

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

Question	Susan Brager	David “Coach” Crete
Date responses submitted or revised	4/17/2022	4/13/2022
Campaign Website	www.ElectSusanBrager.com	CoachCrete4Regent.com
Email Address	Susan@ElectSusanBrager.com	CoachCrete@gmail.com
City Address	Las Vegas	Las Vegas
Educational background	<b>Brager:</b> High School graduate	<b>Crete:</b> BS & BA in Business
Current profession/ employment	<b>Brager:</b> Realtor	<b>Crete:</b> 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.
Professional/ employment background	<b>Brager:</b> Prior to becoming as Realtor, I served as an Administrative Support Specialist at the Clark County School District	<b>Crete:</b> 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 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.
Past elected offices or other public service	<b>Brager:</b> 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.	<b>Crete:</b> 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.
Briefly, why are you running for the Board of Regents at this time?	<b>Brager:</b> 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	<b>Crete:</b> 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

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	<p>instituting the dual-credit and early college models at CCSD and I will take that to the next level as Regent.</p>	<p>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 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>What are your three highest priorities for the Board of Regents and the Nevada System of Higher Education?</p>	<p><b>Brager:</b> 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 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><b>Crete:</b>  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 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>The NSHE state budget was cut in 2020 and 2021 versus pre-pandemic levels. As a regent, how would you address budget shortfalls?</p>	<p><b>Brager:</b> 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.</p>	<p><b>Crete:</b> 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.</p>
<p>In the face of declining state support for higher</p>	<p><b>Brager:</b> 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</p>	<p>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</p>

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<p>education, should student fees and tuition be increased to maintain programs? If not, what alternatives would you advocate?</p>	<p>equitable funding for community college students and non-degree-seeking individuals.</p>	<p>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 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>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><b>Brager:</b> 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 streamlined, instead of a top-heavy giant.</p>	<p><b>Crete:</b> 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 some of the lower-level courses at the universities so they can focus on the upper division courses.</p>
<p>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?</p>	<p><b>Brager:</b> 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.</p>	<p><b>Crete:</b> 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. <b>Crete:</b> One of my successes in leadership has been in 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>

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As a Regent, how would you address issues with the recruitment and retention of faculty and staff?	<b>Brager:</b> Better pay, better benefits and a more inviting workplace. How do we get there? See [next question].	<b>Crete:</b> 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 and follow through in the solution.
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?	<b>Brager:</b> 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.	<b>Crete:</b> 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, 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?	<b>Brager:</b> 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.	<b>Crete:</b> 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.
Do you support or oppose allowing the concealed or open carry of firearms on NSHE campuses?	<b>Brager:</b> I am opposed to allowing guns on campus.	<b>Crete:</b> 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

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Would you support or oppose a policy to regulate discussion of or teaching about divisive topics such as Critical Race Theory on NSHE campuses?	<b>Brager:</b> There should be no policy enacted that would have the effect of chilling free speech and limiting academic discourse, regardless of the subject matter.	<b>Crete:</b> 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.
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?	<b>Brager:</b> 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.	<b>Crete:</b> 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.
What are your top criteria for choosing a Chancellor?	<b>Brager:</b> 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.	<b>Crete:</b> 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.

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<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><b>Brager:</b> 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><b>Crete:</b> 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>If elected to the Board of Regents, do you pledge to uphold the principles of academic freedom and tenure as expressed in the <a href="#">AAUP/AACU 1940 Statement of Principles of Academic Freedom and Tenure</a>?</p>	<p><b>Brager:</b> Yes</p>	<p><b>Crete:</b> 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 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>
<p>(optional) Why are you the better qualified candidate for Regent district 7?</p>		
<p>(optional) Is there anything else you would like to communicate with NFA members?</p>		