

Principles

1. **Quality of instruction, research, or public service is enhanced by faculty members' knowledge and understanding of how a department or program functions and of its central goals. This knowledge is acquired over time and represents a form of "workforce capital." Supported by experience and academic qualification, this "capital" can contribute significantly to the effectiveness of NTT faculty. All these should be factors in hiring and retention decisions.**
2. **The depth of a given labor pool may vary considerably over time, and the only way to guarantee consistent quality of job performance is to hire from an excellent pool and then to assure some form of job security and opportunities for professional development. Constant rotation of NTT faculty brings with it the risk of hires from a less qualified and less motivated pool of candidates. Long retention of qualified NTT faculty and support of their professional development enhances their stake in and their contributions to the life of the institution.**

Principles (continued)

- 3. Maintaining flexibility is a valid reason for hiring NTT faculty, but the value of this very flexibility must be reflected in adequate salaries, appropriate professional development opportunities, and a respectful workplace climate.**
- 4. In this economic climate, no family salary is secondary, and financial well-being cannot be assumed. Adequate salary and resources contribute to a professional workplace climate and permit NTT faculty to perform their duties to the best of their abilities**