

# UNM SOM Learning Environment Office Quarterly Report

2025 Quarter 1

<https://hsc.unm.edu/medicine/education/leo/>

# What is this presentation?

The Learning Environment Office (LEO) produces a report each quarter to share data and trends with the UNM community.

LEO also produces an accompanying presentation so that departments, divisions, programs, offices, and groups can more easily share and discuss these data with each other.

All of the information in this report can be shared freely.

Please direct any questions to [hsc-leo@salud.unm.edu](mailto:hsc-leo@salud.unm.edu), and thank you for your work in creating and maintaining respectful, supportive, and inclusive learning environments at UNM.

# Presentation Contents

1. Announcing the winners, finalists, and nominees for LEO's inaugural Distinguished Teaching Award!
2. Two Toolkits: Giving and Receiving Feedback
3. iTeach Exemplary Teaching
4. Mistreatment Data & Trends
5. How Can LEO Help Your Department, Program, Office, or Group?
6. Meet the LEO Team

The First Annual

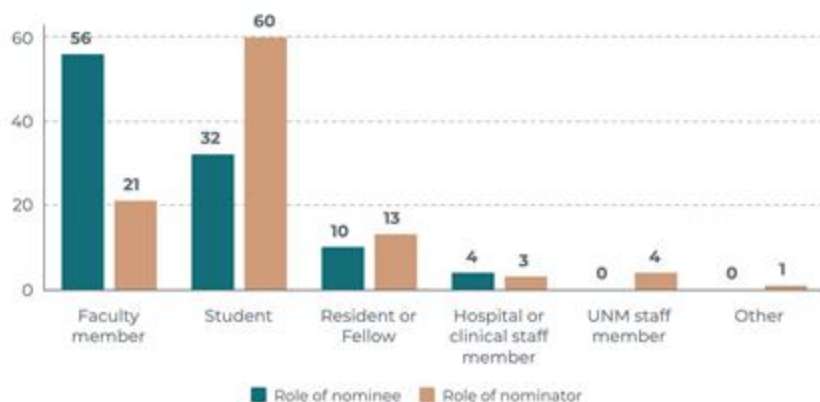
# LEARNING ENVIRONMENT OFFICE DISTINGUISHED TEACHING AWARD

Congratulations to everyone who was nominated for the **first annual Learning Environment Office Distinguished Teaching Award**. If you missed the deadline for nominating a wonderful teaching, don't worry — we'll solicit nominations every spring.

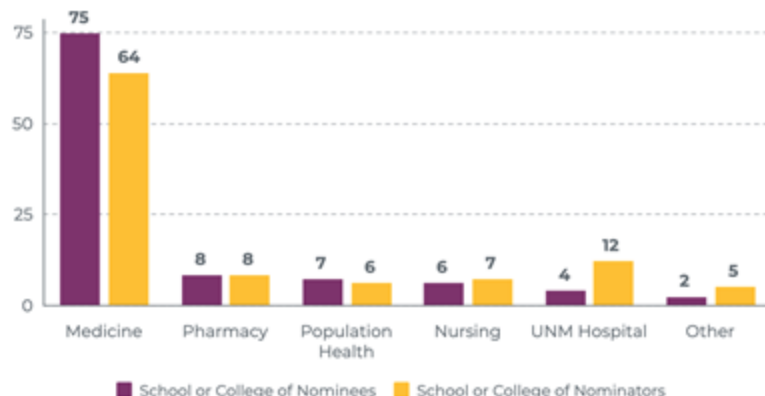
We received a staggering **102 nominations!**

Below we've broken that down further:

## Who made and received nominations?



## What School or College are they from?

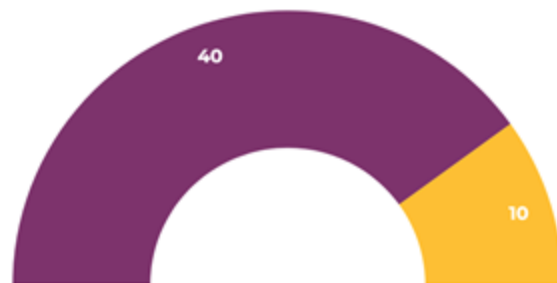


We were thrilled to receive nominations and nominators **from all four HSC schools and colleges**, plus the from **UNM hospital staff members!**

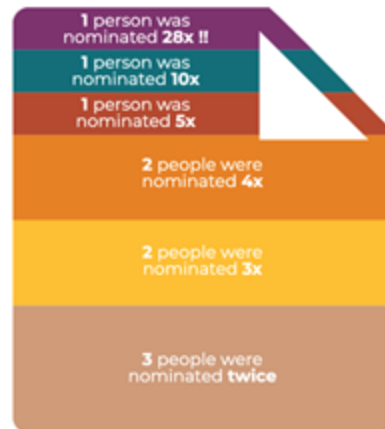
Students were responsible for **nearly 60%** of all nominations filed!

Thank you to all of the students who took precious time away from studying to recognize their peers, faculty, residents, fellows, clinical staff members, and everyone else who helps them learn.

## How many people were nominated by more than one person?



■ People nominated once (80%)  
■ People nominated more than once (20%)



Announcing the

**WINNERS, FINALISTS, & NOMINEES**

*of the first annual*

**LEARNING ENVIRONMENT OFFICE**

**DISTINGUISHED TEACHING AWARD**

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# WINNERS



## Dr. Ishan Garg

Resident, School of Medicine  
Nominated by four people



**One nomination stated:** "Dr. Garg always takes effort to teach during very busy rotations. He values both personal and professional development strongly and encourages students to be learners by helping us find academic tools to be strong clinicians."



## Andrew Green

MD Student, School of Medicine  
Nominated by 28 people



**One nomination stated:** "Andrew was amazing at answering our questions but he also has a talent for teaching us to improve our learning. For example, he provided really helpful tips on how to integrate material rather than tell us what to memorize...and generally to not feel dumb for not knowing something or for needing to ask for help."



## Dr. Julie Jordan

Faculty, School of Medicine  
Nominated by two people



**One nomination stated:** "Dr. Jordan is one of the most kindest and smartest teachers I have ever had the pleasure of learning from. She would meet us where we're at instead of expecting a level of background knowledge and it really helped conceptualize and internalize the vast subject material."



## Dr. Shannon Sanchez-Youngman

Faculty, College of Population Health  
Nominated by four people



**One nomination stated:** "I have never had a teacher so committed to student learning and engagement as Dr. Sanchez-Youngman...She went above and beyond to treat her Masters level students with dignity and equity and...to ensure that they were learning the material they would need when they sat for their exams. I saw her reach out to students who were struggling in class and help connect them to services beyond what the CoPH offered...Dr. Sanchez-Youngman truly wants to see every student of hers succeed and does everything she can see that they do."

# Finalists

## **Ahmad Alqam**

School of Medicine, Nominated by 1 person

## **Tessa Anderson**

College of Pharmacy, Nominated by 1 person

## **Patricia A Bandy**

College of Nursing, Nominated by 1 person

## **Acadia W Buro**

College of Population Health, Nominated by 1 person

## **Reza Ehsanian**

School of Medicine, Nominated by 10 people

## **Martin Juardo**

School of Medicine, Nominated by 2 people

## **Darren Kempton**

School of Medicine, Nominated by 1 person

## **Joselyn Martin**

College of Nursing, Nominated by 1 person

## **Alisha Ray**

College of Pharmacy, Nominated by 3 people

## **Patrick Rendon**

School of Medicine, Nominated by 1 person

# Nominees

**Shirley Abraham**, School of Medicine

**Robert Alunday**, UNM Hospital

**Kelsea Aragon**, College of Pharmacy

**Alfonso Belmonte**, School of Medicine

**Pooja Bhakta**, School of Medicine

**Elena Bissell**, School of Medicine

**Alicia Bolt**, College of Pharmacy

**Travis Campbell**, School of Medicine

**Judy Cannon**, School of Medicine

**Seth Daly**, College of Pharmacy

**Rachel Danczyk**, School of Medicine

**Matthew Davoudzadeh**, School of Medicine

**Kathy Dolan Cox**, College of Nursing

**Hannah Dowdy-Sue**, School of Medicine

**Jonathan Eldredge**, School of Medicine

**Maggie Faber**, College of Nursing

**Anthony Fleg**, School of Medicine

**Tomoko Hamma**, School of Medicine

**Rebecca Hartley**, School of Medicine

**Alex Herman**, College of Pharmacy

**Lisa Hofler**, School of Medicine

**Maryam Hosseini Farahabadi**, School of  
Medicine

**Andrea Howard**, School of Medicine

**Michele Hutchison**, School of Medicine

**Jens Langsjoen**, School of Medicine

**Michael Mandell**, School of Medicine

**Ruth Martell Martinez**, School of Medicine

**John Alan Mason**, School of Medicine

**Brenna McGuire**, School of Medicine

**Alan Robb McLean**, School of Medicine

**Mary Bethany McMaster**, School of Medicine

**Duncan Meiklejohn**, School of Medicine

**Jorge Mera**, UNM Hospital

**Maria Montoya**, School of Medicine

**Julie Muche**, UNM Hospital

**Ali Nakip**, School of Medicine

**Lorenzo Nava**, School of Medicine

**Jim Niforatos**, College of Nursing

**Leonard Noronha**, School of Medicine

**Felisha Rohan-Minjares**, School of Medicine

**Blavir Rukov**, School of Medicine

**David Santistevan**, School of Medicine

**Cassie Shaw**, School of Medicine

**Bill Shuttleworth**, School of Medicine

**Patricia Siegel**, School of Medicine

**Connie Smith-Fassler**, College of Nursing

**Carolyn Smith-Lin**, School of Medicine

**Michael Spafford**, School of Medicine

**Samuel Swift**, College of Population Health

**Tammy Thomas**, College of Population Health

**John Togami**, UNM Hospital

**Eli Torgeson**, School of Medicine

**Christopher Torrez**, School of Medicine

**Janet Veesart**, School of Medicine

**Amber Vigil**, UNM Hospital

**Waseem Wagrees**, School of Medicine

**Mareth E. Williams**, UNM Hospital

**Suzanne Williams**, School of Medicine

**Donna Winn**, College of Nursing

**Thomas Carson Wright**, School of Medicine

**Riana Wurzbarger**, UNM Hospital

# THIS QUARTER'S TOOLKITS: GIVING AND RECEIVING FEEDBACK

## Two New Toolkits!

In order to best support the HSC community in creating and maintaining respectful, supportive, and inclusive learning environments, LEO shares toolkits and resources as part of our quarterly reports. Each toolkit/resource will be available on LEO's [website](#) (in high quality for printing or sharing).

This quarter, the topic is so big we split it into two toolkits!

If you use the toolkit, LEO would love for you to drop us a line to let us know how it goes! You can always send an email to [hsc-leo@salud.unm.edu](mailto:hsc-leo@salud.unm.edu).

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### Toolkit 1: Giving the Gift of Feedback

### Toolkit 2: Normalizing and Building Resilience for Feedback

[Click here to download](#)

[Toolkit 1: Giving Feedback](#) and

[Toolkit 2: Normalizing & Building Resilience for Receiving Feedback](#)

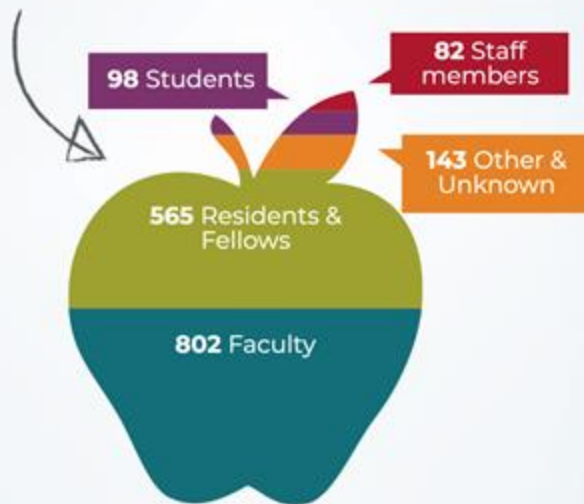
# iTeach Exemplary Teaching

# iTeach: Recognizing Exemplary Teachers

**1,690**  
**TEACHERS**

have been  
recognized  
for exemplary  
teaching by a  
total of

**6,950**  
**LEARNERS**



Nov 2019 - March 2025

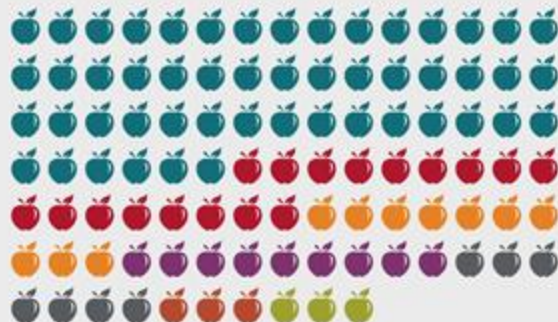
# Don't Forget: iTeach Letters for Your File



If you have received iTeach recognitions and are up for promotion, tenure, job or fellowship applications, etc., LEO will gladly write you a letter detailing what the iTeach program is, how many recognitions you have received, and will include every comment made by learners about your exemplary teaching.

**To receive a letter, simply email [hsc-leo@salud.unm.edu](mailto:hsc-leo@salud.unm.edu).  
Please give us at least one week's notice.**

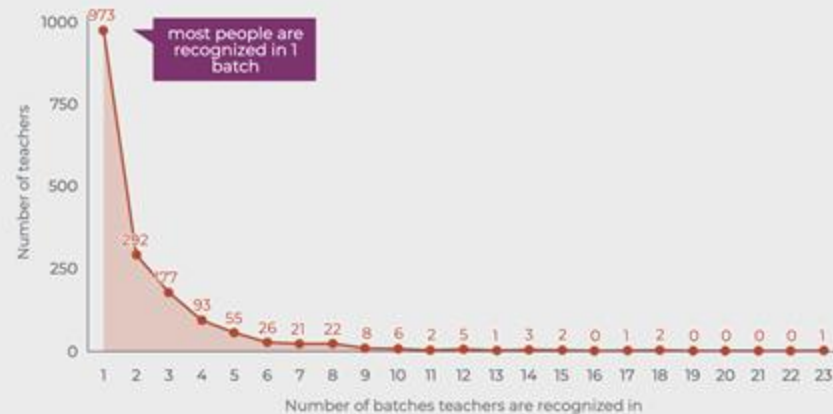
## How many learners have recognized each of those teachers?



51% recognized by one learner  
 17% two learners  
 10% three learners  
 9% 4-5 learners  
 7% 6-10 learners  
 3% 11-20 learners  
 3% 21-294 learners!

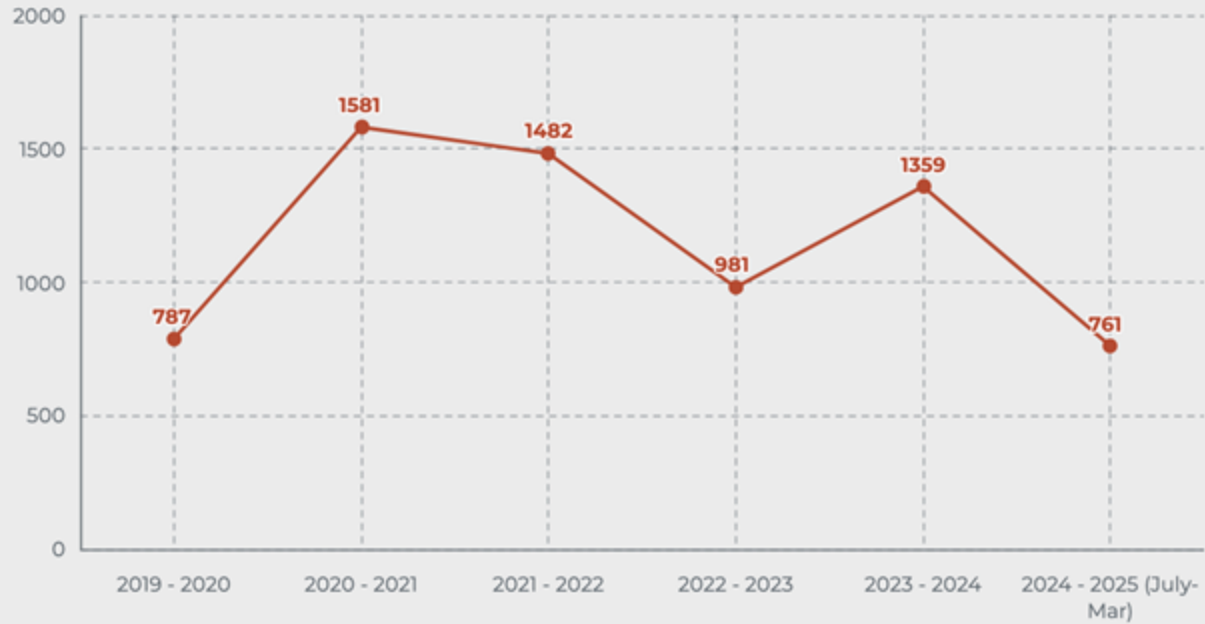
## Batches: How we measure the frequency and consistency of recognition for each person

A batch is roughly 2 months of data. Most recognized teachers have been recognized in one batch, but some are consistently recognized by learners over time. 15% of recognized teachers have been acknowledged in 4 or more batches, and **23 teachers** have been recognized in 10 or more.



Nov 2019 - March 2025

## Number of iTeach Recognitions Made by Academic Year

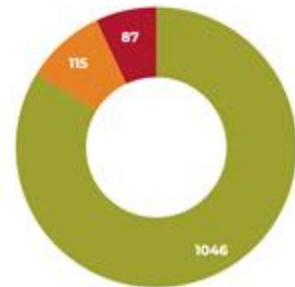


# Mistreatment Data and Trends

LEO shares these data to create greater transparency in the UNM HSC community about mistreatment. We use these data to inform our work to reduce and prevent mistreatment, and to most effectively respond to incidents that occur.

Since LEO began collecting reports of mistreatment in July 2019, we have received **1,248 reports of mistreatment**.

We can break those down this way:



- Unique incidents of mistreatment
- Does not rise to the level of mistreatment
- Duplicate reports

LEO has received 115 reports of behavior that, after investigation, we have determined do not rise to the level of mistreatment. This is 9% of all reports.

Some incidents are reported more than once (for example, by a few different witnesses). There 87 duplicate reports represent 7% of all reports.

Once we remove reports that do not rise and those that are duplicates, we are left with **1046 unique incidents of alleged behavior that rise to the level of mistreatment, which represent 84% of all reports.**



**Please note:**

We are changing the way we're reporting out most mistreatment data here in this report. Now that LEO's work spans seven (!) calendar years (2019-2025), we will be consistently reporting out data from only **the five most recent calendar years**. This is to make the data more relevant, timely, and easy to read.

As such, most data on the following pages include only data from 2021-2025. However, in some cases when it is more appropriate, we have included all of the data from 2019-2025.

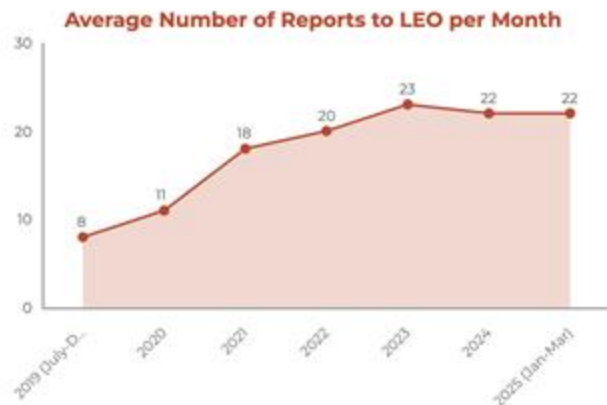
Also be aware that while most of the data presented below include only **unique incidents of mistreatment**, when more appropriate, we have included all reports to LEO (including behaviors that do not constitute mistreatment and duplicate reports).

Make sure to check out the "n" for each set of data.

## How many reports are coming to LEO each month?

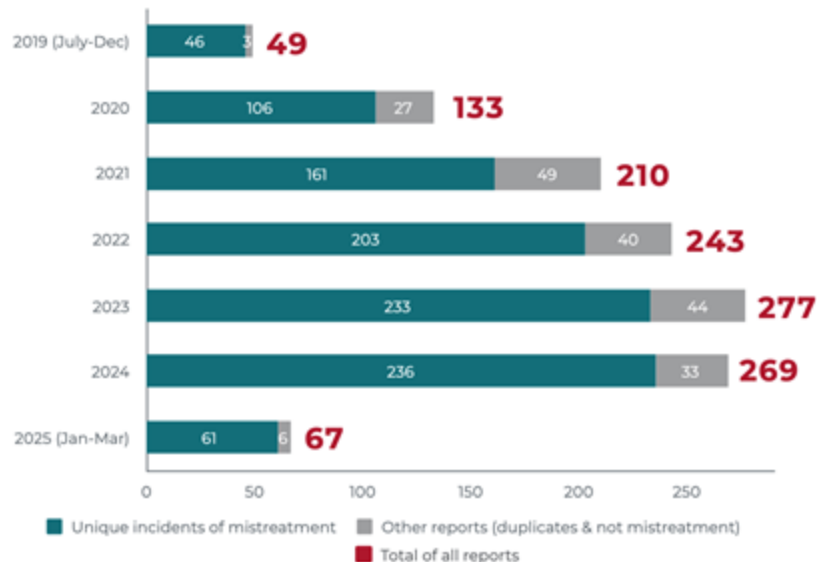
n = 1,248, all reports filed to LEO

You can see that the average number of reports per month has increased every year, from 8 in 2019 to **over 20 in 2023, 2024, and so far in 2025.**

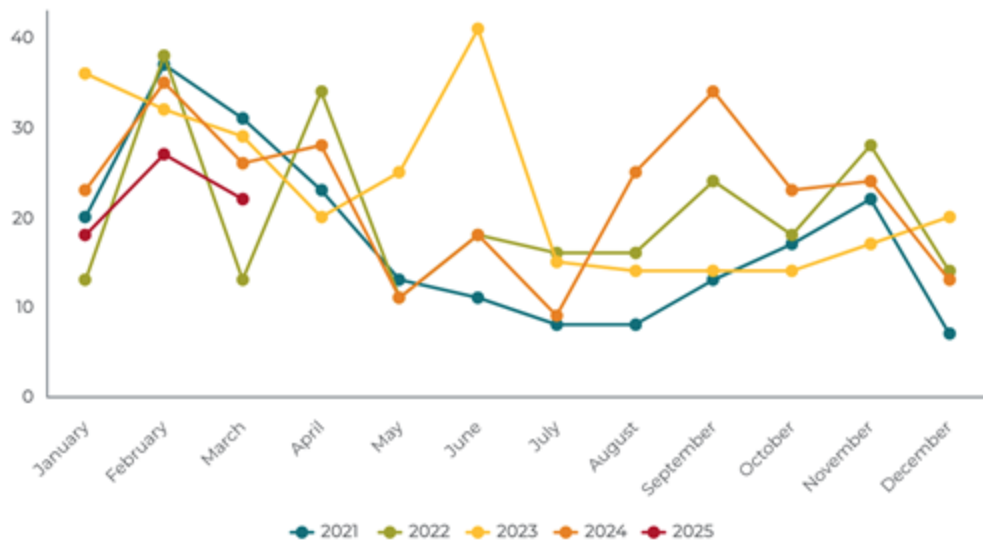


## What is the status of reports to LEO?

The total number of reports LEO has received peaked with 277 in 2023. The number of reports may have stabilized, although it remains to be seen what will happen for the rest of 2025!

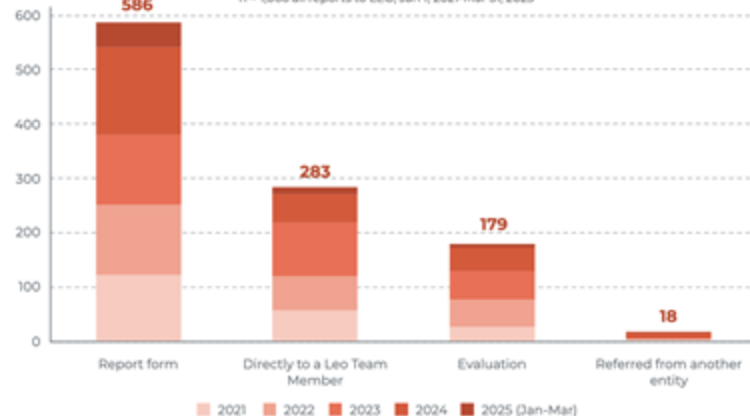


## When Reports Are Filed to LEO



## How Did the Report Come to LEO?

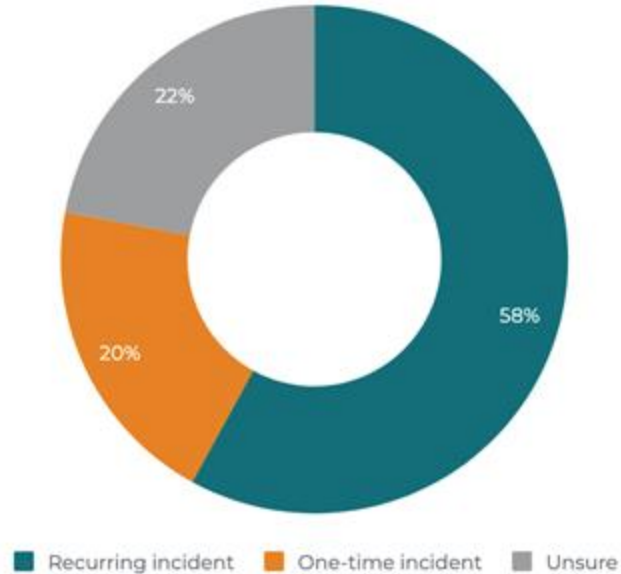
n = 1,066 all reports to LEO, Jan 1, 2021-Mar 31, 2025



The majority of incidents reported to LEO concern recurring behaviors — learners are less likely to report one-off incidents, which may indicate that they see reporting as an option for after they have already given second chances to the implicated persons and the behaviors have not improved.

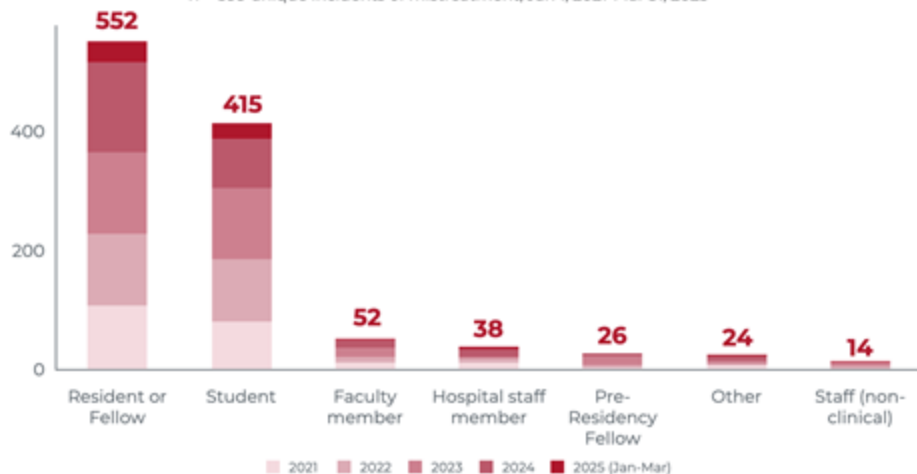
## Is This a Recurring Incident?

n = 899 unique incidents of mistreatment, Jan 1, 2021-Mar 31, 2025



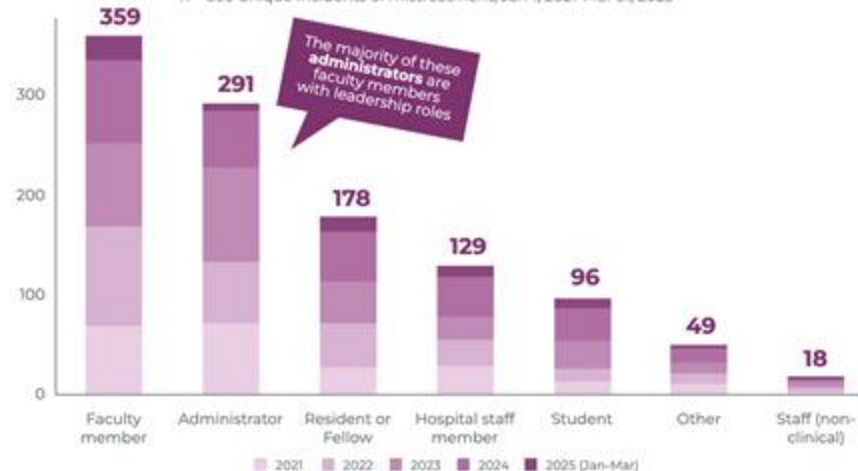
## Who is Mistreated?

n = 899 unique incidents of mistreatment, Jan 1, 2021-Mar 31, 2025



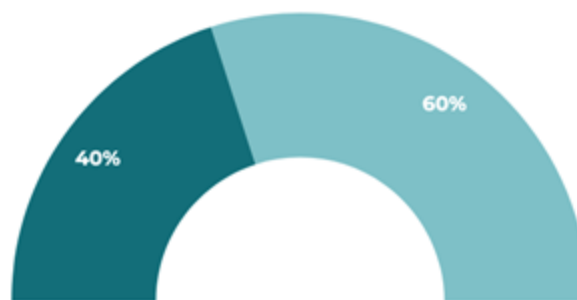
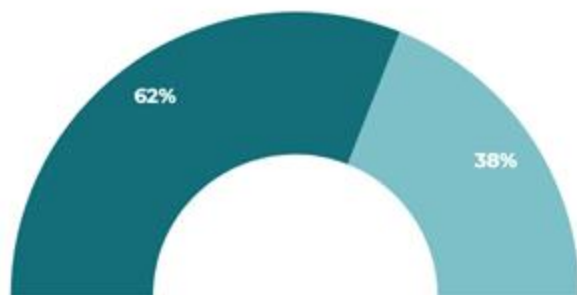
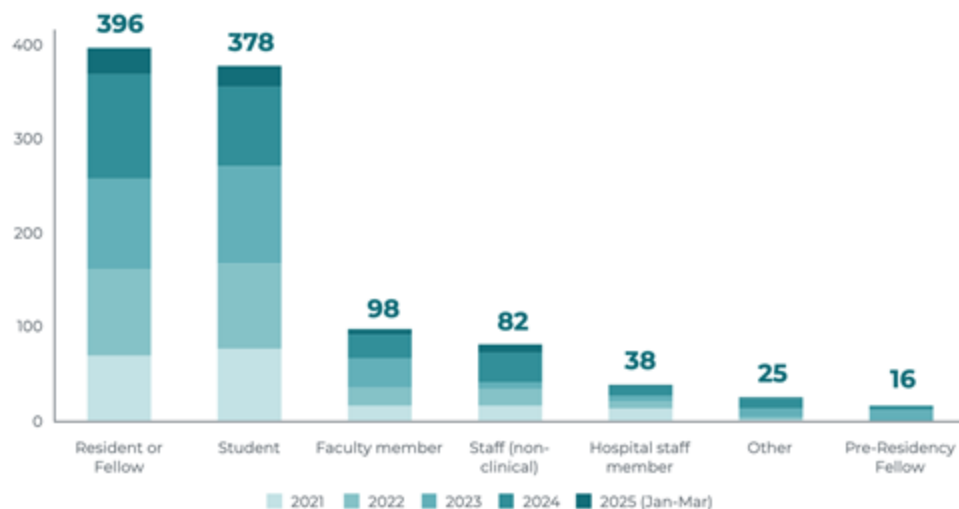
## Who is Reported for Mistreating Learners?

n = 899 unique incidents of mistreatment, Jan 1, 2021-Mar 31, 2025



## Who Reports to LEO and How?

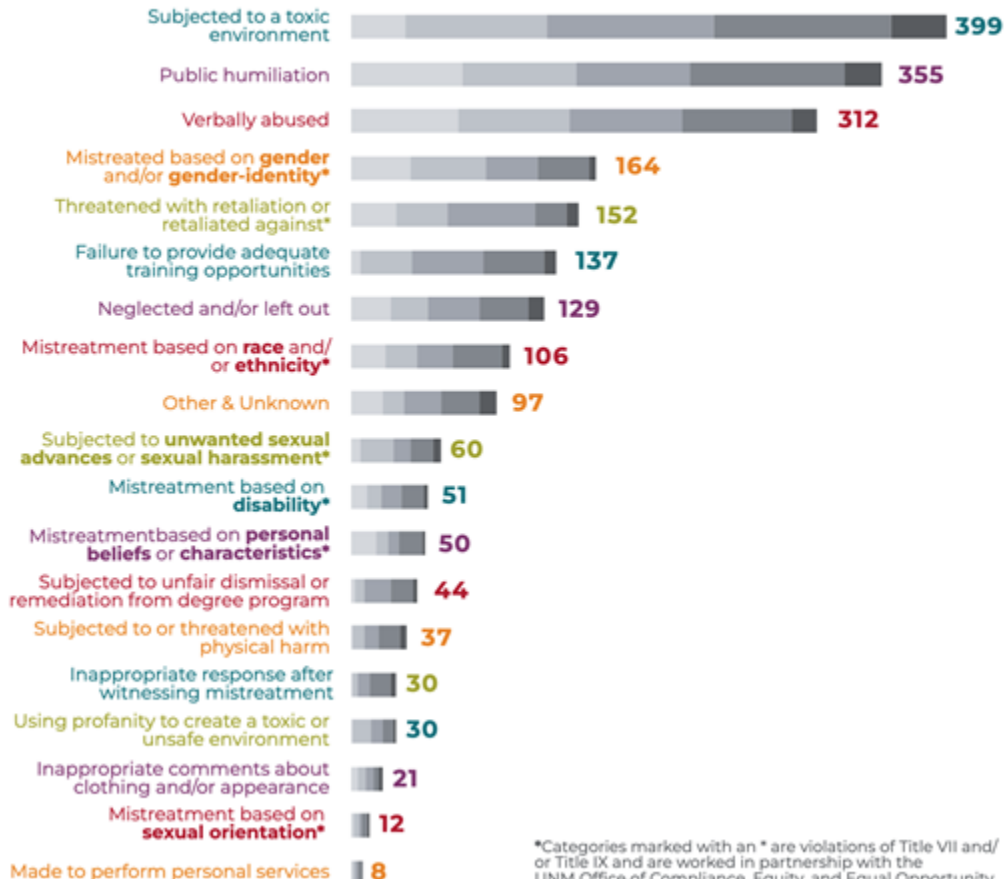
n = 1,066 all reports to LEO, Jan 1, 2021-Mar 31, 2025



# Types of Mistreatment

Each incident can include multiple types of mistreatment

n = 899 unique incidents of mistreatment, Jan 1, 2021-Mar 31, 2025



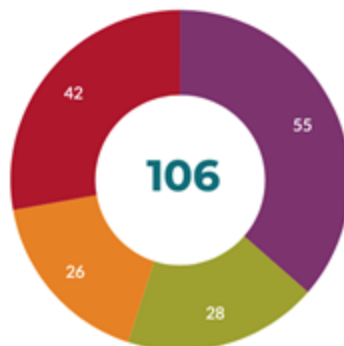
\*Categories marked with an \* are violations of Title VII and/or Title IX and are worked in partnership with the UNM Office of Compliance, Equity, and Equal Opportunity

■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025 (Jan-Mar)

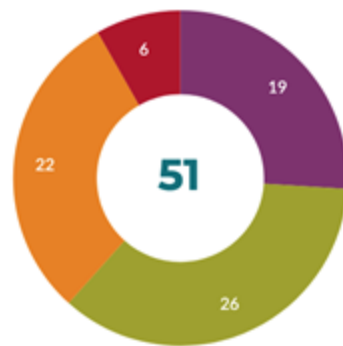
Gender & Gender-Identity



Race & Ethnicity



Disability

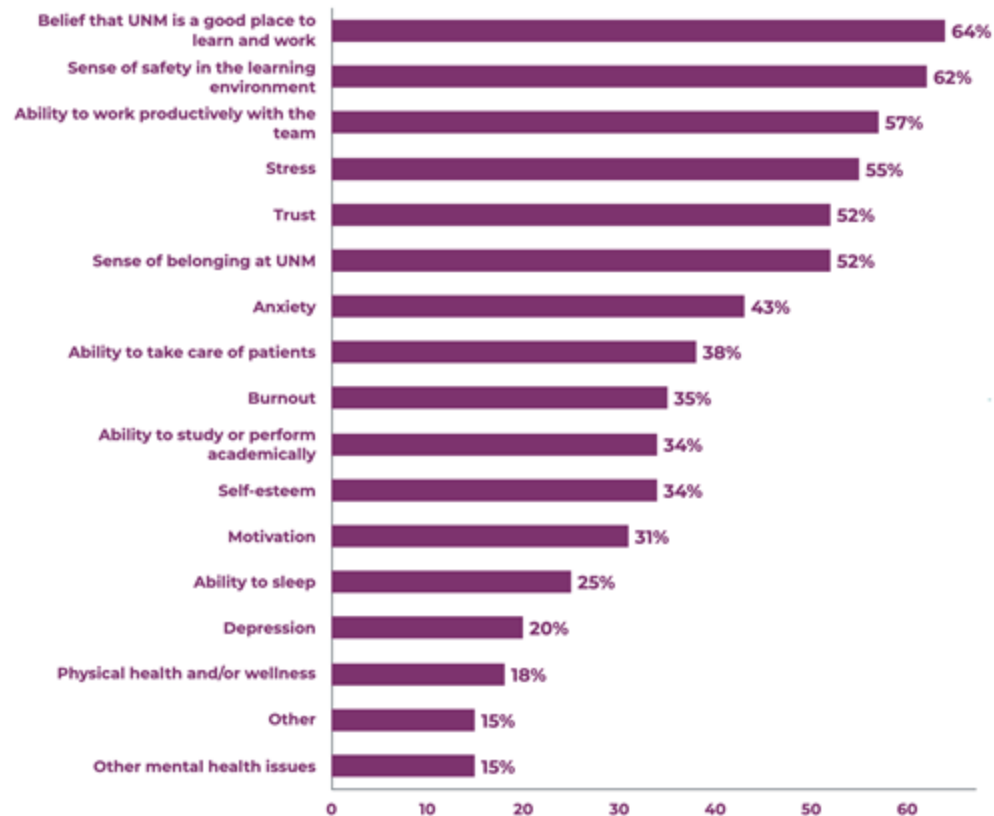


Sexual Orientation



- ⦿ Subjected to offensive remarks or names about identity
- ⦿ Denied opportunities and/or received lower grades/evaluations due to identity rather than performance
- ⦿ Differential treatment based on identity
- ⦿ Other offensive behaviors related to identity
- ⦿ Differential treatment based on pregnancy and related conditions
- ⦿ Subjected to unwanted sexual advances

### This behavior negatively impacted my:



# How are Incidents Classified on the Mistreatment Response Pyramid?

n = 215 classifiable incidents, Jan 1, 2021-Mar 31, 2025

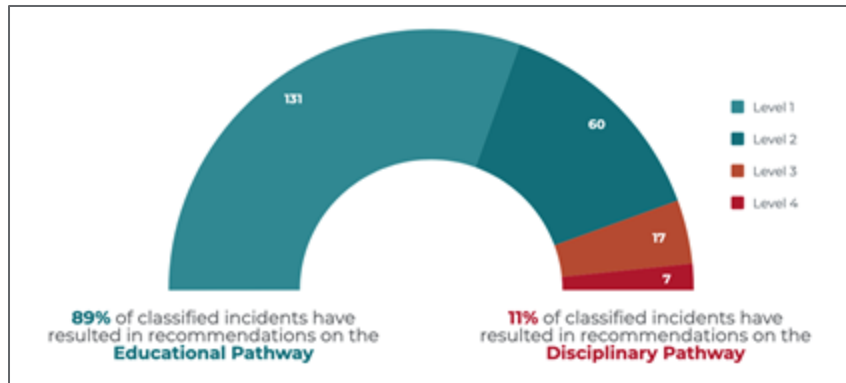
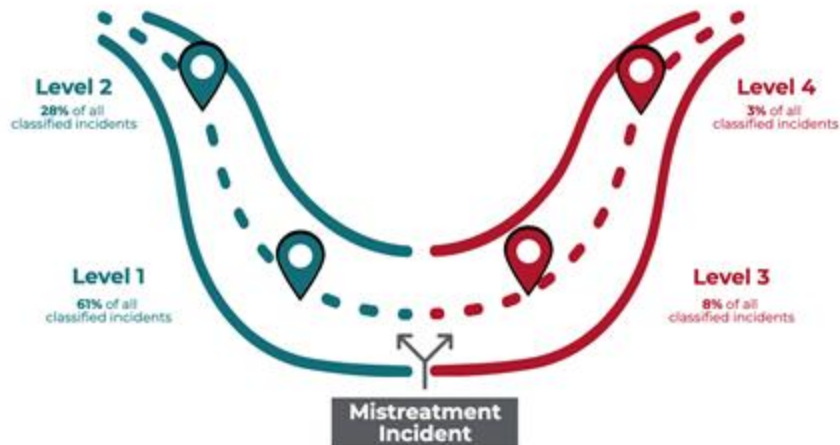
Responses to mistreatment incidents occur on either the **Educational Pathway** or the **Disciplinary Pathway**, depending on the severity and patterns of behavior.

## Educational Pathway

For behaviors out of compliance with UNM SOM Mistreatment Policy

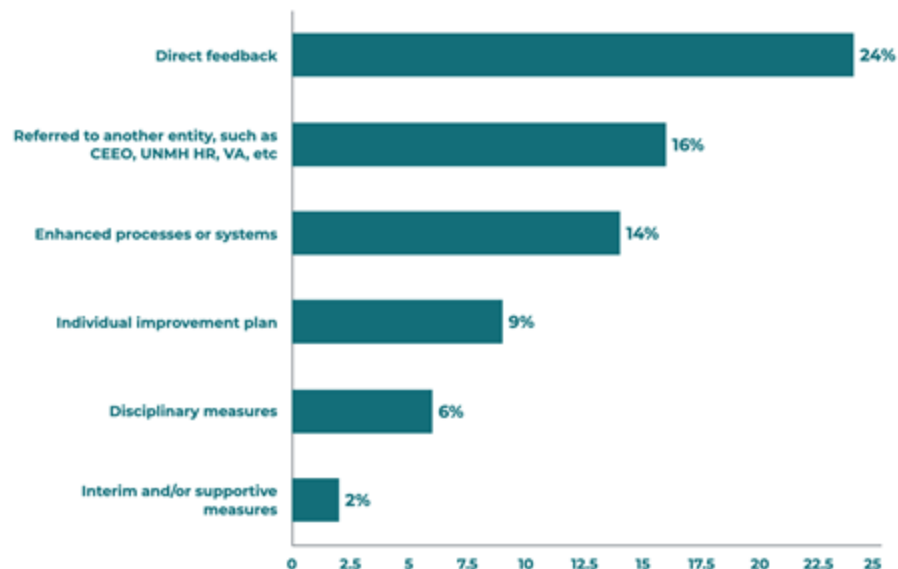
## Disciplinary Pathway

For behaviors that constitute a violation of UNM SOM Mistreatment Policy



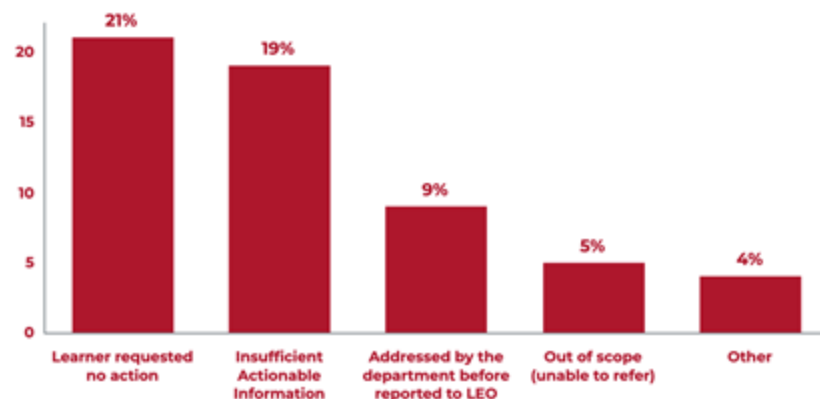
In **56% of unique mistreatment incidents**, LEO is able to recommend actions. Those actions are:

n = 856 unique cases with recommendations, Jan 1, 2021-Mar 31, 2025



In **44% of mistreatment incidents**, LEO has **not** recommended action for the following reasons:

n = 856 unique cases with recommendations, Jan 1, 2021-Mar 31, 2025



**How can LEO help your  
department, program,  
office, or group?**

# How can LEO help enhance your learning environment?

## Trainings / Workshops

- Giving & Receiving Feedback
- Bystander Intervention
- Conflict Transformation
- Power & Power Dynamics
- *and more!*

## Direct Interventions

- Mistreatment incident investigation and response
- Learning Environment Audits
- 1-on-1 consultations with leadership

Contact [hsc-leo@salud.unm.edu](mailto:hsc-leo@salud.unm.edu) to request a training or for more information

# GET TO KNOW THE LEO TEAM!

## FULL TIME STAFF



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