

Rubric to assess Research Statement

A. Experience commensurate with Assistant Professor Step 3

0 = Not Early Career; Already at Associate Professor position

1 = PhD conferred by June 2025 and currently below Associate Professor (or equivalent in industry/government)

B. Relevance of Research Expertise

1-2 = Limited evidence of expertise in ecological resilience and persistence **or** population and community ecology **or** field ecology **or** testing solutions to global change **or** mitigating biodiversity loss **or** overexploitation **or** ecosystem health, **or** other human-driven challenges within coupled social-ecological systems.

3 = Some areas of the applicant's research program matches any one of the above mentioned areas of research

4-5 = Robust expertise in one or more of stated research areas of interest

C. Relevance of Research Plans

1-2 = Limited evidence of planned research in one or more of the above research expertise

3 = Some areas of planned research program match one or more of the above research areas

4-5 = Robust plans for a research program in one or more of stated research areas

D. Experience and/or Plans for Research Impact

Evidence under consideration for impact include but are not limited to:

- Application of research to decision-making, policy, pedagogy, teaching
- Coverage in media
- Engagement with interested parties (e.g. community organizations, community members)
- Co-production of research

1-2 = Limited to evidence of plans for research application to decision-making, policy, pedagogy, and teaching

3 = Some evidence of experience and plans for research application to decision-making, policy, pedagogy, teaching in high-tier journals or some evidence of other impact

4-5 = Robust experience and plans for two or more of the listed evidence under consideration.

E. Potential for Future Achievement

1-2 = Limited evidence of successful funding or publication, no collaborations outside of lab, proposed research not novel

3 = Evidence of strength in one or more areas (funding, 1st authored pubs, collaborations, proposed research novelty)

4-5 = Evidence of successful funding, grantsmanship and multiple 1st-authored publications in high-tiered journals; demonstrated impact across multiple lines of research, productive collaborations (not all involving PhD advisor), novel questions