu)> wrote:  
Dear Mr. Murthy:

Thank you for sharing your concerns with me. This is all news to me, so I have to do some preliminary due diligence. You raise some very serious allegations against David Bea and Lee Lambert. For example, you allege that Mr. Bea has been manipulating the system with dishonesty, lack of integrity, and cheating people.



My question about my pay has been ongoing for approximately 2 years. I have sent him emails, text messages and mentioned it several times in my conversations with him. His comment to me in our discussions was always - I'm talking to the Chancellor and I'll get this resolved soon. "Soon" - never came. You can see all the details in my email attachments to you. Your (Pima's) lawyer said to me, and I para-phrase - I agree he misled you, failed to communicate, and did not meet his obligation as your boss. He will be 'talked to' by the administration. David Bea has been at Pima for over 20 years, so this is not an accident or a unique situation. Requests for pay scale changes happened regularly. Yet, in this case, he deliberately did not follow Pima's policy, process, or protocols. He said he was talking to Lee about it, who failed to refer the subject to HR as well. When I referred my issue to HR he used his position to stop the system from intervening on my behalf as seen in my previous attachments. He lied to me and made a promise he did not keep. He lied to your own lawyer about a discussion that never happened and he cheated me of what I was promised. As per HLC that is a failure of integrity - Policy, and process.

As for the word 'people'. I believe he was dishonest with the board in some other matters. But, based on legal advice, I do not want to distract from the matter at hand. I assure you that I have personal experience on matters that are categorically dishonest when they were shared with the Board. But, for sake of clarity, let's shelf

or disregard those matters at this time and focus on what happened with me.

You also assert that Mr. Lambert abdicated his responsibilities multiple times in your letter. These allegations are very concerning to me. Thus, as part of my review, I need more specific information from you to ascertain what additional facts or evidence you have to substantiate these grave claims. From the materials you have provided, I was not able to identify specific evidence that demonstrates the points raised in your letter.

Is there some specific item that I might have missed or additional information you have that you could provide? If so, I would be glad to consider your concerns further. What specific information can you provide that shows the alleged pattern of dishonest conduct by Messrs. Bea and Lambert? While College administrators should be held to high standards of conduct, I hope you will appreciate the importance of specific evidence that supports claims of wrongful conduct.

As for Lee Lambert. I believe he abdicated his responsibility when I referred the matter to him, based on the premise that legal services, HR, and ODR cannot do their job responsibly based on their relationships. He made no attempt to learn or talk to me directly to learn what had happened. I know of other situations where he has done the same thing with other people (a strange coincidence - people of color) but, not when it came to his own Chief of Staff - Tom Davis. I have nothing against Tom, my experience with him was very good. He is a good and decent person. This is about policy and process. I have also been present at several events where the Chancellor made direct and disparaging remarks about the Board attempting to create an environment of 'Us' vs. 'Them'. He sent emails every time there was an article about a 'rogue board incident in the country' creating a cadence of distrust. I hear from reliable sources that you yourself were present at one such event with an external speaker and asked the presenter to make a

more balanced presentation next time. At all my meetings with him, he was only interested in listening to news that directly led to praise for him. Any difference of opinion was instantly stopped.

I can show you a significant list of Chancellor-led issues that I have documented over the last 4 years, and I have stated the spirit of most of them in my previous email to you. Based on the lawsuit filed by Bill Ward recently, the legal advice I have received is to hold off on this part of the discussion and focus only on my case with D. Bea.

I would like to summarize it as follows. I have shared the details of my issue concerning David Bea and how it negatively impacted me. My findings were also ratified by Pima's lawyer who agreed what happened with me was wrong but for a technicality.

I share my issues with Lee Lambert only to make the point that a person like David Bea exists and does what he does because there is a guy like Lee Lambert behind him. That is the spirit of my message - my experience of 5 years tells me that - Lee is the bigger problem. I have a long list of detailed events, and elaborate discussions, but, all that for another day. One that I hope never comes, but, I hope for the best and prepare for the worst.

I bring forward my case to you about David Bea. I leave it up to you to make the best meaning.

Sidebar: Full disclosure.

My lawyer tells me the clock starts after I have exhausted all my efforts by following the chain of command to which you are my last stop. Once our discussion is concluded, I have 6 months to raise the issue with the state government or file a lawsuit. If need be I am also planning to share my story with others.

I do regret that your service with Pima College ended on a negative note, and I appreciate the spirit in which you have shared your concerns. Please provide any more specific evidence or facts that you have to help me further investigate your concerns and/or claims. I look forward to your response, and I will investigate further after I get your additional information.

Me too Ma'am. I felt badly leaving Pima, this is not how I had expected things to end. I have some great friends at Pima and have come to love the spirit and purpose of what a Community College does. From my end, I made every attempt to focus on reality and the disharmony and disorganization that was happening inside, and Jeff Silvyn with whom you will discuss this email will bear witness to my attempts to do good. Jeff is another very good person I met and worked with at Pima. But, all that came to an end, I could no longer work at an institution led by a completely unintelligent, disingenuous, and narcissistic leader who was creating an internal environment of distrust and fear.

At the end of the day, the PCC student has nowhere else to go and depends on us to provide them with the skills and knowledge they need to move forward in life. I believe in my 5 years at Pima we fell short of our promise as evidenced by the falling enrollment numbers

for the last 8 years. That is my biggest pain. I came there to make a difference, and I failed and I couldn't take any more of it, and in my humble opinion for whatever that is worth, there is only one person to blame, Lee Lambert.

With that I have done my part, I choose not to just walk away and hope someone else does the dirty job of clean-up. I stood up, invested my time and life to write about all this to you. Unfortunately, there is nothing more I can do, but to say - my work ends here and yours begins. I am sorry to dump this in your lap. I really am. Come what may, we can all do better for those who need us most, else we'll turn into a third world country and I know a lot about that.

I'm happy to answer any questions you may have, I prefer a f2f call because it helps me explain. My number again is [REDACTED].

Best wishes, God bless, and make it a great weekend.  
Raj.

----- Her response – The 7<sup>th</sup> email. -----

**Ripley, Catherine**

Feb 13,  
2022,  
11:32  
AM

to me

Thank you for your email. I will continue to sort through this very complex issue. I'm sorry to hear that you are suing the college. It is terribly unfortunate that your pay issue

was such a tremendous burden. I do hope you are doing ok these days. We are all going through so much these past two years. Many staff and students are struggling to make ends meet due to pandemic issues. We are working hard to ensure everyone is taken care of. Enrollment at colleges is down across the nation even before pandemic. A giant issue to consider when negotiating salaries for a nonprofit college like ours. Please standby as I sort through your case. Thank you for your patience.

Very Respectfully,  
Catherine Ripley

---

----- My response to her – the 8<sup>th</sup> email.

**Raj Murthy** [REDACTED]

Feb 13,  
2022,  
12:46  
PM

to Catherine, bcc: Raj

Greetings and happy Sunday Ms. Ripley and thanks for this conversation. A short couple of thoughts based on your message are inline.

On Sun, Feb 13, 2022 at 11:32 AM Ripley, Catherine <[cripley@pima.edu](mailto:cripley@pima.edu)> wrote:  
Thank you for your email. I will continue to sort through this very complex issue. I'm sorry to hear that you are suing the college. It is terribly unfortunate that your pay issue was such a tremendous burden.

Thank you for sorting through the mess. I have not yet made that determination to sue because I want to give this process a chance. My pay issue is a 'tremendous burden' not because of the \$\$ amount, but, because of the sheer arrogance and disrespect that I was shown. The \$\$ amount is negligible. My pain is based on how easy it was for DBea to use a higher position to discard another human being and then lie about it and finally get an entire institution to support it. That support will only bolster the arrogance and repeat the

behavior. Administration creates policies and processes to ensure fairness and equity. We spent thousands of dollars while I was there hiring consultants to about it, and, yet admin is immune to violating those very policies and using the size of the institution and their roles to silence me. I gave David Bea plenty of opportunities to talk to me, he summarily ignored and discarded all of it. Even on my last day, he could have picked up the phone, apologized, that he had not been able to resolve it and I would have walked away. Instead, he decided to ignore me, yet again.

I do hope you are doing ok these days. We are all going through so much these past two years. Many staff and students are struggling to make ends meet due to pandemic issues. We are working hard to ensure everyone is taken care of.

Yes, Ma'am. I know this all too well. Remember I was working for the same purpose for the last 5 years, and what I experienced during the last 2 years was disorganization, lack of oversight, and a ridiculous waste of resources which was painful. I decided to leave because of the incredible cluster that we had become. Even on my very last hour at Pima, I was involved in upgrading Banner to ensure students were paid on time. So, yes, I know from deep down in the trenches.

Enrollment at colleges is down across the nation even before pandemic. A giant issue to consider when negotiating salaries for a nonprofit college like ours.

...true, and yet the chancellor keeps asking for more pay and more security for his job in the face of all that you mention. I'm sure you know what happens to a coach who has 8 losing seasons? He offers the least expensive service in the county for the people who need it most,

yet, people choose to pay more and go elsewhere, and that is my point. We need to look inwards at what we are producing. The solution is in changes we need to make within us. Also, please note, while my pay was an issue, everybody else around him got large pay raises and you can ask to see that report.

Please standby as I sort through your case. Thank you for your patience.

I'm happy about this conversation. I want you to see and feel what I saw and experienced. I have nothing personal against the chancellor, he has always been polite and courteous to me. This is about the cause, this is about doing something for people who have nowhere else to go. Done right, it will change the lives of many. After 8 years it was obvious to me, Lee was not that person, because he is a fake who regurgitates headlines.

So, as to bring some form to our discussion. I'd like to know if we continue this discussion for some resolution or if we are done with the work between us. That will help me decide my next steps.

Thanks for listening and this discussion. Best wishes, be well. Raj.

---

----- Forwarded message -----

From: **Raj Murthy** <[REDACTED]>  
Date: Sun, Feb 13, 2022 at 4:13 PM  
Subject: Fwd: A perspective  
To: Ripley, Catherine <[CRipley@pima.edu](mailto:CRipley@pima.edu)>



Greetings Ms. Ripley,

I apologize for the intrusion. But, I feel compelled to share this perspective with you to give you some context.

When I wrote to Lee Lambert on my last day, he immediately punted his responsibility to an external lawyer. As the leader, I expected him to say, let me do a quick review of your allegation considering I have been implicated by David Bea on several occasions. Did he report it to Legal, ODR, HR, or tell the board?

I worked at Pima as the CIO for 5 years, that was the least he could do as a leader. Basic leadership 101. Instead, he punted it. The lawyer did what lawyers do, sided with me and ended it on a technicality.

But, I am going to give Lee the benefit of the doubt, (Though I know he will avoid all conflict and controversy at all times and look to blame someone else behind their back, be that what it is...) After the lawyer and I concluded. I expected the Chancellor to come back and say;

"I got the report, I'm sorry about what happened and I'm going to make some changes and make sure this never happens again. I'm sorry we can't go back in time and make it right, but, I hope you will accept my apology and know that your complaint made things better at Pima."

I would have happily accepted this response and moved on. Instead, crickets.

Silence is a cowards way of siding with the oppressor.

Unless you believe otherwise, and as a matter of transparency and integrity, I would like to share my incident with all the other board members. The administration must be held accountable and responsible to a higher standard (CRipley).

Thanks for listening. I wish you the very best as the next board chair.

Best wishes, Raj.

--

Raj Murthy



**Ripley, Catherine**

Feb 14,  
2022,  
8:06 PM

to me

Dear Prof Murthy,

This is a serious matter for which I taking great care to address. I am already working with several people to get all the facts and chronology straight to include meeting with Tim Medcoff. This may have serous implications and actions so I must do my due diligence in order to be responsible. The good of the college is always my first and foremost concern otherwise students suffer. Contacting other board members at this point will only serve to create more chaos. It you are free to speak who ever you wish of course.

Thank you,  
Catherine

--

Catherine Ripley  
Governing Board  
District 1  
Pima Community College  
[REDACTED]

"Hear this, young men and women everywhere, and proclaim it far and wide.  
The earth is yours and the fullness thereof. Be kind, but be fierce. You are needed  
now more than ever before. Take up the mantle of change. For this is your time."  
- Winston Churchill



**Raj Murthy** [REDACTED]

Feb 16,  
2022,  
11:01  
AM

to Catherine

Greetings, Ms. Ripley.

Thank you for taking my request seriously. After my previous experience with PCC administration namely (LL and DB) I did not want to be ignored. I appreciate your due diligence and welcome it.

I couldn't agree more with you about the well-being of students at Pima. I worked with the same mindset for 5 years at Pima. I want what is best for them as well. PCC is the most economical option for their education. If I didn't believe that, I would have walked away and let someone else worry about it. My current opportunity is bigger and better in every way, I don't need to do this, but if I don't nobody else will, and Pima will be the lesser for it.

I have no intention of creating any chaos, all I want is fairness. I shall wait for your decision.

Sidebar: One word of advice (as a friend), please - PLEASE be very clear in your thinking when you go through your research. My experience at Pima has taught me that when you ask one question, people will split and branch the question into 4 other questions. The goal is purely to obfuscate the matter until a mountain of closely-related and unrelated information completely overwhelms all your senses, and before long you will be on the Chancellor's Kool-aid. Don't let them dull your senses. This is based on 5 years of listening to the lies and trying to pass them off as shades of truth.

Please feel free to call me if you want specific clarifications. [REDACTED]. Raj.

"Be kind, but be fierce. You are needed now more than ever before. Take up the mantle of change. For this is your time."

----- This was the last email. She has not responded to me since February 13<sup>th</sup>. 4 weeks to the date.

I don't want to walk away, because silence is a coward's way of siding with the oppressor. I want to be heard. Thank you for your time. Raj Murthy.