

Regents District 7—western Las Vegas area, Summerlin, Incumbent Mark Doubrava (termed out)

2022 Candidates: Susan Brager, David “Coach” Crete, M.J. Ivy, Hieu Le, and Aury Nagy

(Note: Candidate Nagy submitted his comments on 4/28/2022, after the others had already been posted.)

Question	Susan Brager	David “Coach” Crete	M.J. Ivy	Hieu Le	Aury Nagy
Campaign Website	www.ElectSusanBrager.com	CoachCrete4Regent.com	www.electmjivy.com	hieule4nv.com	nagy4regent.com
Email Address	Susan@ElectSusanBrager.com	CoachCrete@gmail.com	info@electmjivy.com	hieule4nv@gmail.com	drnagy@nagy4regent.com
City Address	Las Vegas	Las Vegas	Las Vegas	Las Vegas	Las Vegas
Educational background	Brager: High School graduate	Crete: BS & BA in Business	Ivy: Bachelor of Arts Degree – Communication Studies, Lindenwood University Masters of Arts Degree – Public Policy & Urban Leadership, UNLV School of Public Policy & Leadership	Le: Clark High School-Diploma, College of Southern Nevada- Associates of Political Science, University of Nevada, Las Vegas- Bachelors of Political Science and Masters of Public Administration.	Nagy: Nagy: Las Vegas Day School, Bishop Gorman High School, Yale College, Baylor College of Medicine, George Washington University Dept. Neurosurgery
Current profession/ employment	Brager: Realtor	Crete: Owner Broker of Aspire Realty Group and Coach Crete’s Home Team. I have been in real estate sales and leasing since 2001 in Las Vegas.	Ivy: Ivy’s Communications Group – Public Relations Firm Kinship Community Church	Le: Clark County Safekey	Nagy: Neurosurgeon
Professional/ employment background	Brager: Prior to becoming as Realtor, I served as an Administrative Support Specialist at the Clark County School District	Crete: I have been involved as an owner/partner in several business over the past 27 years. These include real estate, commercial and residential general contractor, real estate developer, mortgage, aircraft parts company and a coffee house. I have also served in the local real	Ivy: n/a	Le: Nevada State Legislature, Campus Engagement Elections Process, Clark County Elections Counting Board Member, Nevada State Legislature Internship program manager, Mi Familia Vota organizer.	Nagy: Managing Partner - Nevada Brain and Spine Care Board Chairman - CovInnovations, LLC

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		<p>estate association and served as Chairman of the Board for the Multiple Listing Service with over 15,000 members. Served on a regional planning and zoning commission. I have also served in several political party office in the local, state, and national levels.</p>			
<p>Past elected offices or other public service</p>	<p>Brager: I served as CCSD School Trustee from 1994 to 2006. I was then elected to the Clark County Commission, where I served from 2006 to 2018, including a term as Commission Chairperson.</p>	<p>Crete: I have served on several public nonprofit organizations deal that deal with various issues from School Choice to restructuring the national taxation system. I have served on several different commissions/committees that are affiliated with some level of government including a regional planning and zoning commission for the City of Phoenix. I have also served on a Congressional small business advisory committee. I have also served in several political party elected offices at local, state, and national level over the past 30 years. If this would be considered part of public service as you would define, I served in the United States Air Force station at Nellis AFB from 1983-1989.</p>	<p>Ivy: U.S. Air Force Veteran, Vice President, Southern Nevada Officials Association, Advisory Board Member, Nevada State College School of Education, CCSD External Task Force Anti-Racism, Inclusion and Diversity Task Force</p>	<p>Le: AAPI Caucus Eboard member, National YDA API and College Dems leader, Nonprofit president for Nevada Esports Education League, Youth Director for Vietnamese American Community of Las Vegas, Asian Ambassador for ACDC (Past service), Campus election advocate.</p>	<p>Nagy: Vice-President: Nevada State Board fo Medical Examiners Former Board Chairman, Searchlight Healthcare Chairities (a Federally Qualified Health Center) Clark County Medical Society Board of Trustees (representative of NSBME) Governor's Workforce Board - Health Care (Under Sandoval) Federal Advisory Committee to US Congress on Health Information Technology Former Chairman, Dept Neurosurgery, UMCSN Medical Executive Committee, UMCSN</p>

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<p>Briefly, why are you running for the Board of Regents at this time?</p>	<p>Brager: My desire to serve as a Regent has been long-known and I have been contemplating it seriously for three years. I have a strong desire to bring my background in consensus-building and group success to the Board of Regents. We need to end the meddling that has plagued the System and I will make that among my highest priorities. Moreover, I was at the forefront of instituting the dual-credit and early college models at CCSD and I will take that to the next level as Regent.</p>	<p>Crete: I believe that our educational system is not providing the quality of education it should be. This is not just in the K-12 system but our post-secondary education system as well. I believe that the college and university system in Nevada needs help. Both of our national universities are ranked by US News and World Report in the bottom half in the national rankings with UNR being the superior institution of the two. We live in an incredibly diverse and beautiful state. Nevada’s diversity is in its people, its industries, and its environment. We are an amazing travel destination. Mining is big in our rural industries as well as ranching and agriculture. We have large metropolitan areas to a county with about one thousand residents. Nevada is growing at a very rapid rate which adds to our diversity and places additional demands on our educational system. As a state, Nevada operates in a very competitive environment with other states, in attracting new business and industries. Nevada also works at attracting business from other states to relocate to</p>	<p>Ivy: There is a true need for informed decision and honest talk on the board. We need a focus on the needs of the students and raise the graduation rate amongst BIPOC. There needs to be a true focus on the students and the needs of the school.</p>	<p>Le: I am running to reconnect students to our education system and running to represent my peers and district 7 on issues that affect them.</p>	<p>Nagy: I felt the board needed a medical professional to help supervise the two medical schools, the school of pharmacology, the schools of public health and the colleges of allied health professionals. I was surprised to see no-one with a scientific background running to help oversee DRI and the growth of the sciences at our universities and colleges. With the departure of Dr. Doubrava, I felt there was an unmet need. In particular, I hope to promote pursuit of the substantial grant funding opportunities available for treatment of victims of the opioid epidemic, both at a basic sciences level and clinical level. This money would be thus available for the sciences departments, the psychology departments, the political science departments, the schools of public health, the law schools and the schools of medicine. Success in these areas could be communicated to our community as a direct response to a desperate community need. This</p>

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		<p>Nevada. For us to continue to diversify our economy and offer greater opportunities for our current and future residents, we must improve our educational system including our colleges and universities. Understanding this competitive environment, I believe I can bring a positive impact to the NSHE.</p>			<p>could enhance the reputation of NSHE.</p>
<p>What are your three highest priorities for the Board of Regents and the Nevada System of Higher Education?</p>	<p>Brager: 1) End the meddling and micromanagement at the Board level of the Chancellor and institution Presidents. We must continue to hire world-class administrators and educational leaders but then, most importantly, let them do their jobs unobstructed. 2) Improve affordability of community college. I support the plan to enhance the Nevada Promise Scholarship and make community college “free” to all qualified Nevadans. 3) Support the employees of the system from top to bottom. As a former school employee and then school Trustee, I have seen first-hand the direct effect that properly supporting</p>	<p>Crete: 1) We need to improve the quality of the product and the experience delivered so we can compete with other states in attracting the best and brightest. Better educational opportunities will aid in bringing higher paying jobs and industries to our great state. In any industry you cannot be average and expect to attract the best. 2) We need to ensure that those who use our campuses and facilities are safe. I do not believe it is possible to create a great working and learning environment when you are worried about your surroundings. 3) We need to look into the future and figure out what is next before what is next, arrives. We need to look at</p>	<p>Ivy: 1) Hiring a Chancellor from Nevada 2) Hiring more BIPOC as professors and administrators 3) Improving on enrollment and graduation of students that need to go back to school and finish their degrees.</p>	<p>Le: 1) Affordability- Splitting tuition for online and in-person students. 2) Accessibility- Giving free college courses hosted by the community and paying them a stipend for when they need it. 3) Social Justice- Making sure that councils such as the sexual harassment board is able to be created and utilized for the years to come on all campuses.</p>	<p>Nagy: 1. <u>Foster growth and excellence in medical education and in the sciences that can support industry in Nevada.</u> I feel that NSHE has 3 purposes: a) provide educational opportunities to Nevadans; b) provide well-trained employees to local industry; c) provide expert opinion and research support to policy-makers or others in the community on matters of public concern. My work on the Governor's work-force board, and knowledge of Nevada's current medical needs gained through work at the NSBME and knowledge of our current medical teaching abilities gained through governance roles at UMC, allow me a unique</p>

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	<p>education employees has on their ability to deliver quality education in classrooms. I support faculty, staff and administrators in efforts to achieve higher pay and improved benefits.</p>	<p>our preparedness for disasters like the pandemic as well as prepare for changes in technology. We need to find ways to improve the experience of the students, the employees, and those simply visiting the campuses and facilities. As an example, I believe artificial intelligence is going to play a huge role in our future. We need to be prepared.</p>			<p>insight to be able to help our state better meet its healthcare education needs.</p> <p>2. <u>Identify funding options to help achieve the above.</u> This comes through improving relations with the Nevada Legislature, through focused pursuit of federal funding, and through close partnerships with local funding partners here in Nevada. It is my hope that the positive relationships I have developed without legislators in the past will help with this.</p> <p>3. <u>Improve public opinion of NSHE and the insitutions we oversee.</u> Many people feel that money spent on NSHE could be better spent elsewhere. This can be overcome by improved communications and increased transparency. I would like to see a greater emphasis on communications/journalis m/broadcasting at our campuses, focusing specifically on telling the stories of the many successes our institutions of higher learning are achieving. I would like to further encourage the programs that enable</p>

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					grade-school and highschool students to visit our campuses to create a roadmap for their future success.
The NSHE state budget was cut in 2020 and 2021 versus pre-pandemic levels. As a regent, how would you address budget shortfalls?	Brager: For the past few Legislative sessions, the relationship between Regents and Legislators has been hostile. That’s the most sure way to have our budgets continue to be decimated. What we have to do is work together in 2023 and advocate, in a positive fashion, in support of more funding to produce world-class graduates.	Crete: There are few ways to effectively address budget issues. Look at where savings can be found within the budget to remove waste. Look at the procurement process to see if the NSHE is getting the best value for the dollar. If additional financial resources are required, figure out how best to raise those funds which could include going to the legislature and lobbying them and show how those additional funds will make a difference.	Ivy: We have to look at numbers again based upon the virtual portals and see where we are at today. We must have actual numbers to ask for a specific amount for student needs. I believe we must work with our legislators to fund specific needs. I will ask for a funding formula that does not exceed limits given to us by the pandemic, however, I will push for the needs of student who have swimmily come back to school.	Le: I would make a state budget for tuition that expands for the entire community on a union son budget system. This means all colleges will have the same structure of how they report their budgets, but they will tell us their strategy of spending it differently. By adding in splitting tuition for different costs for online and in-person, we can lessen tuition fees for different types of students.	Nagy: The economic devastation the pandemic caused to Nevada was certain to effect NSHE as well. Now that the world's fear of COVID is starting to lessen and visitors are returning to our state, it is hoped that NSHE's budget will improve as the state's tax coffers are replenished. I plan to work with the legislature on seeking out federal funding opportunities that may not have been pursued.
In the face of declining state support for higher education, should student fees and tuition be increased to maintain programs? If not, what alternatives would you advocate?	Brager: We’ve relied too heavily upon raising student fees and tuition to bridge budget gaps. I would advocate for a revisiting of the funding formula to provide additional funding, but also more equitable funding for community college students and non-degree-seeking individuals.	They may need to be increased. One of the items I previously addressed was we need to be competitive. We need to look at what others are charging for the same services and if we are below the others, it must be considered as a possible source. Nobody wants to raise tuition fees, but it must be considered. The NSHE should look at the availability of public/private funding for certain ventures. Going to those of higher net	Ivy: I believe we can do both at the same time. I think we can give a slight 10%-15% increase in in-state student tuition while making sure we give and maintain opportunities for scholarships and federal funding. We must educate how school can be affordable to first time and returning students through mandatory classes given at college and university. When you set up classes that deal in finance, we can	Le: I think not. I think the fees should be allocated to the people who teach at school to bring newer equipment and strategies in educating students in higher education. We need to advocate paying our faculty more directly and giving administration the resources to help out facility. By bridging that gap between the facility and admins, we are going to create a support system for everyone.	Nagy: The prices of all goods and services in our economy have risen dramatically so much due to rapid inflation. NSHE will be similarly impacted. That said, I feel strongly that the state must do everything in its power to ensure that we provide opportunity to all those qualified who seek it, regardless of their ability to pay. If there is a robust economic recovery, then I favor keeping student fees

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		<p>worth and see if the NSHE can set up endowments to fund future activities. The answer may be in articulating the NSHE value proposition so that the declining support that higher education in Nevada has experienced can be reversed. If people perceive a lack of value in something, support will decline. Reversing that could create a desire to better fund and support our institutions. Some of the lack of support could be due to a lack of knowledge in what the NSHE does and what is being offered. This too can be resolved by better communicating the NSHE’s value proposition.</p>	<p>ensure that students will be informed and more responsible. Thereby creating a more informed student.</p>		<p>and tuition flat. If the economy continues to decline, then we will need to seek increased federal funding opportunities and partnerships with industry and will need to consider raising rates.</p>
<p>The Board of Regents oversees two universities, a state college, four community colleges, and a research institute. Given limited resources, how would you balance the needs and allocate resources for the various institutions of NSHE?</p>	<p>Brager: I support breaking up the System into a University System and a Community College System. The needs and goals of these students are so vastly different and the institutions have long played a game of “Robbing Peter to pay Paul”. Separate governance systems could be achieved with the same number of administrators as we have today and both systems would be lean and</p>	<p>Crete: I do not have a detailed answer for this yet. I have not been involved in the budgeting process of the NSHE. What I can say is that I am a huge fan of the community college system as I believe it is a great option for many because it provides great value. In many communities I know that the community college system has relieved some of the burden of teaching</p>	<p>Ivy: We must do a better job of working with our federal legislators to find more federal dollars. We must keep perusing federal grants as well as seeking funds from the Department of Education.</p>	<p>Le: I will make sure all tuition is on a strict 4-year cap and minimum. By setting a small bar or set number for all institutions to a set range, we can save students money, save parents money, and save money on hardworking adults and seniors. We need to make sure we are in touched with our community and people.</p>	<p>Nagy: I believe the priorities for NSHE to be to: a) provide educational opportunities to Nevadans; b) provide well-trained employees to local industry; c) provide expert opinion and research support to policy-makers or others in the community on matters of public concern. With this in mind, the interests of the community colleges come first, followed by the universities, followed by</p>

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	streamlined, instead of a top-heavy giant.	some of the lower-level courses at the universities so they can focus on the upper division courses.			DRI. The universities and DRI have greater access to private and federal funding for research than the community colleges, while the community colleges are more dependent on the state. So, I would stabilize funding to the colleges. I would advocate for funding the development/expansion of resources devoted to scouring grant offering opportunities of public and private institutions to help them meet the needs of DRI and our universities. Many of Nevada’s federal representatives with whom I have spoken would love to assist in this process.
The Board of Regents and Nevada System of Higher Education have been in the news lately and over many years for conflicts among regents and administrators and between NSHE and the Legislature. How would you address those issues?	Brager: As I said before, the solution to me seems simple - no more meddling by regents in the day-to-day operations of the institutions. Specifically, Regents must be made to stop interfering with the Chancellor and the institution Presidents immediately. At my first meeting, I will call for a binding resolution to that effect.	Crete: People need to remove their egos. I have run very large organizations in the past and when conflicts would arise, all too often it was ego more than anything. I know my strengths and weaknesses. I am very strong willed, but I also will listen and compromise when necessary, in order to advance the organization. Crete: One of my successes in leadership has been in	Ivy: I have already spoken to my legislative network and they have expressed the main component in the issue of transparency to me. They need to know that what is being given to them is the truth and not something else. They want to trust the board again and feel a part of the solution and not a money machine. We must hire people that will work together and leave their egos at the door. I	Le: I would head to the legislature consistently and bring the connections from my previous intern in the state legislature and job to maintain trust. We need someone who knows the legislature and know people in the state. As a regent, I will do that and make sure we have a good relationship with the entire state.	Nagy: The conflicts regarding NSHE can be broken down into these four categories. 1- Conflicts amongst the regents themselves 2- Conflicts between the private donors and the regents 3- Conflicts between the legislature and the regents 4- Conflicts between the regents and NSHE administrators/faculty

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		<p>getting people to work together in a positive environment. People will not always agree, and people will not always get along but if the goal of the organization remains the focus, many issues will go away. As for the Legislature, it requires different approaches depending on the situation. I have been involved with the Legislative process for three decades in issue advocacy. I can lend my experience to the NSHE to aid where needed.</p>	<p>think we have a clash of academia on one side and a lack of educational policy and leadership on the other. We have folks that want to be heard more than they want to listen. I will reverse this course. I will try my best to get to know each regent for who they are as people and see where we agree and disagree, civilly.</p>		<p>1- Conflicts amongst the regents themselves This is the price we pay for representative governemnt. People will fight hard to represent the members of their districts. This will appear appropriate to people in favor of democratic government. Nonetheless, with so many Regents being replaced, opportunity exists to build positive collaborative relationships with a focus on cooperation rather than devisiveness.</p> <p>2- Conflicts between the regents anad private donors I believe donors should be able to easily earmark funds for specific projects. In the same way that the regents themselves can only offer or restrict funds for specific initiaitives, but must leave the execution of their desires to the appointed administrators, so too must private donors be satisfied with that role. If the money cannot be used for the purpose intended, it must be refused.</p> <p>3- Conflicts between legislators and the regents</p>

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					<p data-bbox="1692 180 1992 1403">It must be frustrating as a legislator to fight hard to get NSHE more money so that some specific goal of your constituents can be met, only to find that once NSHE has the money, the Regents have a different purpose for that money. To resolve this the Regents need to be more transparent and post a public list of their funding priorities. Thus there will be no confusion about where additional money will go first once obtained. The legislators may argue with the Board of Regents about the priorities list, but at least the basis for the argument will be public, which will allow for more informed debate on both sides. If a legislator who loves Nevada and a Regent who loves Nevada disagree about the best way to prioritize new money received, it benefits us all to understand their discussion so we can contribute to ways to help them resolve their differences and to agree to collaborate to move Nevada forward.</p> <p data-bbox="1692 1443 1976 1500">4- Conflicts between the regents and NSHE</p>

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					<p>administrators and faculty</p> <p>These conflicts should be clearly governed by employment contracts, HR law, and the AAUP 1940 Statement of Academic Freedom and Tenure. These contracts are administered by the presidents of the individual insitutions. Therefore the Board of Regents can only seek to influence these employees through their influence over the Chencellor. At the end of the day, resolution of these issues is up to the presidents, or sometimes the Chencellor.</p>
<p>As a Regent, how would you address issues with the recruitment and retention of faculty and staff?</p>	<p>Brager: Better pay, better benefits and a more inviting workplace. How do we get there? See [next question].</p>	<p>Crete: Start by understanding why people are leaving. When you understand why people are leaving you can address retention. Again, the NSHE must be competitive. We must offer competitive compensation and in benefits. If the work environment is the issue, find the root cause and address it and be sincere in how it is addressed. Make sure faculty and staff can see that the answer is not simply an effort to mask something temporarily, but ensure they see sincerity</p>	<p>Ivy: Right now, staff morale is low. They feel underappreciated as well as underpaid. We must highlight what our staff has done and doing in every part of the state. We must let the general public know of the talent we have. This will create more media coverage we can use to recruit. We need to recruit more Hispanic and African Americans. Recruiting from HBCU and LHCU.</p>	<p>Le: I would make sure that all the issues for recruitment get met first. Nevada thrives on newer students. By bringing in more students first, we can create mentors and future opportunities for all students. By bringing in students, we are bringing different types of brains within a classroom that can get filled with more inspiration and touch to education. We need to focus on students, then the faculty and staff will become better prepared.</p>	<p>Nagy: Nevada educators should be paid between 5-10% more than the national average. This is because, as in all industries, it is hard to recruit/retain talented individuals in Nevada. At my own alma matter, the science faculty had been paid 30% below the national average for decades. And the result was a stupefying lack of progress in the sciences at that institution. We want graduates of our institutions of higher learning to excel here in</p>

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		and follow through in the solution.			Nevada, and to be leaders of our community in the future. This means fighting for more funds in the legislature, in Washington, and pushing and enabling our faculty/staff to aggressively pursue federal/private funding opportunities. One way is to try to duplicate the function of the US Congressional Research Service at a local level, demonstrating value to the people in charge of increasing funding.
<p>What are your thoughts about collective bargaining for NSHE professional employees? Specifically, would you support or oppose legislation for collective bargaining rights for NSHE professional employees in statute?</p>	<p>Brager: Since I began my career in public service in 1994, I have a 100% record of support for public employee contracts. Moreover, I feel that every employee, up until they promote into management, should be represented by a Union. Bargaining collectively allows for “strength in numbers” that no single employee could ever achieve. Professional employees at NSHE institutions deserve the same rights, benefits and protections.</p>	<p>Crete: I am not a fan of collective bargaining. I do understand the value of a trade/employee organization representing its members. I understand an organization like that can bring value. I am member of one. I know this organization is a supporter of collective bargaining. I have no desire to give you the answer you want to hear, but to show that I will give you my honest opinion and be truthful. That is something you will always get from me. I am also someone willing to work with other to support a common goal, in this case,</p>	<p>Ivy: I would support any legislation that will allow groups to fight for better wages and benefits for their families. I have no problem with a collective agreement for NSHE professional employees. With that said, I hope that they will support the NSHE Board of Regents in receiving a regular salary for the efforts as well. The Board is in dire need of more than just stipends for the yearlong work that they do.</p>	<p>Le: I should support collective bargaining. With more people coming together we need to make sure we can be accountable with the decisions we are making. I support more rights for NSHE professionals, this includes collective bargaining rights.</p>	<p>Nagy: I have no fixed opinion on collective bargaining. This appears to be something of which the individual institution presidents would handle. I say this because they, not the Board of Regents, would be involved in the contract negotiations for the faculty and professional employees. It seems unfair to me to prevent the employees of NSHE from organizing should they choose to do so.</p>

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		the entire organizations success.			
If Nevada is faced with another pandemic, what considerations do you believe regents should apply to decisions associated with public health mandates for employee and students?	Brager: As it relates to any future crisis, including a pandemic, the solution for avoiding future issues is the same. Regents have no business interfering with crisis planning and that alone was the primary driver for the seeming chaos that occurred within the System during the pandemic.	Crete: First, I hope that never happens again. Secondly, consideration should be given to lessons learned from the Covid-19 pandemic. The regents should listen to all involved from within the organization and from outside experts. The decision ultimately rests with the Regents but it also must be made with the advice of all involved. I do not like hypotheticals. I will say that I will listen to and consider everyone opinion that will be impacted by the decision.	Ivy: We follow the policies and procedures set forth by the Governor's office and the CDC. Public health safety should always be followed to protect families.	Le: I think we need to make masks not mandatory, but free to grab everywhere. By adding enough mask stations, we can keep students safe. We can also make online classes well prepared. We need to make sure our professors on campus are able to work online with unlimited number of resources for all students.	Nagy: If our public health officials are acting in good faith to provide guidelines they feel will preserve the lives, health and safety of our students, then we should comply with their recommendations since preserving the lives, health and safety of our students is also a goal of NSHE. In the latest pandemic, many Americans felt that our public health officials were misinformed or were not acting in good faith. Mandates for masks and vaccines infringed on individual autonomy. The debate over violating individual rights in the name of public good fills our countries legal publications concerning right of way. Lacking a better guidance, NSHE was right to enact the public health official recommendations. I would advocate for the same in the setting of another pandemic. If faced with public pressure and scrutiny, it would may be appropriate to convene a task force from DRI and the Schools of Medicine

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					<p>and Public Health to publicly debate whether it was felt the public health officials were acting in good faith on the basis of valid science. Currently, I believe that, like at an NFL game, if everyone on campus is vaccinated, then mask are not required. "</p>
<p>Do you support or oppose allowing the concealed or open carry of firearms on NSHE campuses?</p>	<p>Brager: I am opposed to allowing guns on campus.</p>	<p>Crete: I am very pro 2nd Amendment. I am also very concerned about gun safety. I was in the Air Force Security Police, and I have two children who are Las Vegas Metro Police Officers. I would not be opposed to allowing staff and students to conceal carry on campus assuming they have followed all federal and state guidelines including weapons safety training. It is someone's constitutional right but the rules and regulations to carry a weapon are followed.</p>	<p>Ivy: The current model is that we have no weapons on campus. We have not had an issue in the past with this policy and we should not change it now. However, I support any person's right to bear arms outside of the campus.</p>	<p>Le: I oppose it. We have enough problems on campus and a gun is not the solution.</p>	<p>Nagy: Ultimately this is a question about people feeling safe. It is imperative that students and faculty feel they can come to work and learn in an environment where they feel their emotional and physical well-being are not under threat. Particularly, for victims of violence, carrying a gun may help them to feel more safe and thus able to learn and participate in the education systems NSHE offers. This would be the only exception I would allow for students to carry a concealed weapon on campus. <u>I feel that college campuses, like</u></p>

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					<u>hospitals, should be weapons-free.</u>
<p>Would you support or oppose a policy to regulate discussion of or teaching about divisive topics such as Critical Race Theory on NSHE campuses?</p>	<p>Brager: There should be no policy enacted that would have the effect of chilling free speech and limiting academic discourse, regardless of the subject matter.</p>	<p>Crete: I would only support such discussion if it were from an unbiased point of view and all sides are discussed when it is discussed in the classroom. To discuss only one side of an issue is not educating. The classroom is also not the place for bias. If a campus wishes to host an event that discusses one side of an issue, I have no problem with that as that is everyone’s first amendment right. There also should be given equal opportunity to a differing viewpoint to be discussed. As someone who is a conservative, I have seen where conservatives have been shut out of campuses in various parts of the country. That is wrong. What is not wrong is to allow equal opportunity for all points of view.</p>	<p>Ivy: CRT is already taught on campus of higher learning across our nation, specifically in the area of pre-law and law courses. CRT was started by a set of lawyers to drill down and understand the why’s and the what’s about living as a person of color. We live and breathe race every day. Teaching about CRT is not a bad or good thing. It is education.</p>	<p>Le: I would support CRT on NSHE campuses. We need to be more informed on the social and racial issues within the state.</p>	<p>Nagy: This is a difficult question. It is fundamentally true that teachers at our colleges and universities should be free to teach their students as they see fit. At the same time, there are topics that, if included in our curriculum, would be disruptive to the harmony of our community. If, for instance, a professor were to begin promoting the teachings found in “Mein Kampf”, I would like to believe that there would be such outrage in our community that the legislature and the public would threaten to cut off funding to NSHE. Critical Race Theory is certainly not similar to “Mein Kampf”, but it is controversial enough that it could threaten NSHE funding and put at risk funding for much needed NSHE programs. I believe that such topics can and should be taught in courses devoted to those issues or in the field of political science in general. I would hope that NSHEs new Chancellor</p>

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					would urge institution presidents to use caution when allowing their faculty to push those theories into courses traditionally unrelated to those topics.
<p>What is your view of NSHE governance? Should the Board of Regents concern itself with the internal operations of the eight NSHE institutions, or else should the Board simply hire the Presidents and let them run the institutions?</p>	<p>Brager: We must end the meddling and micromanagement at the Board level of the Chancellor and institution Presidents. We have to continue to hire world-class administrators and educational leaders but then, most importantly, let them do their jobs unobstructed.</p>	<p>Crete: I consider the Regents to be a Board of Directors. Any BOD is there for developing strategic objectives and goals, not to micromanage. If someone is not doing their job, it should be addressed through the proper chain of command. In business, when I have an issue with someone, I respect the organizational chart. In my business, I do not go to another companies’ employee and reprimand them. I go to the owner or manager of that company and address my concerns with that person and let them handle the issue the way they see fit. Going around a chain of command will damage an organization. I believe it is appropriate for there to be relationships between different areas of an organization, but relationships are different than formal governance. If you respect an organization then you must also respect its structure.</p>	<p>Ivy: We need to stay out of their way to do the job they were hired to do. They are trained in the areas of million-dollar budgeting and working with coalitions to achieve academic and financial stability. We need them to concentrate on their intuitions of learning and assist them as board members to achieve the goals set by NSHE and said institutions.</p>	<p>Le: NSHE government should be involved in allowing student input to the presidents. We need to put power back into the students, facility, and staff. Presidents are supposed to listen, but we need everyone to grab their attention during meetings and during policy changes.</p>	<p>Nagy: The relationship of the board and the chancellor is like the relationship of Congress to the President. The board sets the budget and the agenda, but the chancellor is in charge of executing it. If the chancellor is guilty of gross malfeasance the board can step in. Otherwise the chancellor has a lot of autonomy until the annual performance review. If she/he is performing well and meeting pre-defined benchmarks, then all is well. If not, then the search for a new chancellor begins. I have served on many boards. I have had the unfortunate experience of being lied to by many chief executive officers / executive directors. They say what they need to to get hired and then are difficult to remove. I prefer they are as frank with me as I am being in this survey. The board would be well served to have its own</p>

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					counsel to help with HR law when hiring the next chancellor. I believe it is inappropriate for the board to trouble itself with minutiae.
What are your top criteria for choosing a Chancellor?	Brager: Experience, leadership and consensus-building are the key traits I would be looking for if I were in a position to help choose a Chancellor.	Crete: This is the shortest question on the questionnaire, but the answer is very difficult. You must evaluate each person individually and base decisions off many different criteria. What is their experience? What are their goals and priorities? What is their vision for the institution? Are they truly interested in the position, or do they believe this is a steppingstone? How vested are they in the community? How well do they work with others? What is their leadership style? Someone can have the perfect resume and be the wrong person for the job and someone may be lacking in one area or another, but you know they are the best person for the position.	Ivy: A Chancellor who has a stake in Nevada is the number one priority. We must find a person who has lived here for a long period of time. A person that wants to see the success of Nevada students. We must find a person of diverse background and thought that brings solutions to the table.	Le: My top criteria are consistency. We need to have a Chancellor that will not leave us and is able to hold her ground when standing up for education in the state.	Nagy: Integrity, experience, ability to function an effective ambassador for NSHE to the Nevada legislature and to our community, ability to articulate a vision for NSHE's role in developing an improved Nevada.

<p>A proposed constitutional amendment to remove the Board of Regents from the Nevada Constitution is under consideration by the Legislature and may go to the voters in 2024. What is your position on the proposed amendment?</p>	<p>Brager: I find their proposed solution to be confusing and anti-democratic. Moreover, I don't find the process to be broken. If Regents simply stopped interfering and went back to, exclusively, guiding the overarching vision and course of the System, world-class higher education in a drama-free environment would be instantly achieved.</p>	<p>Crete: The legislature is not the organization that should manage our NSHE. The NSHE deserves the full and undivided attention of its leadership whose sole purpose is the organization's success.</p>	<p>Ivy: It does not make sense. You will have fighting and politicking on who will be on the board. No one will be happy. Why does the legislators get to pick? What makes them more qualified? We are going round and round in circles. The criteria that the legislators are going to use should be the same criteria they need to make mandatory on every position that one will run for office.</p> <p>The legislators need to make the Board of Regents office a "Minimum Requirement" standard to include having a master's degree in business, leadership and/or public policy. To substitute for education, one must have at least 10 years in a major leadership role or previous public service work.</p> <p>Finally, PAY for these roles on the board. This board meets all year round. Reduce salaries at NSHE to pay Regents at least \$30K a year.</p> <p>Once voters know that they have people who are qualified and are serious about the position, then they will feel more confident in voting. We have serious problems and we need serious solutions instead of more politicking.</p>	<p>Le: I need to make sure that the legislation allows advocates within the Board of Regents to have a position elsewhere. We need to make sure that if we remove the Board of Regents from the Nevada Constitution, we have a back up plan for our current regents and how to make sure we are still able to advocate for our students.</p>	<p>Nagy: I currently serve on the Nevada State Board of Medical Examiners. In my opinion, this is a diverse board of concerned individuals doing their best to improve healthcare in the state in a fair and equitable fashion. I have no doubt that a board appointed by the Governor to perform the current functions of the Nevada Board of Regents could perform equally well. If the people of Nevada feel our state functions better by having the Regents structure removed from the Nevada Constitution, then we will find the best way to make that work. I feel the primary driving force behind that initiative to remove the Board of Regents from the Nevada Constitution is the lack of transparency and poor communications between the Board of Regents, the Nevada Legislature, the donors to NSHE and the students NSHE serves.</p>
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					Should the amendment fail, it is imperative to cure the root cause that spurred the ballot initiative, the lack of transparency and poor communication, as I have outlined above in the measures I described.
<p>If elected to the Board of Regents, do you pledge to uphold the principles of academic freedom and tenure as expressed in the AAUP/AACU 1940 Statement of Principles of Academic Freedom and Tenure?</p>	<p>Brager: Yes</p>	<p>Crete: No. I will qualify my statement by saying this, I do not support any idea as absolute. There is a tax pledge that a certain organization goes around asking conservative candidates to sign. It is a pledge that only accepts an absolute answer. I agree with its theory, but I would never sign it. In doing so, you are simply trying to put someone in a box and restricting them from considering a certain set of circumstance. Do I believe a well-intended professor should be free to teach as they feel is best? Of course. Should I, if elected, walk into a class, and reprimand a professor for a teaching method I don't agree with? Absolutely not. I believe that the professor should be allowed to use their discretion on how to teach a course in a manner they</p>	<p>Ivy: Yes</p>	<p>Le: Yes</p>	<p>Nagy: Yes</p>

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		<p>believe is best. Few things in life can have an absolute answer. For that specific reason alone, I answered this question as I did. Again, this is an honest answer and I hope it is understood with an open mind.</p>			