

# THE NORTHWEST ECOLOGICAL RESEARCH INSTITUTE'S WORKING PHILOSOPHY

## MISSION STATEMENT

The purpose of the Northwest Ecological Research Institute (NERI) is to further knowledge of Pacific Northwest natural history through research, training, and dissemination of information.

The Northwest Ecological Research Institute (NERI) was created as an organization for individuals to work together to accomplish research and ongoing education, both independently and collaboratively. In order to fulfill its mission, NERI brings together associates with a diversity of skills, which are combined in teamwork toward a common goal, and it provides training to interested individuals.

**COLLABORATIVE** working relationships are fostered, in which the team is greater than the sum of its members. Collaboration avoids competitive or aggressive behavior, stressing the team and the task above the desires or ambitions of the individual.

**CONSIDERATE** teamwork is advocated, which seeks participation by all members, recognizes the unique contributions of each person, and incorporates the spirit of teaching as a mutual exchange of thoughts. Enthusiasm for learning is valued as highly as existing skills.

**GENEROSITY** is encouraged, including volunteering time to NERI. Whether contracting or volunteering, being willing to commit the time needed to complete the task in a professional manner is the highest priority.

**FLEXIBILITY** is fostered in communicating with other team members, dealing with field conditions, and reacting to changes in project plans.

**HUMOR** is considered an essential skill and contributes to the enjoyment of all phases of projects.

**RESPECT** for the work of others is stressed, recognizing the previous efforts of other people, affirming the ownership of existing available data, and acknowledging the identity of the creator of original ideas.

**HUMANE** treatment of study animals, and preservation of habitats, populations and individuals of native species are considered more important than the collection of data. In all phases of projects, we strive to use study techniques that are the least invasive and the most protective, and we actively seek improvements.

**RESPONSIBILITY** is required, to work within the goals of this organization, to satisfy the guidelines of other funding sources, and to meet the legal and permitting terms of state and federal agencies. Responsibility is accepted to utilize data collected on NERI projects in reports and presentations, in order to share information on the natural history of the region.

INTEGRITY is assumed in all matters involving NERI, including use of project funds, data collection and presentation, and communication both within NERI and with all its contacts.

CONSERVATION of resources is a priority in all aspects of our work – reusing and recycling materials in field and administrative work, carpooling, and planning simply. Consciously searching for opportunities to limit resource consumption is an integral part of all activities.