



HEALTH SCIENCES
LEARNING ENVIRONMENT OFFICE

Fostering a climate of respect and inclusion

Quarterly Report

2025, Quarter 2

OVERVIEW

In June 2019, the UNM School of Medicine (SOM) launched the Learning Environment Office (LEO) to enhance institutional efforts to understand, prevent, reduce, and address mistreatment, and simultaneously, improve learning environments. In July 2024, LEO expanded to serve the entire Health Science Campus (HSC).

In an effort to promote transparency while preserving confidentiality, LEO is producing quarterly reports that share aggregated data to enhance the overall understanding of learning environments as well as protect anonymity. The data will remain aggregated until we have enough data to not be identifiable. These reports also contain data on exemplary teachers and mistreatment incidents as well as information about LEO's activities.

To learn more about LEO, to contact us, or to review prior Quarterly Reports, visit us on [our website](#).

Want to share this report?

LEO now provides a slide presentation to accompany this report. This will make it easier to share the data and trends included in this report with colleagues and peers.

Anyone can access and share the slide presentation **by clicking here**, or downloading the PDF presentation attached to this same email.

REPORT CONTENTS

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BUILDING INCLUSIVE LEADERSHIP

Check out data from the 2024-2025 cohort, and apply now for this coming academic year!

2

BUILDING INCLUSIVE LEADERSHIP

Results from previous cohorts and application for the 25-26 cohort (due August 25)

3

iTEACH DATA

Learn about updated data related to exemplary teaching across the HSC

4

MISTREATMENT DATA

Learn about the latest data and trends related to learner mistreatment at the HSC

5

MEET THE LEO TEAM

Get to know the 11 members of the LEO team

THE HSC LEARNING ENVIRONMENT OFFICE'S

BUILDING INCLUSIVE LEADERSHIP

COHORT PROGRAM

ABOUT THE PROGRAM

BUILDING INCLUSIVE LEADERSHIP

is an inter-professional cohort program run through the UNM HSC Learning Environment Office that helps prepare New Mexico's future healthcare professionals to be strong, knowledgeable, and skilled leaders.

AUGMENTS EXISTING CURRICULUM

BIL builds on existing curricular pieces and helps to deepen understanding and skills around systemic health inequities.

The inter-professional cohort model ensures that knowledge is shared by learners across multiple programs, colleges, and schools

WELCOME TO YEAR 5

BIL is about to launch its fifth cohort! Read on to learn more about programmatic successes so far. Any student or trainee at the HSC is eligible to apply for the 2025-2026 cohort. Participants receive a stipend and a certificate of completion.

**Applications for Cohort 5 are open from July 14-
August 25 and can be found [here](#).**

APPLY NOW



BUILDING INCLUSIVE LEADERSHIP

2024 - 2025 COHORT

Participants agreed that the BIL program met all of their reasons for joining the cohort

PRE-PROGRAM

WHY DID YOU WANT TO PARTICIPATE IN BIL?

1. Gain skills for advocating for myself, my peers, and other healthcare workers
2. Learn more about DEI, fill in my blind spots, and/or embrace new parts of myself
3. Learn from the other people in the cohort and their stories
4. Gain skills/knowledge for providing better care for patients and families
5. Become a good mentor/teacher in my future

POST-PROGRAM

DID BIL MEET THIS GOAL?

100% YES

100% YES

100% YES

100% YES

100% YES

BUILDING INCLUSIVE LEADERSHIP

2024 - 2025 COHORT

What improved after participating in BIL?



Within the UNM Learning Environment:

- Sense of community, belonging, & support at a UNM
- Access to safe spaces at UNM to explore identities, process lived experiences, and better understand the experiences of others*



Level of understanding about DEIJ (diversity, equity, inclusion, and justice)*



Experience applying DEIJ knowledge in

- Academic settings
- Personal settings
- Leadership positions they do or will hold



Confidence applying DEIJ knowledge in

- Academic settings*
- Personal settings*
- Leadership positions they do or will hold*



Understanding of the following in healthcare and research settings:

- Institutional and systemic racism*
- Disability justice*
- Creating gender equity*
- How intersecting identities impact access*
- How to take action to advocate for self, patients, & peers*
- How my own lived experiences impact how I engage with the world around me*

*statistically significant change from pre-BIL to post-BIL, $p < 0.05$

BUILDING INCLUSIVE LEADERSHIP

2024 - 2025 COHORT

In the post-program survey, the 24-25 cohort shared the following:

100%

WOULD RECOMMEND BIL TO A FRIEND

100%

AGREE THAT BIL MET ITS PROGRAMMATIC GOALS

100%

AGREE THAT BIL FULFILLED THEIR REASONS FOR PARTICIPATING

100%

POSITIVELY RATED EVERY SESSION & RECOMMEND THAT EACH SESSION BE GIVEN AGAIN NEXT YEAR

Applications for Cohort 5 are open from July 14-August 25 and can be found [here](#).

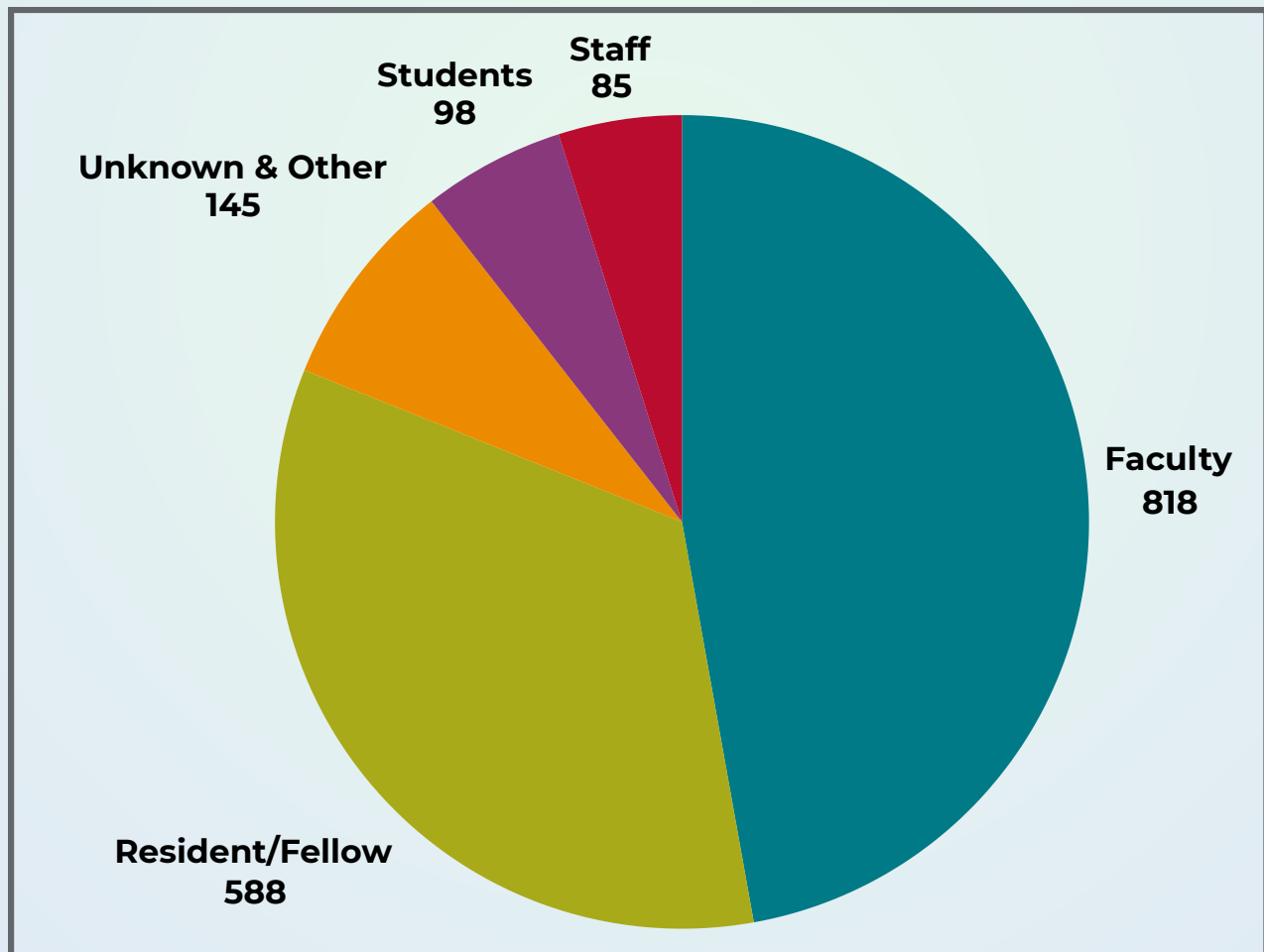
APPLY NOW



iTEACH: Recognizing Exemplary Teachers

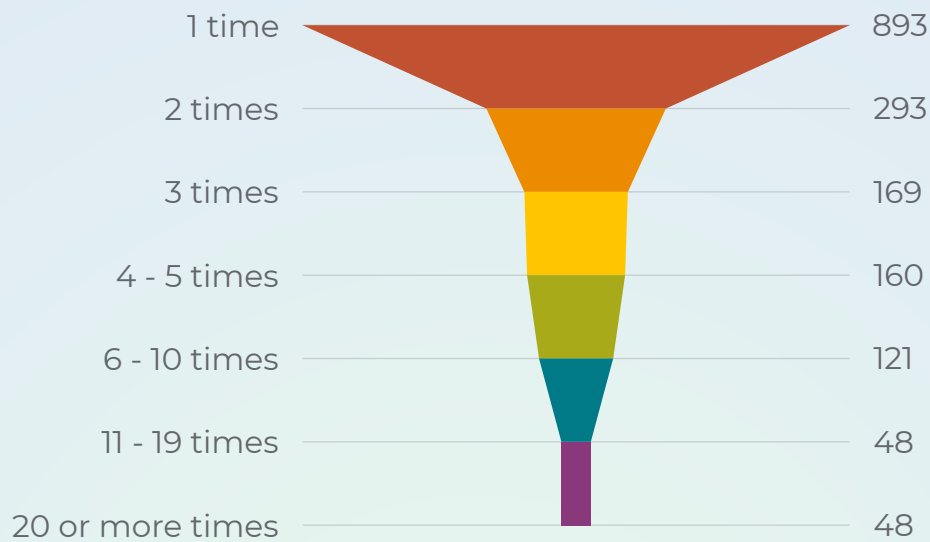
from November 2029 through June 2025:

1,732 have been
TEACHERS recognized by
a total of **7,109**
LEARNERS



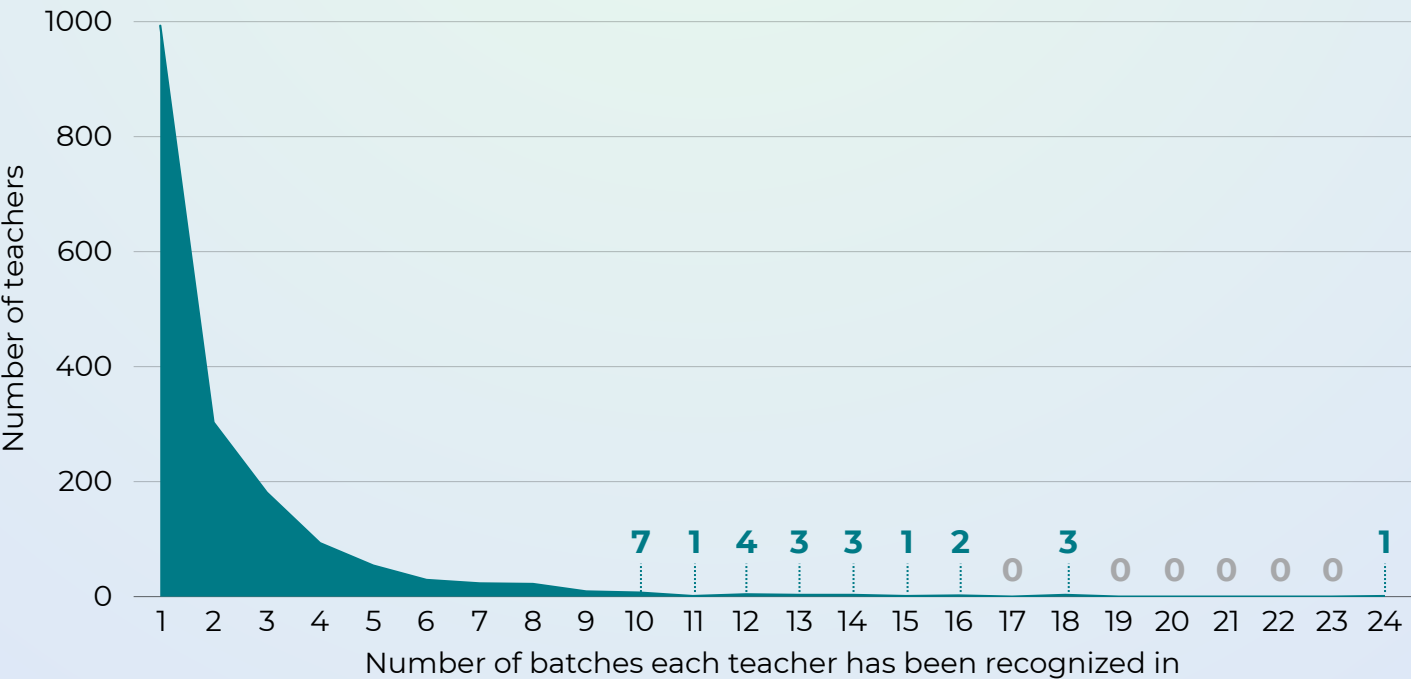
[Click here](#) to send an iTeach recognition
to a teacher today!

How many times have each of these exemplary teachers been recognized?

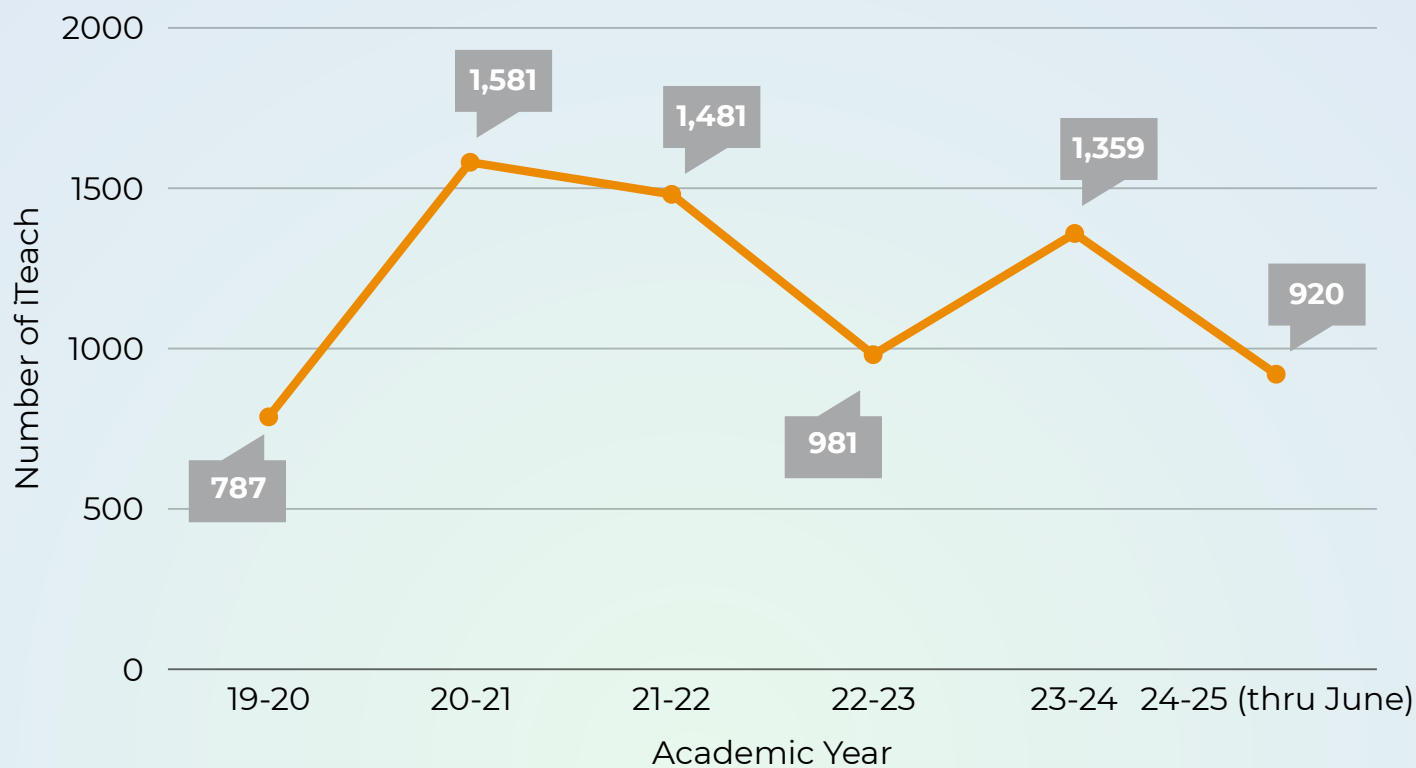


Batches: How we measure the frequency and consistency of recognitions for each teacher

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 **24 teachers have been recognized in 10 or more.**



How many iTeach recognitions have been made in each academic year?



Don't forget!

Get an iTeach letter 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 and request one. Please give at least one week's notice.

ADDRESSING MISTREATMENT:

Data Review

July 24, 2019 - June 30, 2025

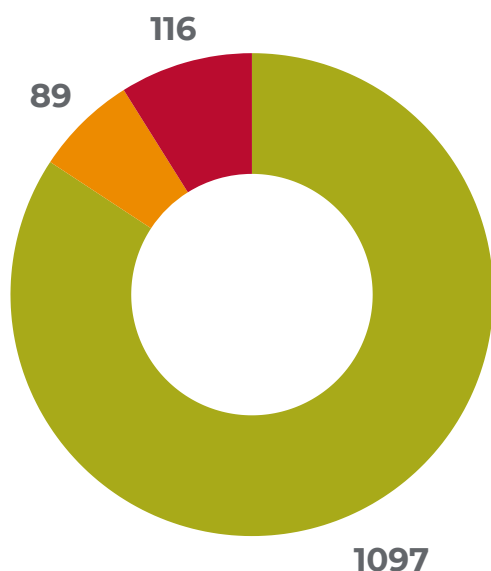
LEO shares these data to create greater transparency in the UNM HSC community about mistreatment. We use these data to inform our work to reduce and prevent mistreatment, and to most effectively respond to incidents that occur.



Remember to carefully check the “N” for each set of data. Most of the data below will reflect reports from the **past five calendar years**. However, in some cases when it is more appropriate, we have included all of the data from 2019-2025.

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

Since LEO began collecting reports of mistreatment in July 2019, we have received **1,302 reports of mistreatment**. We can break those down this way:



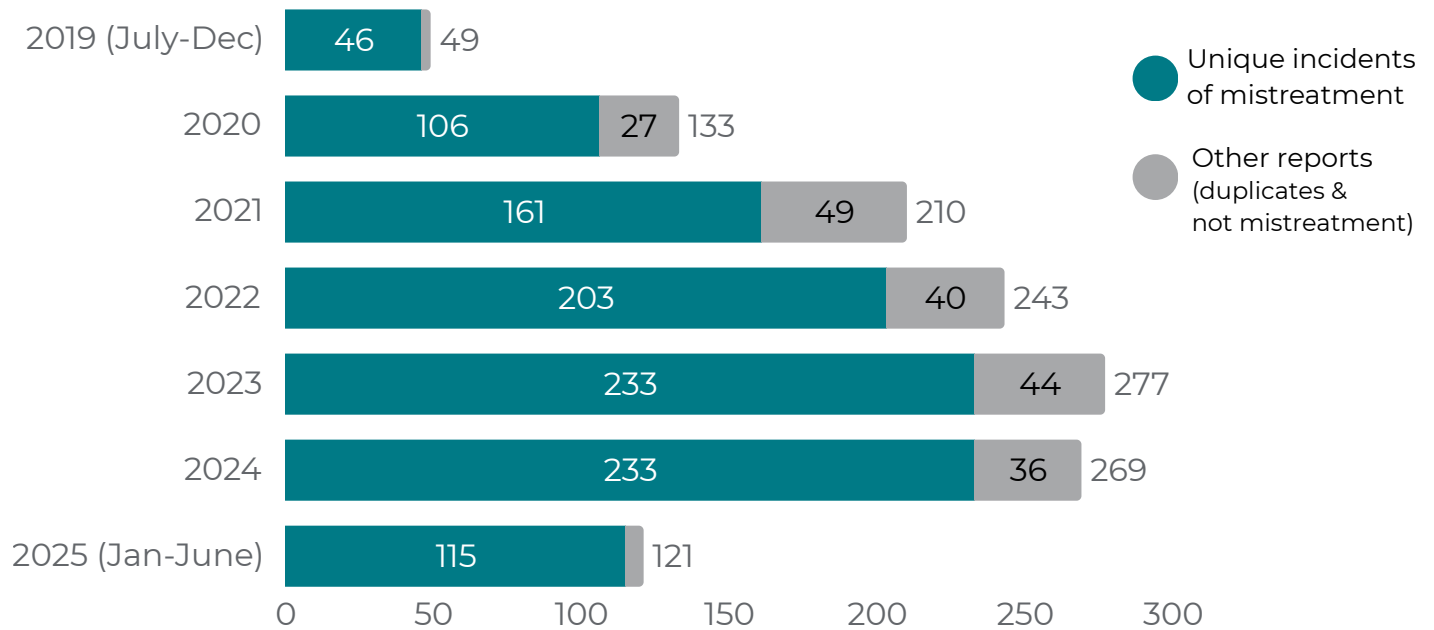
LEO has received **116** reports of behavior that, after investigation, we have determined do not rise to the level of mistreatment. This is 9% of all reports.

Some incidents are reported more than once (for example, by a few different witnesses). There **89** duplicate reports represent 7% of all reports.

Once we remove reports that do not rise and those that are duplicates, we are left with **1,097 unique incidents of alleged behavior that rise to the level of mistreatment, which represent 84% of all reports**.

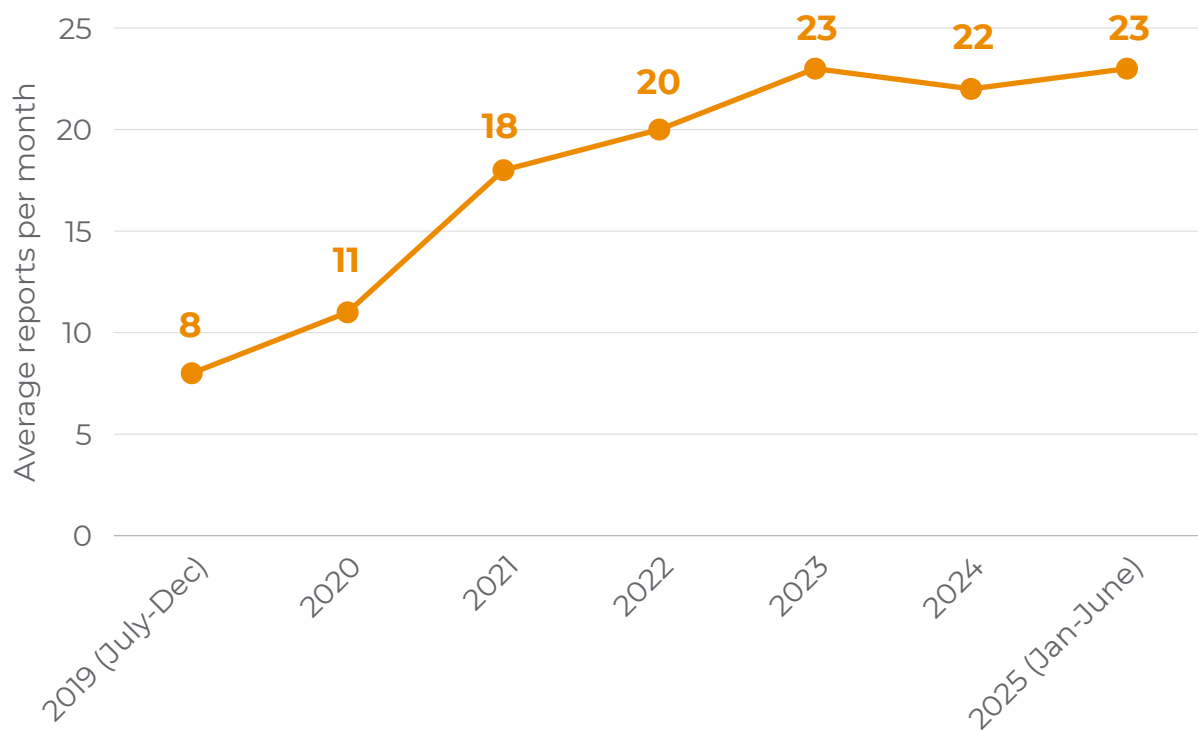
What is the status of reports to LEO?

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!



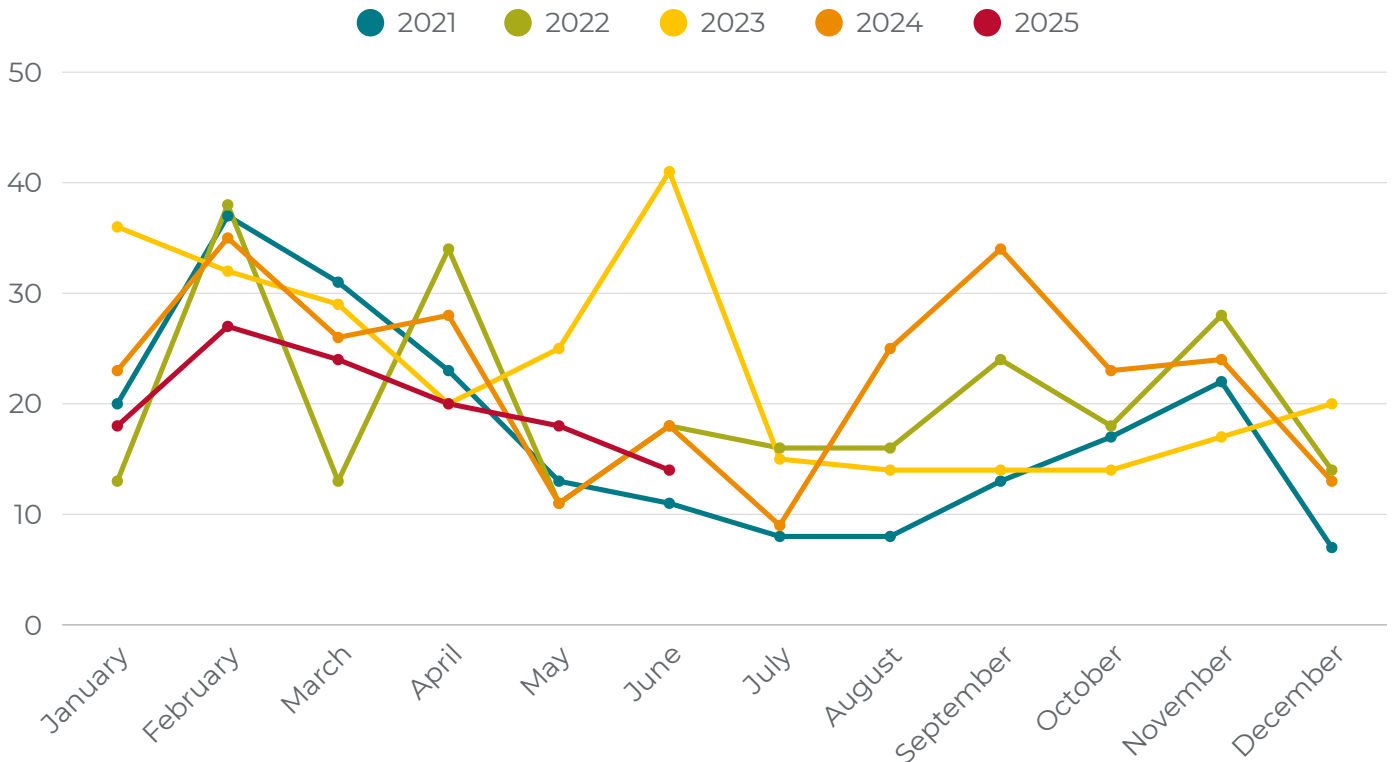
How many reports come to LEO each month?

n = 1,302 all reports to LEO, all years



Is there a pattern to when reports are filed to LEO?

n = 1,302 all reports to LEO, all years



Typically more reports come to LEO in the spring, which is the second half of the academic year. Overall, reports to LEO increased each year until 2024, when they have – at least temporarily plateaued.



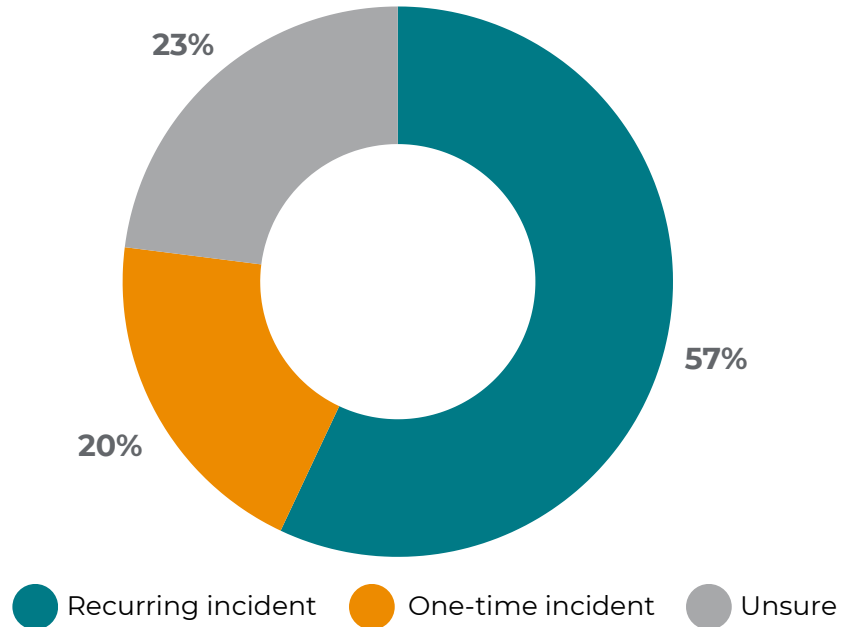
In the last five calendar years, we've had **30 or more reports in one month** 8 times, all of them in Q1 or Q2, except for 2024! Months with 30+ reports:

- 2021: February, March
- 2022: February, April
- 2023: January, February, June
- 2024: February, April, September

Is this a recurring incident?

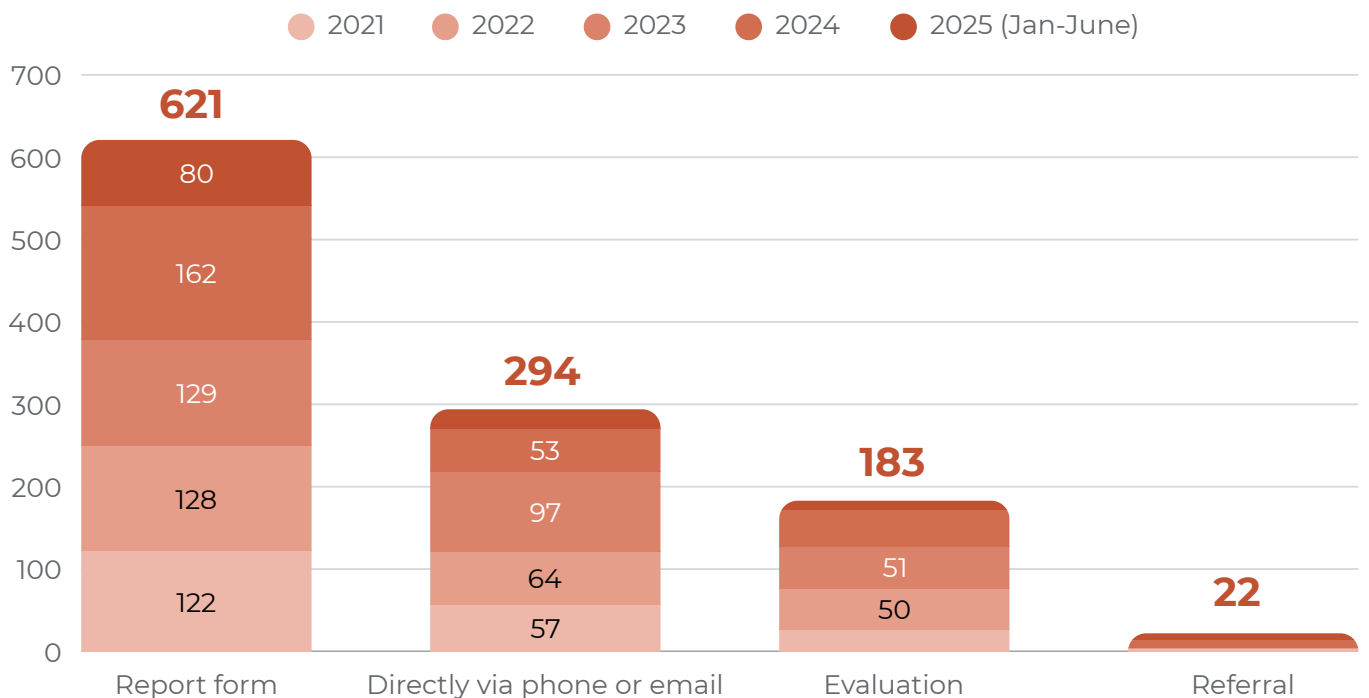
n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025

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.



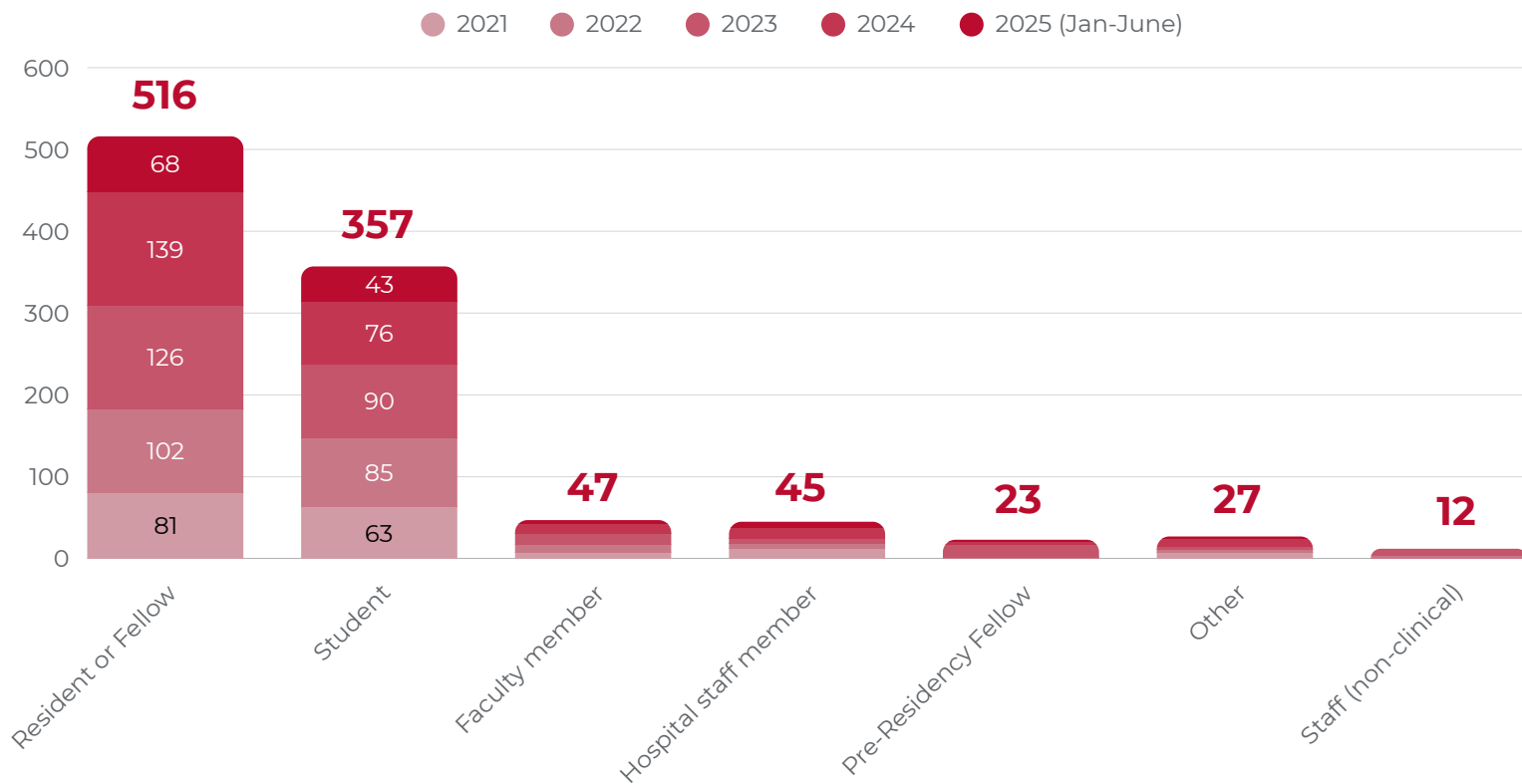
How did the report come to LEO?

n = 1,120 all reports to LEO from Jan 1, 2021 - June 30, 2025



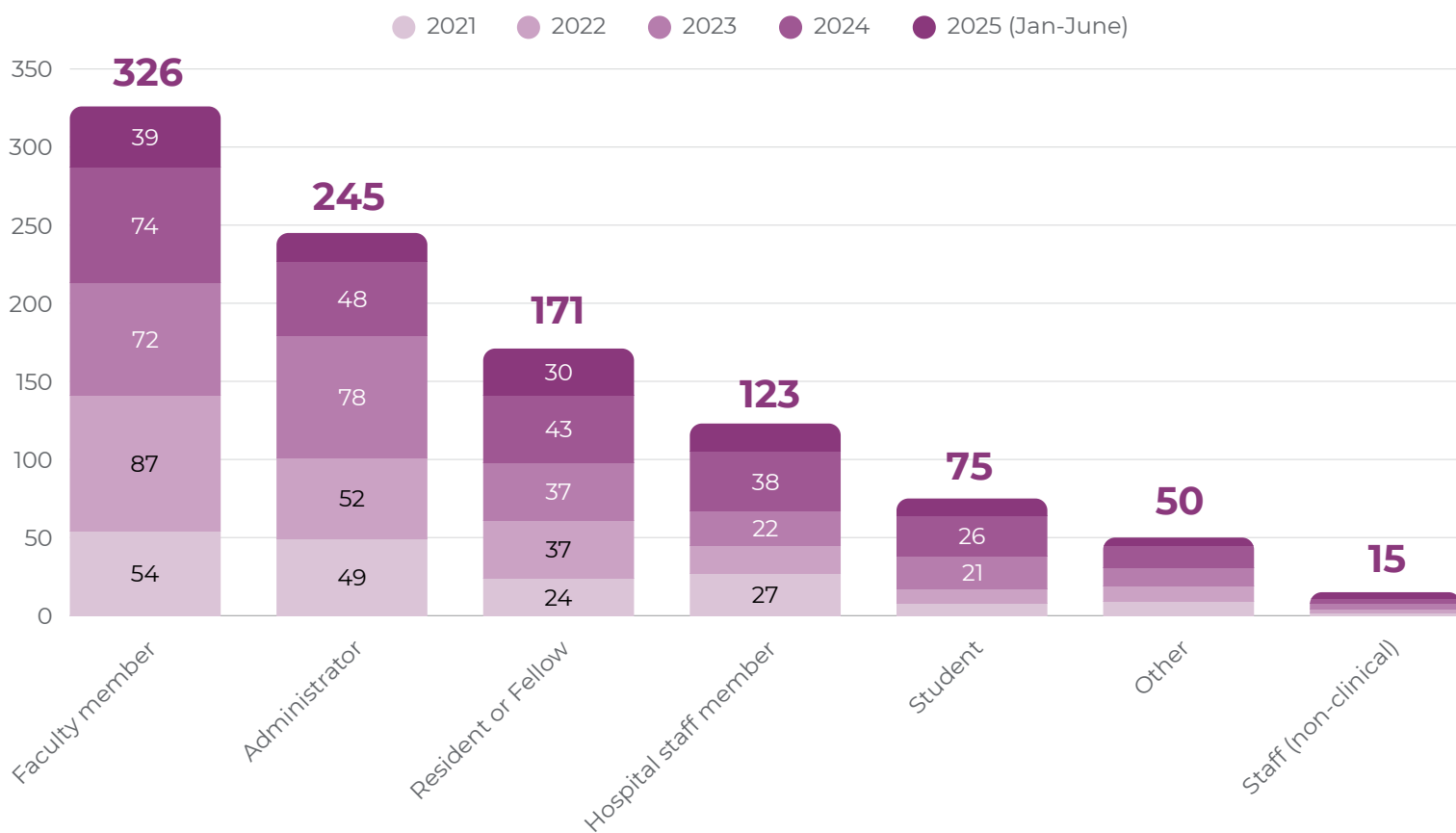
Who is mistreated?

n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025



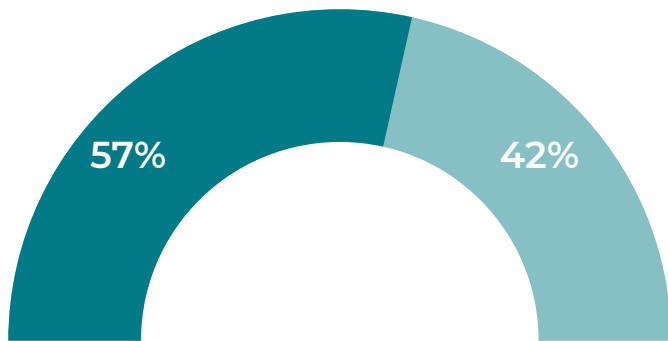
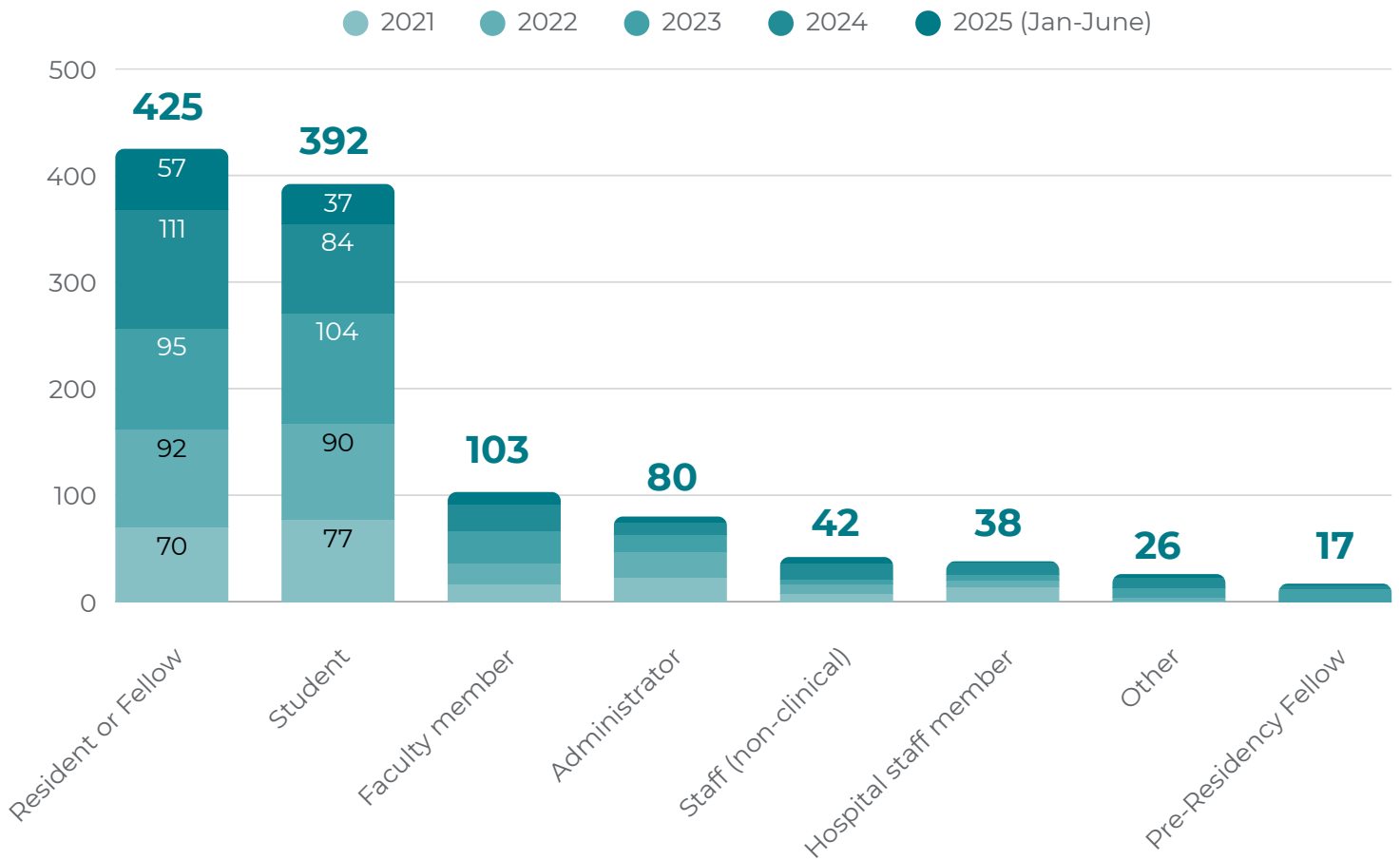
Who is reported for mistreating learners?

n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025

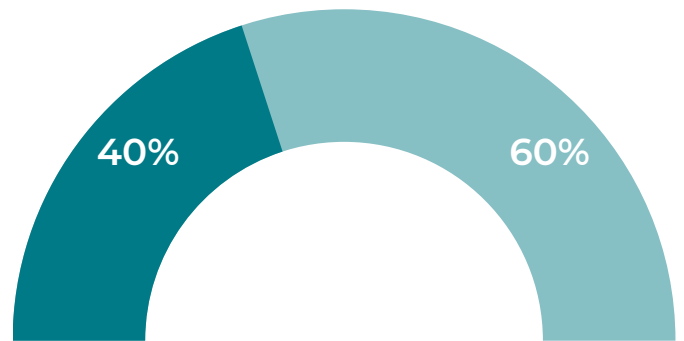


Who reports to LEO and how?

n = 1,066 all reports to LEO from Jan 1, 2021 - June 30, 2025



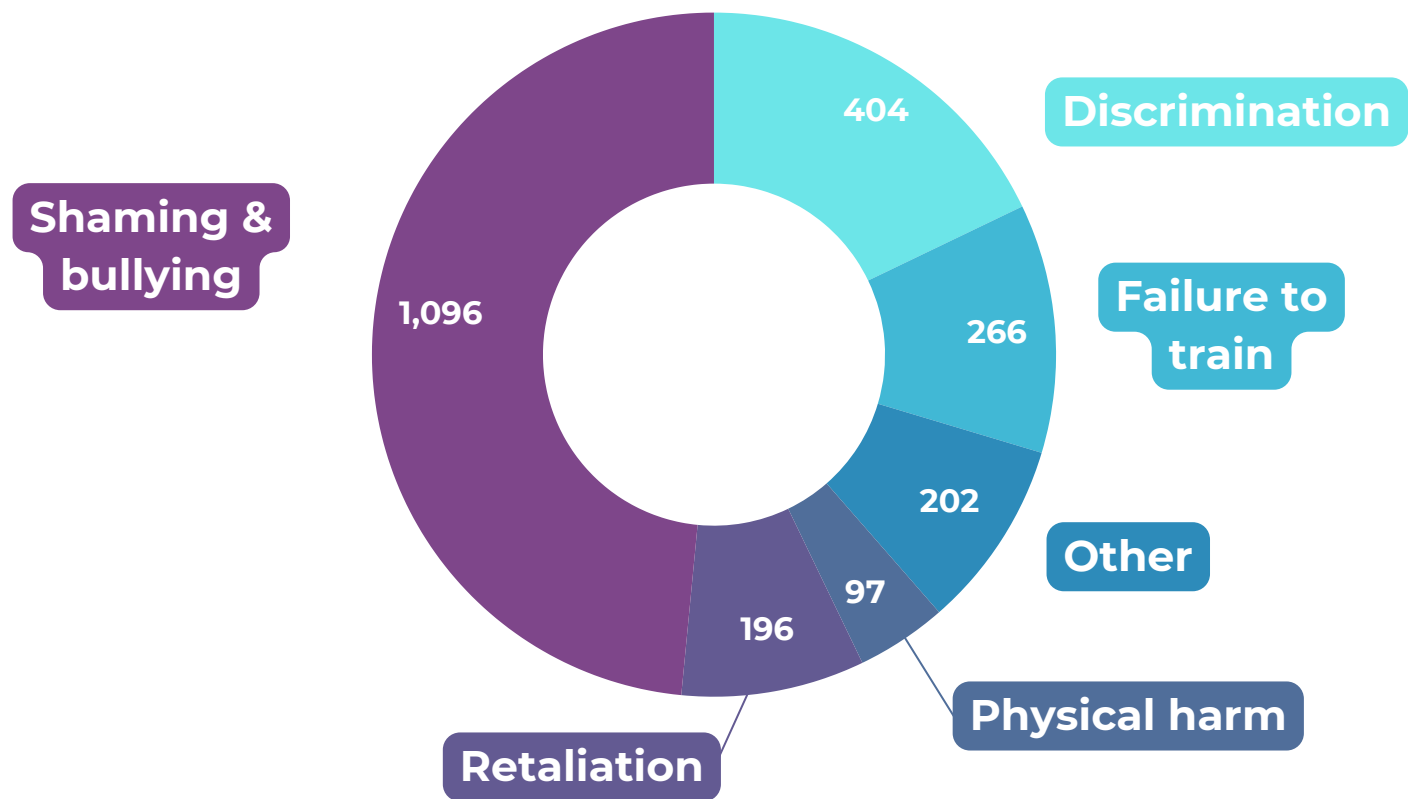
- I personally experienced mistreatment
- I witnessed or heard about the mistreatment



- Reported anonymously
- Reported not-anonymously

What types of mistreatment are reported?

Each incident can include multiple types of mistreatment
n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025



Shaming & Bullying

Toxic environment - **441**
Public humiliation - **376**
Verbal abuse - **335**
Profanity creating a toxic environment - **32**

Retaliation

Retaliation (threats or actual) - **151**
Unfair remediation or dismissal - **44**

Other

Other - **156**
Inapprop response to mistreatment - **31**
Made to perform personal services - **6**

Discrimination

Gender-based mistreatment - **159**
Race/ethnicity-based mistreatment - **90**
Disability-based mistreatment - **45**
Personal belief-based mistreatment - **45**
Inappropriate comments re: appearance - **22**
Sexual orientation-based mistreatment - **11**

Failure to Train

Inadequate training opportunities - **136**
Neglect - **133**

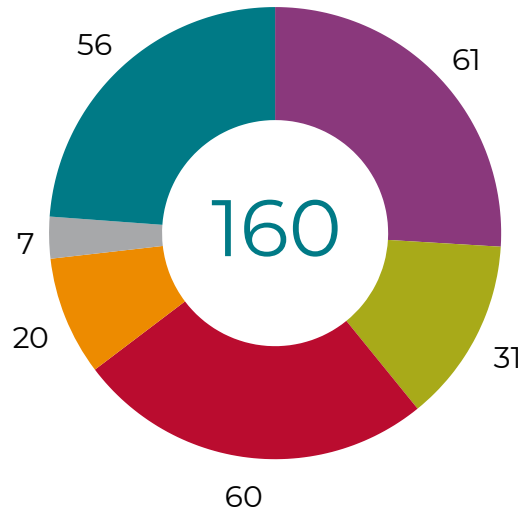
Physical Harm

Sexual harassment or advances - **56**
Physical harm (threatened or actual) - **35**

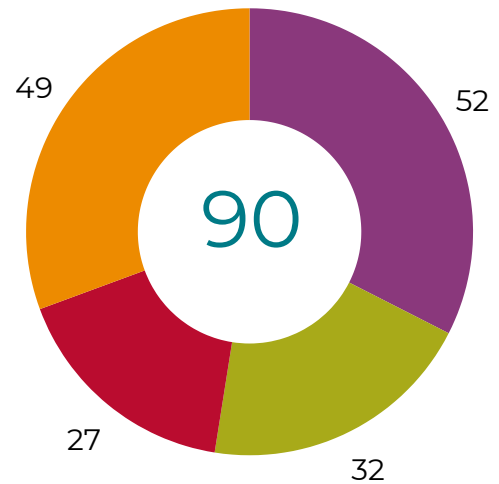
What types of identity-based mistreatment are reported?

n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025

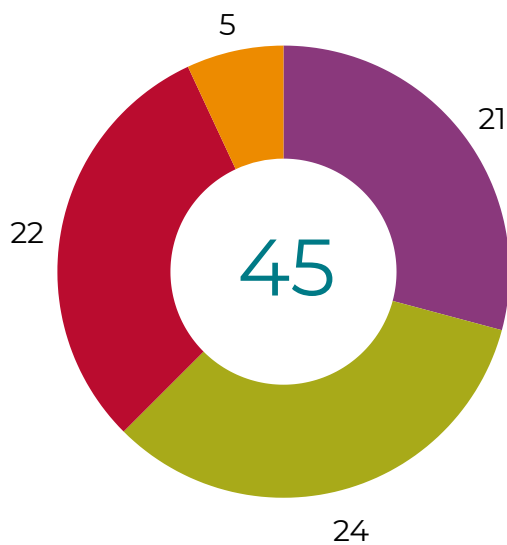
Gender & Gender Identity



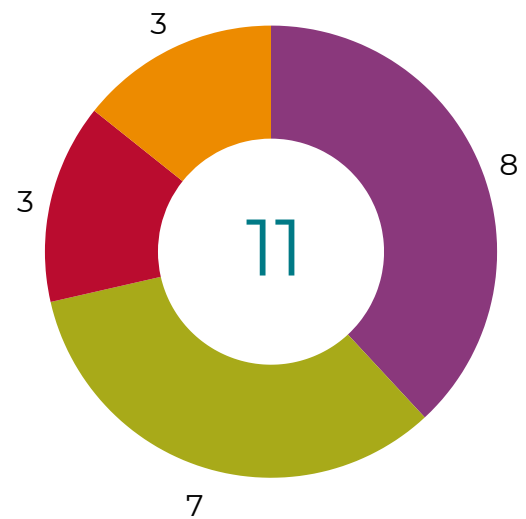
Race & Ethnicity



Disability



Sexual Orientation

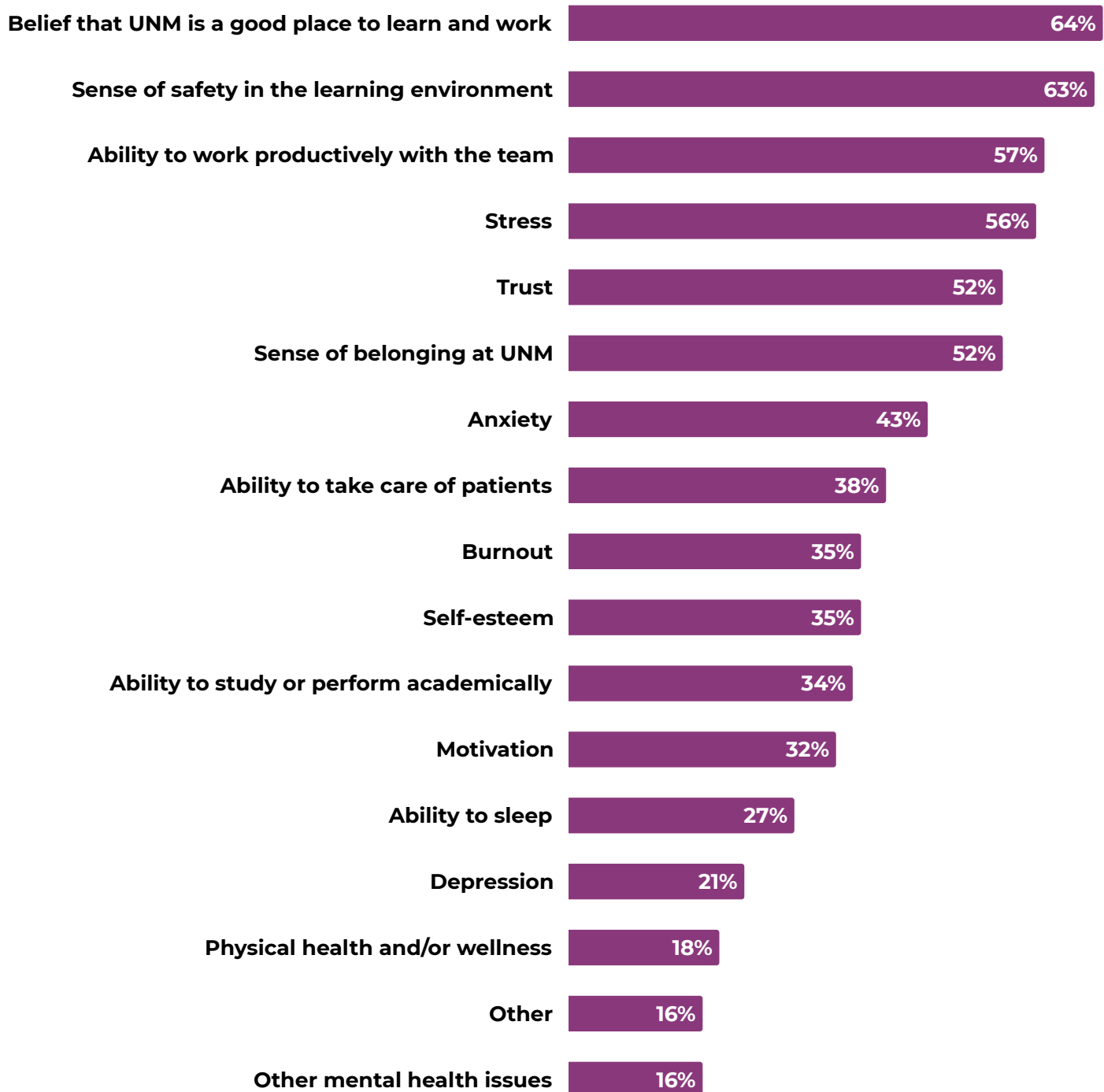


- Subjected to offensive remarks or names about identity
- Denied opportunities and/or received lower grades due to identity
- Differential treatment based on identity
- Other offensive behavior related to identity
- Differential treatment based on pregnancy and/or related conditions
- Subjected to unwanted sexual advances or sexual harassment

How does being mistreated impact learners?

Reporters can select multiple options. This question is only asked when reports come through LEO's online reporting form.

n = 950 unique incidents of mistreatment in which this question was answered, Jan 1, 2021 - June 30, 2025



How are incidents classified?

n = 220 classified incidents, Jan 1, 2021 - June 30, 2025

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

Educational Pathway

for behaviors out of compliance with the UNM Mistreatment Policy



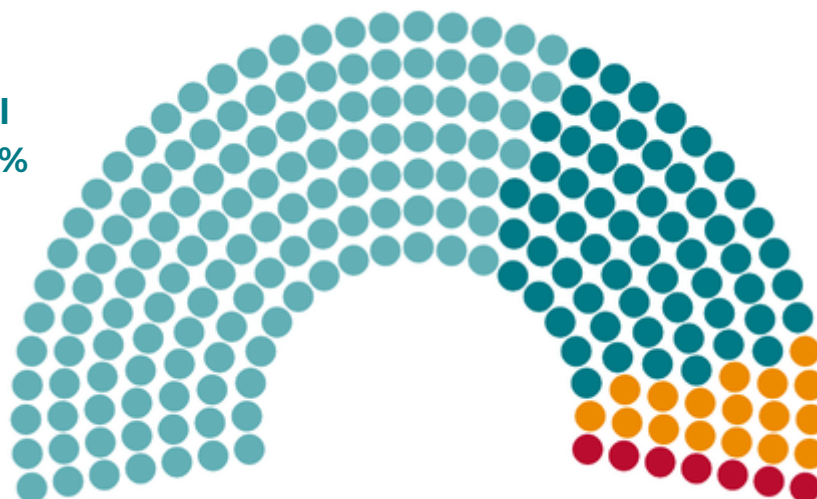
Disciplinary Pathway

for behaviors that constitute a violation of the UNM Mistreatment Policy



Mistreatment Incident

Educational Pathway: 89%

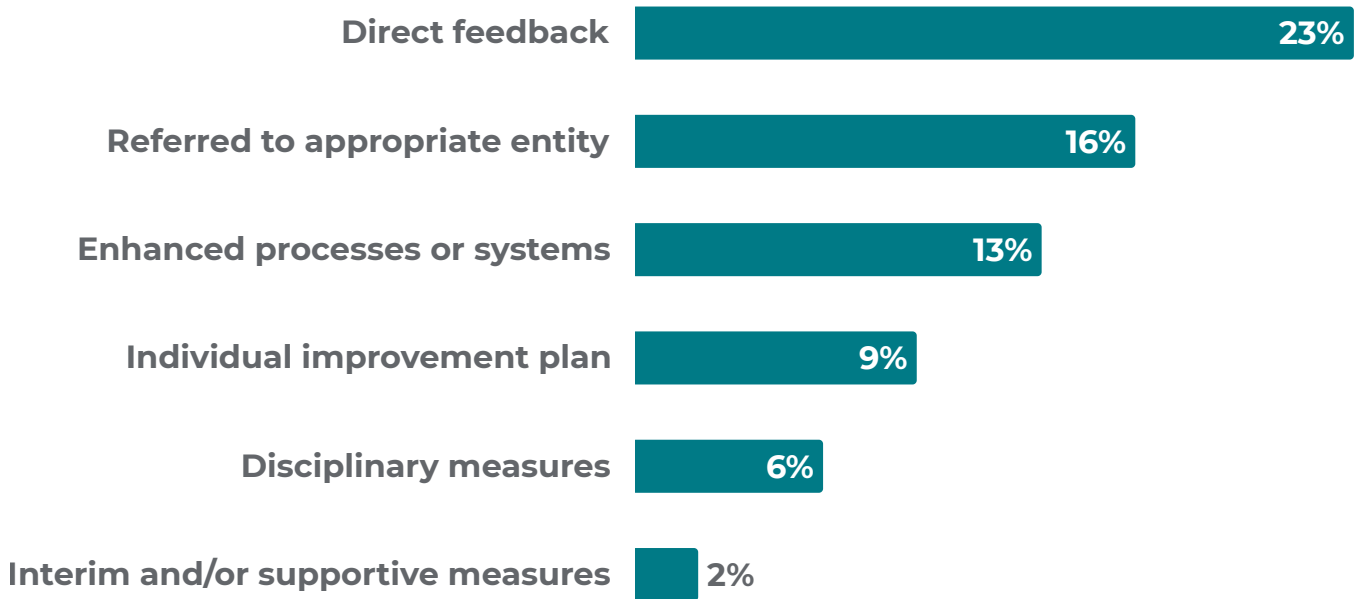


Disciplinary Pathway: 11%

Level 1 Level 2 Level 3 Level 4

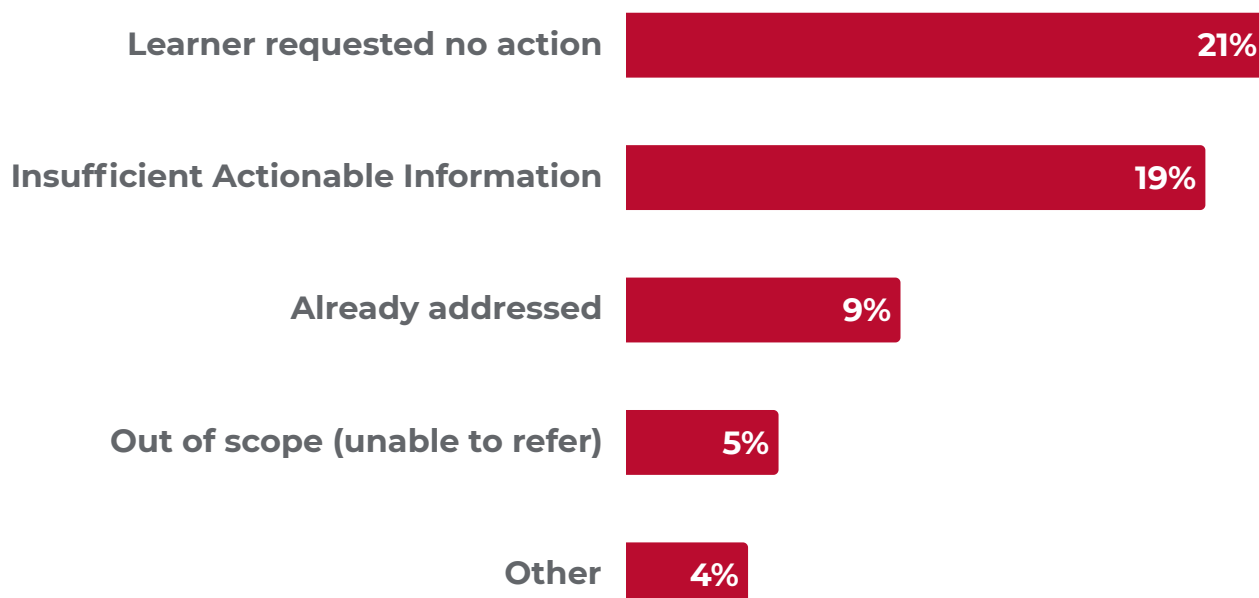
In **56% of unique mistreatment incidents**,
LEO is able to recommend actions. Those actions are:

n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025



In **44% of unique mistreatment incidents**,
LEO is unable to recommend actions for the following reasons

n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025



GET TO KNOW THE LEO TEAM!



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GET TO KNOW THE LEO TEAM!



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