Category	Demonstrated ability to establish a nationally visible research program	Demonstrated commitment to undergraduate and graduate education	A demonstrated commitment to cultivate an understanding of the rich and varied cultures of New Mexico and to the success of the university's mission to serve local and global communities	Interpretation
High	1) Compelling research accomplishments, area, and/or plans as outlined in Research Statement and/or Cover Letter	1) strong track record of teaching with high evaluation scores and/or testimonies to their teaching	1) Applicant has sustained record of meaningful engagement with these topics through research, teaching, service or partnerships (e.g., exhibited leadership or expertise; notable time commitment).	High = worthy of interview, top 10 to 25% in this category
	2) Strong research track record: high quality and quantity publications; can consider citations and impact, remembering citations are less relevant at early stages	2) Compelling teaching statement indicating a creative or thorough approach to teaching	2) Applicant describes specific, meaningful, and compelling ideas for promoting these topics that they can realistically adopt.	
	3) Applicant has experience writing research proposals and a track record of successful funding	3) Applicant has TA experience or taken a teaching workshop and the technical background to teach undergrad and grad level courses		
	4) Applicant has experience leading research, i.e. mentoring other students in research	4) Applicant stands out in some way, e.g. teaches a particularly innovative course, in an innovative way; perhaps designed a collaborative classroom, team-taught, taught interdisciplinary course, etc.		
	HR5) other reason to evaluate research as high, please explain			
	1) Applicant has low numbers of publications, but evidence of research potential	1) Commitment to teaching is compelling, but lacking substantial experience	1) Applicant has participated in smaller-scale activities related to these topics (e.g., peripheral role, minimal time commitment).	Med = not excited to

	Research	Teaching	Promoting topics	Interview/Score
Medium	2) applicant has the technical background to conduct research and/or mentor student research in a compelling research area 3) Demonstrated research track record, but not in a relevant research area	2) Applicant has experience teaching undergrad or grad level courses with good (but not excellent) teaching evaluations 3) Applicant has experience teaching, but not directly related to teaching grad/undergrad classes	2) Applicant describes ideas for promoting these topics that are less specific, meaningful, or realistic for implementation.	interview based on this criteria, but it is "above the bar" if other criteria are high enough to warrant an interview
Low	1) Lacks any of above and/or evidence of poor research practice 2) Research statement is not compelling (not in top 50%) of applicants 3) research materials are poorly written or unclear	1) Lacks any of above (no experience, insufficient technical background) or evidence of poor teaching 2) Teaching statement is not compelling (not in top 50%) 3) Teaching materials are poorly written or unclear	1) Applicant has not participated in any activities related to these issues and does not describe any ideas for promoting these topics. 2) Ideas for promoting these topics are vague, negative, problematic, not compelling, or unrealistic for implementation.	Low = lacking, negative, problematic, or not compelling, not in top 50% of applicants
Evaluate through:	Research statement, CV, Cover Letter	Teaching Statement, Cover Letter, CV?	One or more statements, cover letter, CV	