

Candidate	Party	Candidate for	District	Campaign website:	State funding for Nevada's public institutions of higher education (two universities, a state college, and four community colleges) was cut during the pandemic. As a legislator, how would you prioritize funding for higher education versus other state programs?	The recruitment and retention of state employees, specifically Nevada System of Higher Education (NSHE) faculty and staff, has become a crisis. Reasons cited include lagging compensation and cuts to healthcare benefits. What solutions do you have to address these issues?	Do you support collective bargaining rights for NSHE professional employees?	Do you support the principle of academic freedom that protects faculty members from political interference in their teaching and scholarship? (For more information see the AAUP 1940 Statement on Principles of Academic Freedom and Tenure.)	Thank you for your responses. What else, if anything, would you like to communicate to NFA members?
Daniele Monroe-Moreno	DEM	Nevada Assembly	1	daniele4nevada.com					
Nick Christenson	DEM	Nevada Assembly	2	nick4nv.com	We have a lot of priorities for our budget dollars, but money cut from NV higher education should absolutely be a high priority to restore. A robust higher education system in Nevada is critical to our future, so funding it adequately is absolutely crucial.	There are two reasons to come to any job, (1) the compensation is good (or at least competitive) and (2) the working environment is desirable. We need to make sure higher education jobs in Nevada meet both of these criteria. As for issue 1, there's nothing to be done but ensure compensation is competitive. Finding that money in the NV budget is difficult, but if we really want a world-class higher education system, we're not going to get there on the cheap.	Yes. I support the right of workers to organize and collectively bargain generally, and that certainly includes NSHE professionals.	Yes. Freedom in research is critical in a robust higher educational system, and I support a great deal of freedom for our educators who should be able to teach without interference from people outside of higher ed. Of course, there are limits to this, and we must ensure that our educators are both teaching honestly and as consumers of state money that they are providing value to our system of higher education, whether by attracting research funding, educating students, or both. It's not always easy to define a bright line between educators that espouse an unpopular opinion, which I think is good, and those who are so far outside the bounds of propriety that they become a net negative to their institution. I know of nobody who believes there should be no lines. At the same time, we should tend to err on the side of academic freedom.	My father spent his career as a college professor. I basically grew up on a college campus, and for a long time, I thought my career was going to have me teaching at a college or university. I believe that higher education is critical to an economically viable and diverse state going forward. Higher education should be viewed as an investment in our state and not a cost center, and it should be treated appropriately.
Kelly Quinn	REP	Nevada Assembly	5	QuinnForNV.com	I would prioritize Nevada's public institutions of higher education as a high priority. However, I would place higher priority to public safety and emergency services. Higher education institutions have more leverage and latitude to access funding sources. While it is a high priority, it is not THE highest priority to legislative funding.	I fully agree recruitment and retention of state employees has become a crisis! It is appalling how state employees have been treated in the workplace as well as lagging compensation and cuts. Previous administrations have balanced budgets on the shoulders of state employees. Employees have been abused throughout the pandemic only to create the recruitment and retention crisis we now have. We have all but pushed employees out the door. We are now in a position of crisis where of course the first step is pay and benefits. But then we have to create an environment of support and achievement in order to keep quality employees. For example, we can't threaten to fire employees for not accepting a medical treatment or vaccine and then wonder why employees look elsewhere and quit.	Yes. I support collective bargaining rights. Unfortunately, most of the collective bargaining agreements I have seen so far do little to nothing for the state employee or the public we serve. While I do not have any specific legislation in mind, it would be great to see collective bargaining legislation and subsequent agreements which served the employee, administration and ultimately the public we serve.	Yes. There is so much in this policy statement to unpack. I find myself asking "how did we move so far away from these principles?" The one area I have always had concern with is the "adequate cause" language under Academic Tenure. Quality teachers should be rewarded handsomely. Bad teachers should not be rewarded for poor outcomes and should be easily removed. The question would remain as to who determines the quality teachers vs. the bad teachers. The same should apply to the Administrators. Overall, I support the policy statement and principles listed.	I understand some of my responses may not be popular with some in this group. But I will always try and respond honestly to my beliefs. While higher education is important to Nevada and our country, K-12 education MUST improve in order for NV higher education to succeed.
Brittney Miller	DEM	Nevada Assembly	5	www.miller4thepeople.com	I support increased funding for higher education.	As an educator myself, I believe we first need to increase salary, restore benefits, and empower/respect the professionals. I also believe that full time faculty should be in PERS.	Yes	Yes	

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Cameron "CH" Miller	DEM	Nevada Assembly	7	chmillerfornevada.com	Higher education has a pivotal roll in the diversification of our economy, that everyone has shouted about for multiple decades. For me, this means proper investments in higher education will always be necessary. It's with the goal of diversification that higher education funding will remain at the forefront of my mind.	I'm learning that we have a state wide problem as it relates to retention of state employees. With the constitutional requirement to balance the budget and somewhat limited revenue sources, we need a bold solution that allows the state to compensate employees at the proper levels. I don't yet have that solution, but I'm open to discussing your ideas and suggestions. I believe me must look at all viable options to solve this situation.	Yes	Yes	Thank you for powering through our budget challenges in your continued commitment to enriching the minds and lives of the next generation of leaders.
Anthony Palmer	REP	Nevada Assembly	7	palmerforassembly.com	Support a bill in the assembly to fund Nevada higher education.	Compensate for higher salaries and benefits for employee retention.	Yes	Yes	
Duy Nguyen	DEM	Nevada Assembly	8	duyfornv.com	I am a first-generation college graduate in my family. Higher education is a priority in our communities which I am running to represent.	This is a bigger issue in all industries, not just NSHE. I think we need to collaborate with all sectors across the board to ensure that we are balanced in our approach. I look forward to working with all stakeholders in finding the right solution.	Yes	Yes	
Jenann Logan	REP	Nevada Assembly	8	electlogan4nv.com	We need to audit. K-12 receive a large portion of the budget. An audit should reveal a surplus of funds for monies to follow Nevada students to higher education institutes in the state.	Audit. The budget is misspent. Without educators the institution cannot provide a service, therefore they should be at the top-of-the-line items.	Yes. As a flight attendant, I am a member of TWU-556. I believe in unions.	Yes. I believe that instructors are citizens and have a right to free speech. We learn by our experiences in our environment. More views will allow students to become free thinkers, not global citizens.	I have 3 children who graduated CCSD. One has graduated a higher institute. The younger 2 are current students.
Steve Yeager	DEM	Nevada Assembly	9	www.yeager4nevada.com	I can't say I would prioritize it over other state programs. We never have enough funding in Nevada to fund all state programs the way we would like to. I can commit to having an open door policy and thoughtfully considering where our state funding should be prioritized.	I believe we need to provide better compensation and benefits to all state employees. I am certainly open to having that discussion when it comes to NSHE faculty and staff. But I would also like to see data relative to where we are as a state compared to other states. That would help me to make better decisions.	Yes. If I recall, this is a somewhat complicated issue and I believe there is a legal opinion on this topic that I thought indicated NSHE professional employees already had the right to collectively bargain. If that is not the case, I would like to know what the issue is and whether it can be solved legislatively.	Yes	I just want to say that I appreciate the support of NFA in my prior election efforts. I believe I was endorsed in 2014, 2016, 2018, and 2020. Please know that I appreciate it!
Max Carter II	DEM	Nevada Assembly	12	Www.carter4nv.com	I'm a retired BA from the IBEW and this will hopefully be my freshman session. I've got a lot to learn about issues and the mechanics behind them, I'm counting on groups like yours to help me to educate myself enough to answer questions like these next cycle. I'm the meantime I'm going to listen a lot.	Strengthen collective bargaining rights and procedures	Yes	Yes	I welcome conversations and look forward to your assistance in broadening my knowledge
Flemming Larsen	REP	Nevada Assembly	12	vote4flemminglarsen.com					
Will Rucker	DEM	Nevada Assembly	13	www.electwillrucker.com	Higher education is vital to our continued progress as a state. Investing in education yields significant returns for our economy as well as the social fabric of our communities. Funding higher ed is a top priority with the goal of making it accessible to all Nevadans, regardless of their economic status.	Public employees should be fairly compensated. Further, it should not take multiple years for pay raises to take effect. That is why I have a plan to make our legislature more responsive and efficient. Lastly, I believe all Nevadans should have access to quality healthcare, including mental health services, regardless of their employer or job.	Yes. I strongly support unions.	Yes	I believe we can do much better than we have. If elected, I will take bold action to improve the quality of life for all Nevadans. As the grandson of an educator, your issues are personal to me.

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Brian Hibbetts	REP	Nevada Assembly	13	BrianHibbetts.com	Education is a fundamental requirement for people to be successful members of society. Whether that is through public institutions, private colleges or specific trade schools is up to each individual to decide. Public institutions of higher education must be properly funded to ensure access for community members. As a 27 year government employee I am well aware of the inefficiencies in government spending. I will make it a priority to find and eliminate wasteful spending at the state level to ensure funds get where they are more urgently needed.	Compensation and benefits for public employees must be commensurate with their private sector counterparts in order to attract and retain the best possible candidates for all job areas. This is directly tied to the previous question and answer of proper funding and reducing waste in spending.	Yes. I was raised in a union household where my father was a member of the Plumber and Pipefitters Local 525. I was a union member for my entire 27 year career as a government employee. I believe all employees have should have the right to collectively bargain for a fair wage and competitive benefits.	Yes. Having read the attached statement I can say that I am in support of the principles enumerated within.	The State of Nevada has made strides in recent legislative sessions to extend collective bargaining rights to state employees. There is still work to be done, and I plan to continue that process.
Erica Mosca	DEM	Nevada Assembly	14	ericamosca.com	As a first-generation college graduate and someone who has been working on college access and persistence issues for the past decade, I am excited to support our higher education institutions.	I look forward to working with groups like the NFA to learn more about these issues and understand solutions from members.	Yes	Yes	I would love an opportunity to meet with NFA members to understand what prior legislative advocacy has occurred, what future action is planned and more about general issues and intricacies to better understand NFA members' goals.
Shawn Stamper	REP	Nevada Assembly	14		Since I graduated HS from Ranch HS in 2003 and started college here in southern Nevada I have seen the state budget go from 54.9 percent spent on educational down to 50.4 percent. Finding different and new ways to spend the limited budget isn't a skill a member of the legislature should have. I am opposed to adding new programs and projects to spend the limited budget on which only results in the rest of the budget including education being spread even thinner. Ideally we'd cut out bloated programs so the limited money can be spent elsewhere where it really belongs like education for example.	I have a good friend who taught at UNLV and I have discussed these issues previously with him. If we could return the percent of the budget spent on educational to the same percent spent two decades ago that should greatly help with the shortfall and help provide more funds for stuff like that.	Yes	Yes	
Howard Watts	DEM	Nevada Assembly	15	www.WattsForNevada.com	As you know, the vast majority of state funding supports education and health care. In addition, almost across the board state workers are facing a collision of longstanding underpayment and understaffing resulting in crisis working conditions. Ultimately, a re-prioritization of existing resources is a gain in one area at the expense of another, which is why I continue to support revenue enhancements and structures that meet the state's long-term needs. However, the infusion of federal funding has allowed us to restore many cuts and make important and often overdue investments. And it appears we will also have a budget surplus that will provide some additional flexibility. While I believe education at all levels needs additional resources, I think that there will be increased interest in higher education now that the K-12 funding formula has been changed and resources have been enhanced via the mining taxes.	Yes, this is a crisis in NSHE, in state public safety, in K-12, in health care, and in other professions. Unfortunately, there is no single solution to address these issues, and the bottom line is that it will take time and a significant investment of resources. I believe that some of the options to address this include bonuses and other incentives to keep employees from retiring or bring them out of retirement; training and financial incentives to recruit new talent; and making state compensation and benefits competitive with major local governments to reduce that outflow of existing employees. Workplace culture is another important issue that is not directly tied to finances. Importantly, we need to make sure we doing all we can to hear directly from those who are retiring, resigning, or deciding not to enter the state workforce about why and what should be done. I look forward to continuing to hear from NFA about your priorities and ideas on this issue.	Yes	Yes	Thank you for your service to the state, for your commitment to the cultivation of knowledge, and for your tireless advocacy on behalf of your members.

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Jesse Holder	REP	Nevada Assembly	16	ballotpedia.org/Jesse_%22Jake%22_Holder	affordable quality higher education is extremely important for the progress and well being of society. Two year community colleges should focus on job specific education programs and certifications.	We should be in line with national averages for compensation and benefits	No. Collective bargaining is required for labor against greedy capitalist. There is no greedy capitalist in Public Education. Therefore, the public via elected officials should decide value of professional education employees.	No. Not if means professors are allowed to espound all types of politically motivated destructive liberal rhetoric	I have tremendous reverence for Professors and their significant education and contribution to society. However, I am completely against the excessive one sided liberal education emphasis occurring over the last 20-30 years.
Cecelia Gonzalez	DEM	Nevada Assembly	16	ceceliagonzaleznv.com	I am open to viewing what we can do to prioritize higher education.	I would work with stakeholders and folks in these positions and directly impacted people to come up with solutions.	Yes	Yes	
Venicia Considine	DEM	Nevada Assembly	18	www.VeniciaForNevada.com	Education is the foundation for a better life. Because UNLV was affordable, I was able to pay my way through a BA and MA. A few years later, because UNLV had a law school with a part-time program, I was able to go to law school and build a good life for my family. I would support raising funding for higher education, based on the budget and revenue numbers.	On a large scale, Nevada's tax structure needs to be thoroughly reviewed and updated to meet the needs of Nevada's future, including properly funding education at all levels.	Yes. I believe it would level the playing field for professional staff and promote equity with other state employees. SB 373 last session was passed out of Senate Committee, but did not come to the Assembly for a vote.	Yes. Academic Freedom is integral for education. In the classroom, it should relate to the subject and be accurate, but that is an expectation of professionalism already.	Thank you for educating our community and fighting to build a better future for Nevadans.
Toby Yurek	REP	Nevada Assembly	19	Www.tobyurek.com	As a first-time legislator (assemblyman-elect for AD19), I do not have enough information to offer an informed opinion on this issue. I can only assure you that I am a strong supporter of higher education. Even more, I am committed to listening with an open mind to the issues presented and will do my best to evaluate specific bills and vote in a manner that is consistent with my values and that best serves the needs of my constituents.	As a first-time legislator (assemblyman-elect for AD19), I do not have enough information to offer an informed opinion on this issue. I can only assure you that I am a strong supporter of higher education. Even more, I am committed to listening with an open mind to the issues presented and will do my best to evaluate specific bills and vote in a manner that is consistent with my values and that best serves the needs of my constituents.	As a first-time legislator (assemblyman-elect for AD19), I do not have enough information to offer an informed opinion on this issue. I can only assure you that I am a strong supporter of higher education. Even more, I am committed to listening with an open mind to the issues presented and will do my best to evaluate specific bills and vote in a manner that is consistent with my values and that best serves the needs of my constituents.	As a first-time legislator (assemblyman-elect for AD19), I do not have enough information to offer an informed opinion on this issue. I can only assure you that I am a strong supporter of higher education. Even more, I am committed to listening with an open mind to the issues presented and will do my best to evaluate specific bills and vote in a manner that is consistent with my values and that best serves the needs of my constituents.	I don't mean to be vague or non-committal in my answers to the above questions. They seem to be fair questions; however, I do not feel that I know enough about the various sides of these issues to offer you an informed and honest opinion. I will always be up front and honest with you, and I am serious about having an open door and mind to listen to the specific issues that impact NSHE and the NFA.
David Orentlicher	DEM	Nevada Assembly	20	davidofornevada.com	A strong system of higher education plays a critical role in promoting individual opportunity and economic development and therefore should receive high priority. As to individual opportunity, our public institutions serve a very diverse student body, many of them first generation in higher education, and by providing a strong education we can do much to narrow the lifetime welfare gaps for minority communities. For our state economy, a strong public university system assures businesses that they will have a workforce with the necessary skills, and it also provides important opportunities for academic-industry partnerships that do much for economic growth.	As our economy recovers and state revenues exceed projections, we are in a good position to restore compensation and benefits for NSHE faculty and staff to competitive levels. We should view competitive compensation and benefits as investments that will easily pay for themselves.	Yes	Yes	

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Stan Vaughan	REP	Nevada Assembly	20	voteforstan.com	(1) Approve the subcommittee NSHE budget closing report as a base. (2) Use available state funds and/or federal American Rescue Plan funds to authorize replacing the 375 eliminated NSEH faculty and staff positions, to avoid permanent harm to student programs. (3) Fully restore PEBP benefits and premiums to pre-pandemic FY2020 levels for all state employees including NSHE faculty and staff.	I don't understand why no action has been taken on restoring the cuts to benefits for state employees. Health care needs don't wait. Elect a Governor who will take in to consideration NFA recommendations.	Yes. Ronald Reagan advised where free unions and collective bargaining are forbidden freedom is lost	Yes. Subject of course to the 1940 adequate performance of their other academic duties and subject not to introduce controversial subject matter which has no relation to their subject and to published limitations	
Melissa Hardy	REP	Nevada Assembly	22	Hardy4nevada.com					
Elizabeth Brickfield	DEM	Nevada Assembly	23	elizabethbrickfield.com	Education in general, including higher education, deserves the highest priority in funding. If Nevada does not educate its residents, if it cannot provide higher education opportunities for these residents, it will not provide itself with the most important element to attract and develop good jobs: an educated citizenry. Make no mistake about it, it is Nevada's commitment to higher education which has caused the changes we have seen over the 25 years I have lived here: it gives our youth a future they could not otherwise attend: it provides a ladder of opportunity for our first generation college attendees and a better future for their families.	We should make compensation and related benefits commiserate with those of other public universities. We do not need to complete with the shuffling of superstars among various Ivy League universities: we need to pay faculty and provide them with the benefits that will encourage them to stay here and raise their families.	Yes	Yes	I am the child of a woman who served as registrar at the community college she was employed by in the City of New York University system (CUNY). I am a woman who understands that it is the higher education I was fortunate enough to obtain which enabled me to attain the career I enjoy today. I attended law school as a single parent working full time. That is in part why I established the Helen Brickfield Memorial Scholarship at CSN: for single parents who attend school.
Danielle Gallant	REP	Nevada Assembly	23	danielle4nv.com	I would speak to experts and see where support could be beneficial	I don't at this time. I would have to do more research	Yes	Yes	Education is one of my top priorities for this state. If we want to have economic diversity and prosperity, we must educate future generations that will call Nevada home.
Sarah Peters	DEM	Nevada Assembly	24	votesarahpeters.com	I think we have a lot of air to clear around where funding comes from and how its used within the NSHE system. This transparency issue has been problematic for years. I will work to help gain this transparency and ensure we are putting tax payer and student dollars to the most beneficial use within the NSHE system.	I have committed to carrying a bill to enhance the collective bargaining efforts for faculty and staff. I am also working on novel ways to tie state funding to salary increases through incentives. I also think there are potential culture issues we could address and would like to learn more about what we can do to help solve those potential issues.	Yes	Yes	Thank you for your historic support. I appreciate working with you and look forward to more good work.
Selena La Rue Hatch	DEM	Nevada Assembly	25	selenafornevada.com	As an educator myself, I understand the critical need for not just restoring funding to education, but increasing it. Though I am a k-12 teacher, I believe in the power of education to transform our society for the better and that of course includes our higher education programs. I will always be a firm advocate for ALL levels of education and it will always be my priority.	We've known the problem for years: our education system is simply not funded appropriately, from Pre-K to college. We have to invest in the education of our community if we ever hope to see it prosper. If we are not paying our faculty and staff appropriately, they will leave. Simple as that. We are already in a staffing crisis and cannot afford more inaction. We must stop the race to cut higher education every single time there is a crisis. Instead, our leaders must have the difficult conversations necessary to solve our funding crisis. We need more long term strategic planning and a real conversation the ways we need to modernize our revenue streams.	Yes. As a leader in an education labor union, I wholeheartedly support the rights of NSHE professionals to engage in collective bargaining. It is a travesty that in 2022 our higher education employees still do not have this right. This touches on some of my core beliefs and I will be a forceful advocate on this issue. An injury to one is an injury to all.	Yes. Absolutely. As a social studies teacher I already see how much politicians try to control what I can and cannot say in my classroom. I'm sure that pressure doesn't stop once my students graduate. Our higher education faculty must be free of this undue pressure if true academic discourse and freedom of thought is to be preserved. I would staunchly oppose any effort to limit the freedom of teaching and scholarship in our institutions of higher education.	

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Angie Taylor	DEM	Nevada Assembly	27	VoteAngieTaylor.com	As a former employee of the University of Nevada, Reno, I can recall several times over my 20-year career when salaries and budgets were cut due to one economic crisis or another. I understand that it happens. I also understand that as the State recovers, replacing the funds cut during the crisis should be a priority. I would utilize that approach to focus on the restoring the cuts which would provide an "reason" to prioritize this funding.	In today's labor market, any industry or field with lagging compensation and reductions to healthcare benefits will suffer greatly. I would advocate for equity audits for State positions to identify the gaps in pay and benefits. Once the data is available, plans should be made to close those gaps. In a growing state, we can't afford to experience a mass exodus and do nothing. I would also want to learn more about the campus culture and climate that could also be a barrier to retention.	Yes	Yes	
Lesley E. Cohen	DEM	Nevada Assembly	29	cohenfornevada.com	Funding for higher education is very important as it paves the way for students to better themselves and, ultimately, our communities by pursuing education and careers in fields such as healthcare, technology, and education. We need educated Nevadans. As a legislator, I work to ensure a fair amount of funding is allocated to higher education to allow our students and institutions to have the resources they need.	I would like to discuss this with you and understand your ideas for a solution. Funding is an issue where any easy answers would have been tried already. Moreover, Nevada is not the only state that is dealing with tighter budgets for higher education. At the same time, we should also provide support for employees in other ways which might not be as dependent on funding. Faculty and staff should feel they have equal opportunities in higher education, and they should be offered opportunities for learning and improving their own education when possible.	Yes. It would be inappropriate for me to answer a question about supporting a specific bill in an attempt to obtain an endorsement. In general, I support collective bargaining.	Yes. Generally, I do support the principal, but I would like to discuss with you balancing conflicting interests. After all, for every John Scopes of the Scopes Monkey Trial, there may be someone wanting to teach Intelligent Design. We have to balance the rights of the faculty members with the need of society. Faculty members should not live in fear of losing their positions, but we must consider where a line is that is too harmful for society to cross.	I have an open-door policy and am available to speak to constituents and stakeholders. I am a NSHE graduate and want our system of higher education to be successful.
Natha Anderson	DEM	Nevada Assembly	30	votenatha.com	Education funding (from Pre-K-16) is much too low. I would continue to work on finding revenue sources/strengthening existing sources to increase the funding for public education.	There are so many issues which this includes...increase of state funding would help with the lagging compensation but so would having a collective bargaining agreement where employees knew they were respected as people and not just as "place holders". I would need to talk further with NFA for other ideas of how to increase the respect our state has for NSHE faculty (not just on paper but also with actions). I believe the actions of the NSHE board sometimes takes away from the ability to truly discuss the issue so we can find solutions as a whole state (and not just one or two specific campuses).	Yes. I am a very proud Union member and would be more than happy to continue to work with NFA on union rights.	Yes. When policy makers are scared of free thinkers - they often times come after educators first. As a fellow educator, I realize the role we serve in our classrooms (whether it is a lecture hall of 300 or a lab of 3) is to help our students discover, think critically and become aware of more than the world they have been exposed to in the past. Education is messy and thoughtful. There are too many people who do not like this so try to control it - we cannot allow that to happen.	Thank you so much for this opportunity. I look forward to working with you all in the future.
RICCI RODRIGUEZ-ELKINS	REP	Nevada Assembly	30	www.Ricci4NV.com					

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John DOC Garrard, MS US Army Retired	DEM	Nevada Assembly	33	WWW.Cowboy4nv.com	The lowest 10% of education means less residents can apply for higher education. 1% tax on mining to go directly to educational n budgets would go along way. In Elko lowest graduation rate tied directly to mining. Doesn't need education Todd g dirt need to reverse mentality in lowest performing areas and stop monopoly of one party to everyone is included as a voice. Mental and disability help is appalling especially in Native colonies. 80/20 rule with 80 of areas with 20 of population left out. We have an F grade with states next door much higher causing brain drain.	Mining tax, in entertainment ves in education no. Millions for singers but thousands for science. Republican we hate government drives biologists, geologists, some who could educate from state. As a retired military scientist I have applied for over 200 positiondmost were part time or monopolized. Y friends family or only hire one politica view. Greater ethical oversight, less good old boy system.Reagents have no clue what happens in rural areas. I teach in Arizona because of the failures of the Nevada system. I still don't have a renewed teaching license in Nevada. I applied in 2019. They told me two months ago 60-90 days still no reply so I'm going to go out of state again to work because no troops to teachers program or fast track. I taught for GWU in the Army. So veterans are moving going elsewhere. Fig of my cousins teach in Arizonabcause their credentials g system works ours is comepletely broken.As a retired veteran the state has better healthcare and I have to drive 300 miles to doctor. I am proposing a central nevada hospital funded by IHS Federal and Veteran and state money.	Yes. I support all unions in Nevada, tribal governments and autism etc parent groups. I have two autistic children.	Yes. I support term limits for all offices federal, state, local and school districts.	I support veterans, teachers civil servants a DK reader use of technology. Tribal areas have little to no internet, regional not county programs are Ore effective in rural areas (see Australia). Dependence on me Ning and entertainment money biases education. Full curriculum in secondary and college faculty comes from supporting science in all areas, liberal arts not just performing arts. Fixing and encouraging programmers robotics and sports will broaden horizons, Kids in Ely, Elko, Eureka, Calienate etc do not have access the the same programs asReno and Vegas Ut our children are just as smart. They go through these areas to play football or get opportunities. We struggle to find space in classrooms and many young people quit because all they are ever going to do is herd cattle or 🐷 ve truck and juvenile facilities here mix the bad kids from urban areas with vulnerable kids. The rural system needs to be evaluated and run differently than urban. Use parallel president fesses not strict state standards and our state rating will go up.
Stacy Butler	REP	Nevada Assembly	34	www.votestacybutler.com					
Michelle Gorelow	DEM	Nevada Assembly	35	www.michellegorelow.com	Cutting budgets was a difficult decision during special session and restoring funding to areas that were cut is a top priority. Although I would have to see bill language before committing specifically on restorations, I would look at what (if any) funds have already been restored, if funds were received from other federal funding sources, and if funds can be received from other federal funding sources. Of course my door is always open and I'm ready to listen to suggestions.	Recruitment and retention of state employees has been well documented and conversations have been held on how to make salaries and benefits more competitive. Recently, some state positions have increased, but more needs to be done. Although I can't make any commitments without seeing bill language, I am open to discussing what positions should be top priority for increases in compensation and benefits.	Yes	Yes	Thank you very much for your consideration. Know that my door is always open and I am willing to listen to any concerns or support you have for legislation/policy.

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JANICE NOBLE	DEM	Nevada Assembly	39	DRJANICENOBLE.COM	Higher education is critical for our communities in order to improve our way of life and help families achieve their goals and dreams. While the health of our communities depends on safe water and air quality, access to quality healthcare, education is a very high priority in order for citizens to earn a living wage. I value community colleges as a graduate receiving a nursing degree that afforded a career and livable wage. I also am a graduate of universities and earned a Ph.D. so I will place a very high priority on Education at all levels.	Clearly compensation must be reviewed as contracts are reviewed and a high priority must be established to recruit nationwide for faculty. Staff must also be compensated for their valuable efforts. Healthcare benefits are of national concern. Costs keep rising for all citizens. Efforts must be made to offer options for faculty and staff at various price points so all employees have access to quality healthcare. These options should be negotiated at the time benefits are established for the institution. Legislation can assist in these efforts to monitor and negotiate pharmacy pricing. During legislation budgeting processes more funding needs to be allocated to support our colleges and universities so these entities can budget for improved compensation and rising healthcare insurance costs.	Yes	Yes	Having spent 15 years as a community college administrator in various locations, I am empathetic to the issues facing higher education. I have been at the table negotiating contracts and negotiating healthcare benefits. State funding ebbs and flows and it is very difficult to know where the next year's budget will be for a college. My heart is with those faculty, staff, and administrators who work so hard to help meet students where they are and support them on a path to success.
Philip "PK" O'Neill	REP	Nevada Assembly	40	PKfornevada.com	Prioritization of funding for state programs in based upon the needs of Nevada citizens. I will always work towards appropriate prioritization based upon given information.	As a 30 year retired state employee I am well aware of the deficiencies in state employment. I will work with the Governor to improve employment opportunities including salary/benefits.	No. Your question ... is not as simple as Yes or No. Just as collective bargaining is a discussion issues and information to derive at an agreement then so is the question.	Yes. The statement is appropriate as long as it is appropriately utilized and allows for a fair discussion from multiple points.	Higher education is important however the offerings of Universities, state college and community colleges must be respected by the various institutions themselves when it comes to program development and funding to meet the needs of their respective communities served.
Shannon McDaniel	DEM	Nevada Assembly	40	Shannon4nv.com					
Sandra Jauregui	DEM	Nevada Assembly	41	sandrafornevada.com	One of the keys to diversifying our economy is investing in higher education, including competitive salaries, tenure positions and resources to retain and attract top tier talent to our university system. It also means providing more resources so that scholarship programs like the Millennium Scholarship can provide a path to higher education for students from every socio-economic background. This type of investment will pay dividends for our economic growth for our state as a whole and allow families to climb the economic ladder so that we sustain a robust middle class.	We need to reinvest in our higher education system so that we address the deep cuts it has already endured. We also need to take the next step and create steps to put schools in the higher education system on a sustainable path that offer salaries and benefits at a competitive rate that attracts and retains the talent our state and students deserve.	Yes	Yes	Thank you for your efforts and my door is always open for NFA members.
Paul Bodine	RE)	Nevada Assembly	41	paulbodine4freedom.info					
Tracy Brown May	DEM	Nevada Assembly	42	www.tracybrownmay.com					
Marilyn Dondero Loop	DEM	Nevada Senate	8	www.donderoloopnv.com	Difficult decisions were made during the 2021 session due to the Covid pandemic and our economy. Moving forward, I would certainly support restoring the cuts made to HE and the employees to pre-pandemic wages and funding. Education is and always will be a priority.	Recruiting and retaining educators is a huge issue across the board. All state employees including NSHE faculty should have the ability to advance and gain wages commensurate with their position as well as access to quality and affordable healthcare. In the upcoming session, hopefully, we will be able to work with NSHE on these issues putting retention at the forefront.	Yes	Yes	As an educator and a product of both public K-12 and HE institutions, I look forward to working with the NFA.

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Joey Paulos	REP	Nevada Senate	8	Www.paulos4nevada.com	Although higher Ed funding is important. There are more important programs that take priority. Once those state programs are fully funded then I would focus in higher Ed.	K-12 has the same issues and is a far more dire situation. Are we sure these are the issues and not the hostile leftist environment on most higher Ed campuses? We must ensure our higher Ed campuses are truly liberal institutions of learning and critical thinking. Where all ideas and speech are welcome.	No. I don't see the need and believe collective bargaining will not solve or help the issues facing higher Ed or it's faculty.	Yes. Higher Ed campuses are supposed to be bastions of classical liberalism and free speech. Faculty must be free to push the boundaries and teach kids how to think not what to think. Without fear of interference based on what their personal or public views are political or otherwise.	
Melanie Scheible	DEM	Nevada Senate	9	www.melaniefornvsenate.com	The budget cuts across the board were painful consequence of the the pandemic. I am hopeful we will be able to restore many of those cuts in the next session. It is especially important to invest in institutions of higher education to develop a strong and diverse work force in Nevada.	Paying public employees adequately is crucial to Nevada's future. Every public servant should make a fair wage, with health insurance, and a path to retirement.	Yes	Yes	Thank you for your time and consideration!
CHERYLN ARRINGTON	REP	Nevada Senate	12	www.Arrington4NV.com					
Julie Pazina	DEM	Nevada Senate	12	www.juliepazina4nv.com	I am looking forward to working with Nevada's public institutions of higher education, especially as it relates to job training and preparing Nevada's students for good paying jobs in the work force. Work force development has been a passion for me since creating a program with Las Vegas Hospitality Association, where we worked with UNLV and CSN on a mentorship program, speakers, internships and tours of hospitality organization venues. As a member of the legislature, I will look for ways to improve educational outcomes and work with higher education institutions to appropriately and fully fund our institutions of higher learning.	The COVID pandemic affected every state across the country, especially Nevada where tourism was hugely impacted and tax revenues were sharply down. It is critical that we take care of our state employees and ensure that they are compensated accordingly. As a legislator, I will look for ways to ensure that our state employees receive compensation and benefits that are commensurate with the vital services they perform for our state.	Yes. I believe all employees have the right to collectively bargain.	Yes	I would like to thank NFA members for their service during the pandemic in what was a very challenging time to educate their students. I am very appreciative of the work of NFA members and would be honored to receive their endorsement.
Matthew Buehler	REP	Nevada Senate	13	buehlerfornv.com	I would reinstate pre-pandemic funding levels, and if possible, increase funding by the current rate of inflation.	Ensure every employee of the NSHE has fair pay, as well as access to full-benefit healthcare plans for themselves and their families at affordable rates and copays.	Yes. I will ensure that their pay and benefits are competitive with other systems of higher education around the Nation.	Yes. This concept is imperative to keep our faulty members focused and willing to push the leading edge of innovation, research and scholarsip in their specific disciplines without fear of stepping on or crossing over "political" or other sensitive boundaries.	I have been on the academic faculty at the United States Air Force Academy as an Assistant Professor of Biology (2009-12) and at Fresno State University as the Professor of Aerospace Studies (2012-14) during my twenty-one plus year Air Force career.
Richard Daly	DEM	Nevada Senate	13	skipdalyfornevada.com	Higher education funding will be very important for Nevada's economic diversification goals. The allocation of scares including state budget dollars continues to be a subject of great debate. The proper allocation is an eye of the beholder question. Having said that funding for higher education as I said will be necessary for the future of our state.	I have long been opposed to balancing the state budget on the backs of state employees. My first goal would be to NOT go backwards from where we are now and increase compensation if possible, including health benefits.	Yes. I think you know my background in Organized Labor so yes I support Collective Bargaining.	Yes	
Lisa Krasner	REP	Nevada Senate	16	LisaKrasnerForNevada.com	Sponsor and support legislation that prioritizes funding for Nevada's higher education programs and projects.	I will sponsor and support legislation that encourages recruitment, retention, healthcare and compensation of Nevada's higher education employees, faculty, and staff.	I support individuals rights; individuals should be free to choose what they feel is best for them.	Yes	Thank you, Assemblywoman LisaKrasner, Candidate for State Senate District 16

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Aaron Sims	DEM	Nevada Senate	16	www.simsfornevada.com	I believe firmly that a well funded higher education system equates to a more robust society with students more prepared to take on the world as well as solid support for our faculty members who work hard to achieve this. My top 3 issues for this campaign have been Housing, Education and Healthcare. Because of this, as a legislator, my priority for adequately funding higher education will be at the top of my list. The way I plan to do this is by working to increase our state's revenue by diversifying our economy through alternative energy and tech industries, introducing a new fee added on specific luxury-leisure activities across the state and seeing where in the budget we can reallocate funding for our higher education. We have a lot that Nevada does need to expand on including mental health funding, overall healthcare expansion, water protection and k-12 overhauls but those are concrete substantial issues that can be addressed along with providing adequate and improved funding for our System of Higher Education.	We need an overhaul of our states' benefits specifically pertaining to healthcare. I believe that we can achieve this through negotiations for better care and better rates between insurance companies and the state while providing more funding for health coverage specifically. It is such a shame how much our state employee's have been reduced across the board. What legislators and the governor need to do is work with and listen to those who are representing workers in these fields on how to expand our state employees.	Yes. Absolutely I strongly support collective bargaining for all workers, including NSHE professional employees. All workers have a right to bargain collectively for better wages, treatment, benefits, and anything they need.	Yes. I would stand against any attempt to take away a faculty members' protections from political interference.	I just appreciate the opportunity to apply for your endorsement. I believe strongly in having a strong workforce and a healthy society and I believe that you play such a pivotal role in insuring that for Nevadans. Thank you for everything you do!