



HEALTH SCIENCES
LEARNING ENVIRONMENT OFFICE

Fostering a climate of respect and inclusion

Quarterly Report

2025, Quarter 4

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

1

HSC LEARNING ENVIRONMENT SURVEY

All HSC students and trainees are invited to take the inaugural learning environment survey! Prizes available!

2

DISTINGUISHED TEACHING AWARD

Nominations are now open for the 2026 Award!
Nominate a teacher today!

3

LEARNING ENVIRONMENT CONFERENCE

Registration is now open for the inaugural Learning Environment Professionals Conference

4

TOOLKITS

Make sure to check out all **seven** of LEO's toolkits!

5

WHAT CAN LEO DO FOR YOU?

Don't forget about all the ways LEO can help you!

6

iTEACH DATA

Check out the updated data related to exemplary teaching across the HSC

7

MISTREATMENT DATA

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

8

MEET THE LEO TEAM

Get to know the 11 members of the LEO team

It's time to complete the first annual

HSC LEARNING ENVIRONMENT SURVEY!

All students and trainees at the HSC are invited to complete the survey.

This includes students in all four colleges/schools, residents, fellows, and post-docs.

Help us learn about your experiences in your program, learn what is working well, and what could be improved.

The survey is administered by LEO and is completely **anonymous** and **confidential**.

The survey should take ~10 minutes to complete.

Survey participants are eligible to enter a drawing for **Visa gift cards!**

Scan the QR code or visit
www.tinyurl.com/HSCsurvey26
to complete the survey



The UNM HSC Learning Environment Office is thrilled to announce the

2026 LEARNING ENVIRONMENT OFFICE DISTINGUISHED TEACHING AWARD

The **LEO Distinguished Teaching Award** honors individuals across the HSC for exemplary teaching and modeling supportive, respectful, and inclusive learning environments.

This award recognizes individuals who create lasting impact on learners through their commitment, engagement, and passion for teaching.

Awards will be given to **four** individuals annually from different teaching roles:

- » Faculty members
- » Trainees
- » Students
- » UNM, hospital, and clinical staff



LEO Distinguished Teaching Awardees will receive a monetary award of \$1,500, a plaque, and a letter to their dean and supervisor.

Nominations are accepted through **March 31**, with awards granted in April. Anyone at UNM can submit nominations. Please direct any questions to hsc-leo@salud.unm.edu.

[Click here to submit a nomination!](#)

Please note: Unfortunately, hospital and medical group employees are not eligible for the monetary award



Learning Environment
Professionals

INAUGURAL CONFERENCE 2026

Cultivating Healthy
Learning Spaces:
Innovation, Inclusion,
and Integrity in Medical
Education

Thursday, March 5, 2026
9:00am - 4:00pm Central Time
Virtual



**REGISTER
HERE**

For more information:
LEPMedEd@gmail.com

Conference Co-Chairs from the
National Consortium of Learning Environment
Professionals and Hosting Institutions:



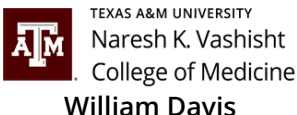
Kendra Boell



Tim Lacy



Diana Martínez



GET TO KNOW LEO'S TOOLKITS

LEO has created seven toolkits for the UNM HSC Community. Make sure to [check them out here!](#)

1

PROFESSIONALISM

A new set of consistent professionalism standards for MD students

2

CALLING IN VS. CALLING OUT

How to bring people into difficult conversations, especially when opinions differ

3

WHAT TO SAY WHEN YOU CAN'T SAY MUCH

How to talk about investigatory processes to balance transparency & confidentiality

4

MANDATORY REPORTING

Explaining the role of mandatory reporters for Title IX related issues

5

INTENT VS. IMPACT

A toolkit for improving communications and understand, especially in conflicts

6

CREATING & MAINTAINING HEALTHY LEARNING ENVIRONMENTS

Some emerging best practices for learning environments

7

CLOSING THE LOOP

How to circle back with someone who has raised a concern

WHAT CAN LEO DO FOR YOU?

iTeach: Letter for Promotion

If you have received iTeach Exemplary Teaching Recognitions, LEO can provide you a letter for tenure, promotion, fellowship, etc. that includes the number of recognitions and students' comments. Simply email hsc-leo@salud.unm.edu with at least one week's notice.

Department Specific Data

Department and/or program leadership can request a personalized data analysis of the iTeach and Mistreatment data in their area, including information collected by LEO as well as the AAMC and the ACGME. While summaries are provided twice annually to chairs, these ad-hoc reports can be created at any time. Email LEO to get started.

Trainings and Workshops

Departments, programs, divisions, and areas can request a variety of trainings for faculty, residents, fellows, staff members, and students. For a complete list of the trainings offered and begin making a request, [**click here**](#).

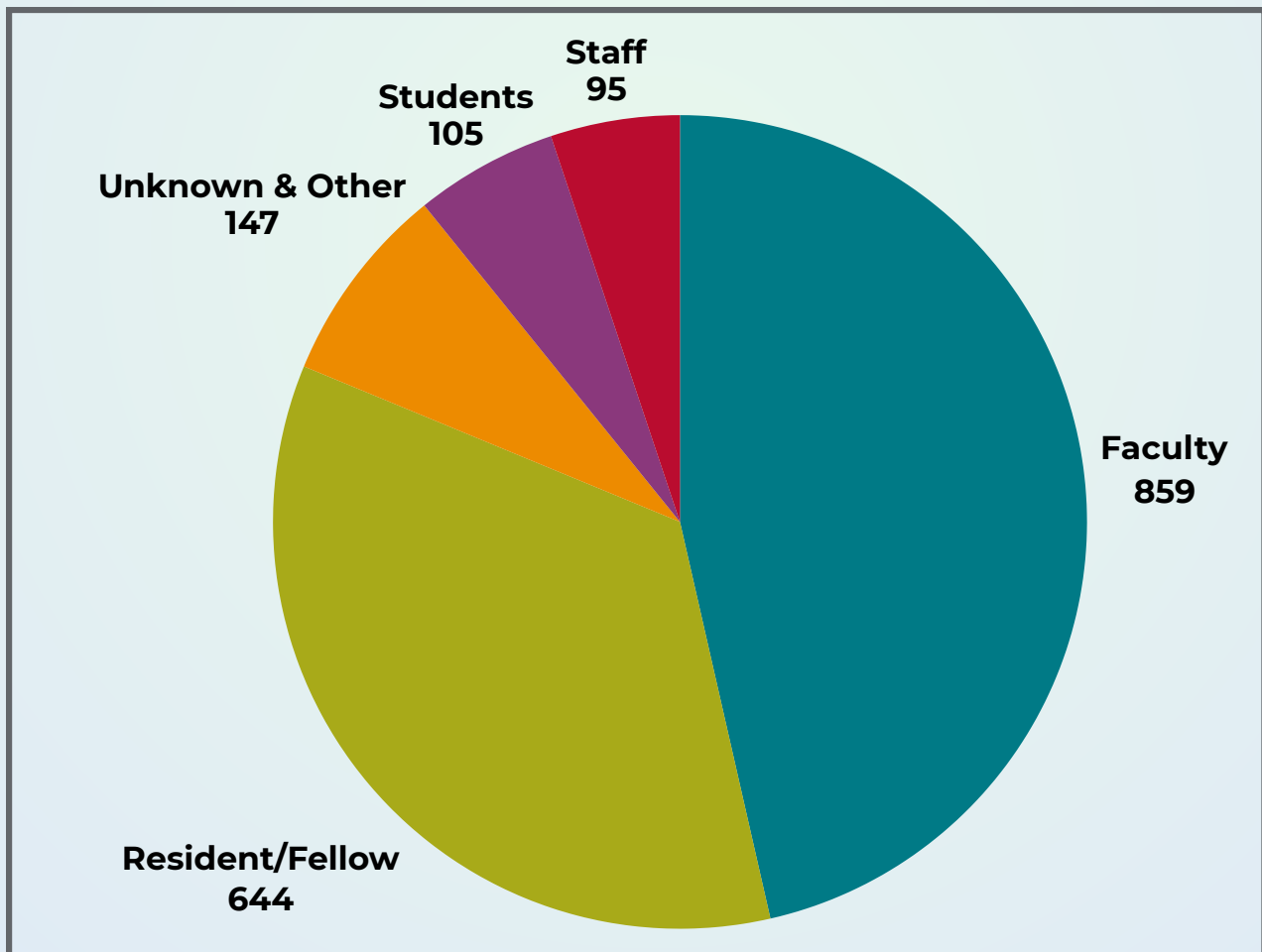
iTEACH: Recognizing Exemplary Teachers

from November 2019 through December 2025:

1,846
TEACHERS

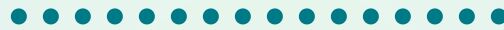
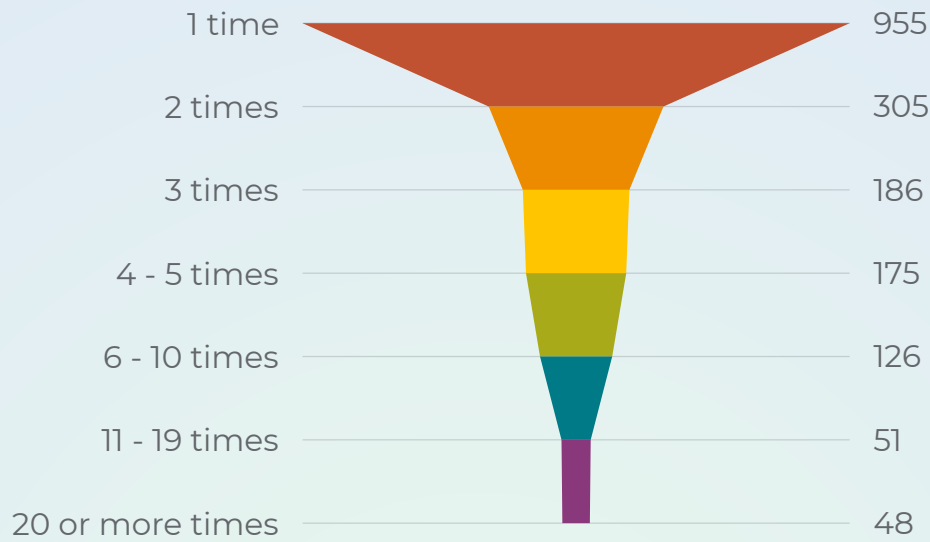
have been
recognized by
a total of

7,588
LEARNERS



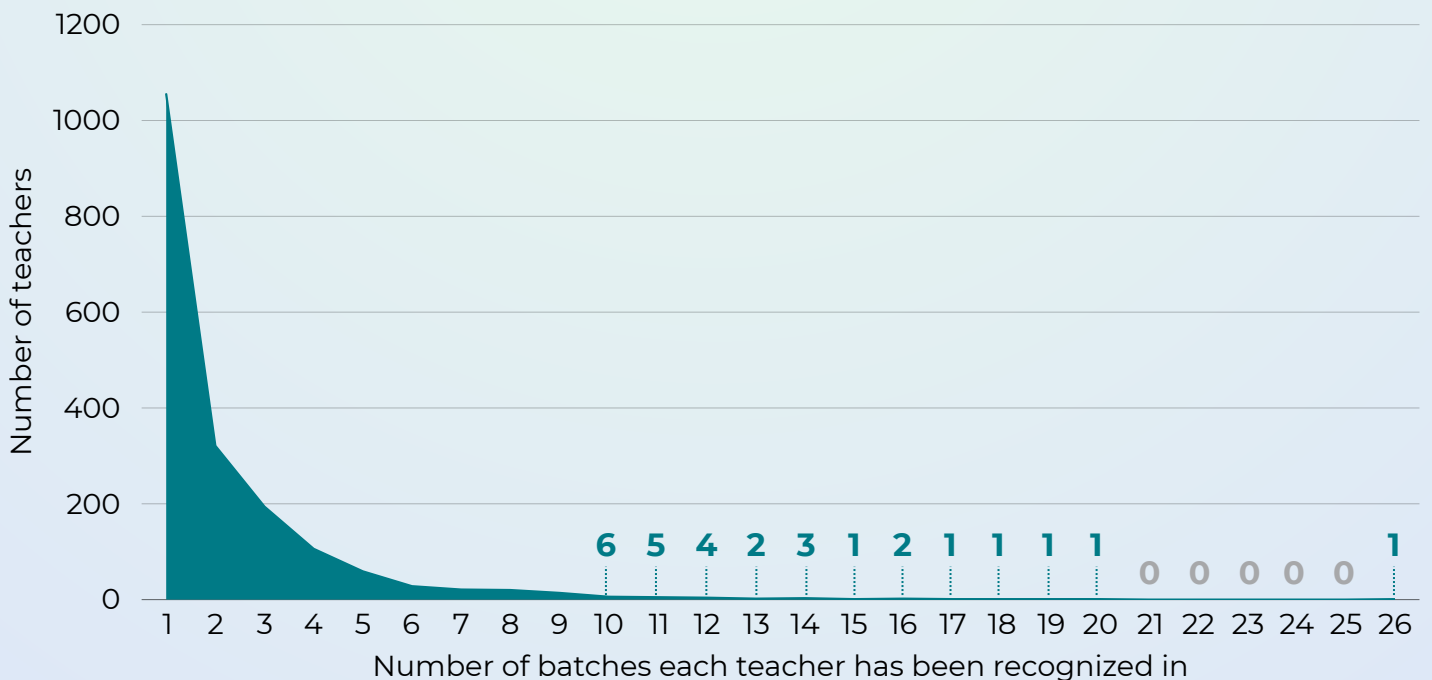
[Click here](#) to send an iTeach recognition
to a teacher today!

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

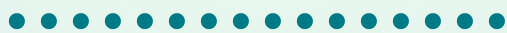
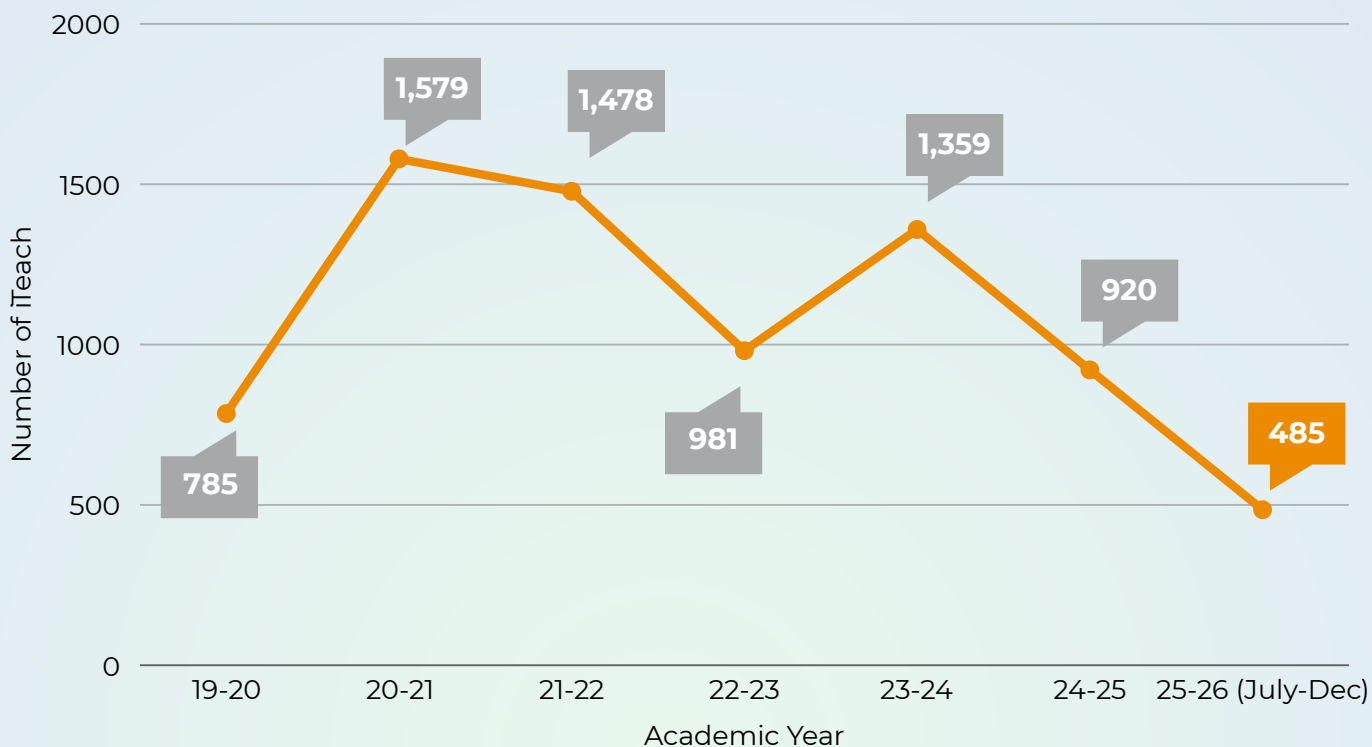


Batches: How we measure the frequency and consistency of recognitions for each teacher

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 **28 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 - December 31, 2025

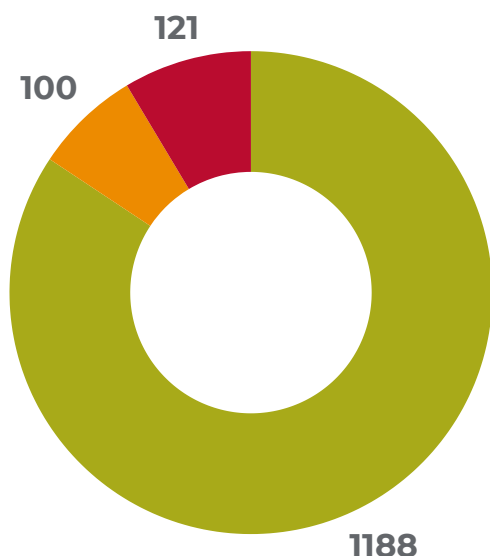
LEO shares these data to create greater transparency in the UNM HSC community about mistreatment. We use these data to inform our work to reduce and prevent mistreatment, and to most effectively respond to incidents that occur.



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 **1,409 reports of mistreatment**. We can break those down this way:



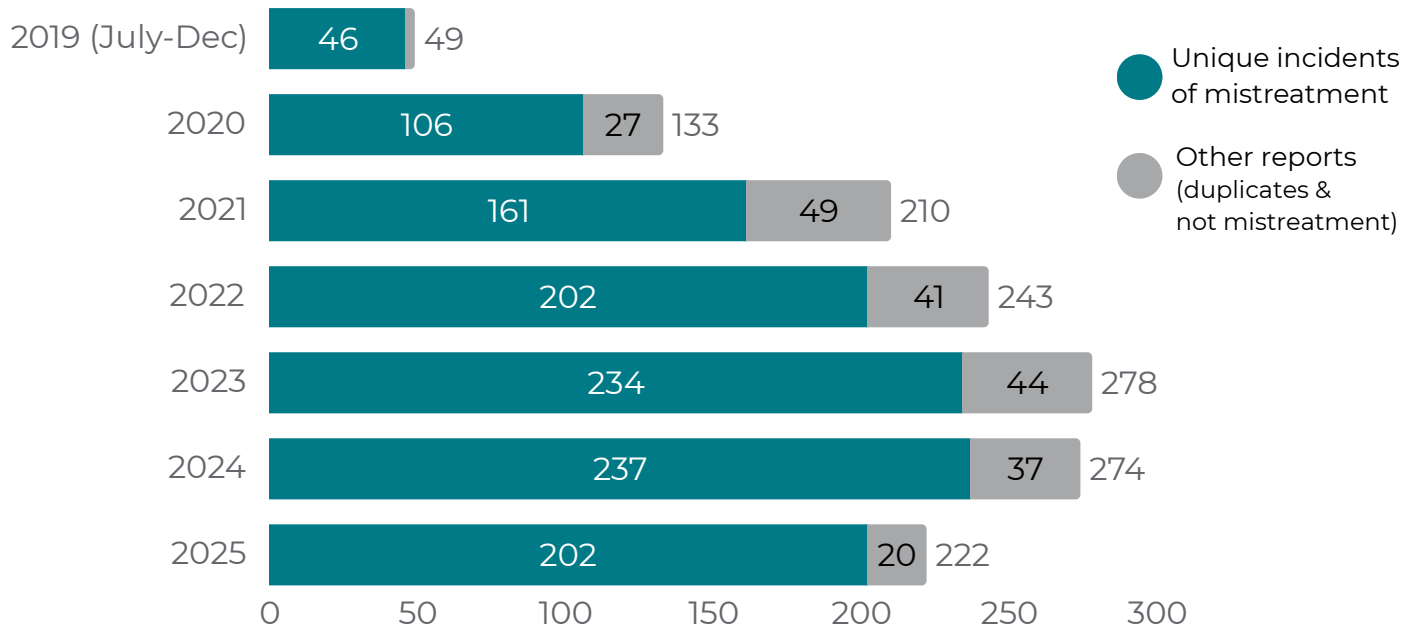
LEO has received 121 reports of behavior that, after investigation, we have determined do not rise to the level of mistreatment. This is 9% of all reports.

Some incidents are reported more than once (for example, by a few different witnesses). There **100** duplicate reports represent 7% of all reports.

Once we remove reports that do not rise and those that are duplicates, we are left with **1,188 unique incidents of alleged behavior that rise to the level of mistreatment, which represent 84% of all reports.**

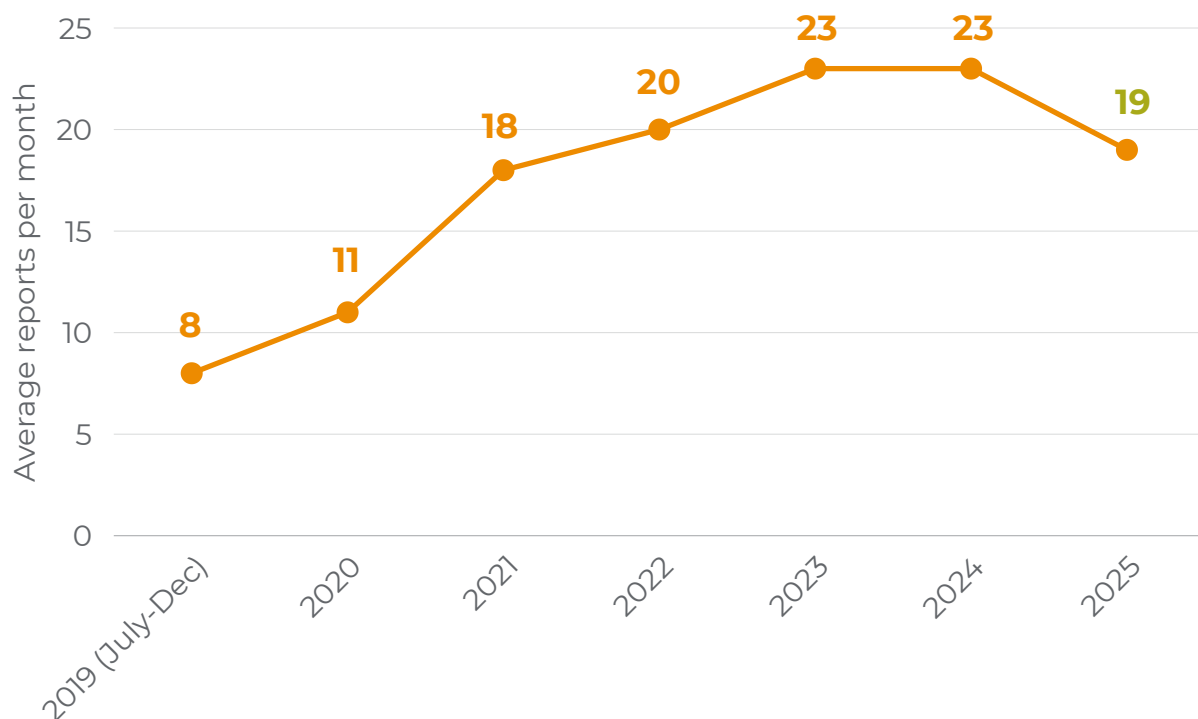
How many reports does LEO get in a year?

The total number of reports LEO received in a calendar year peaked with 278 in 2023. The number of reports dipped down to 222 in 2025.



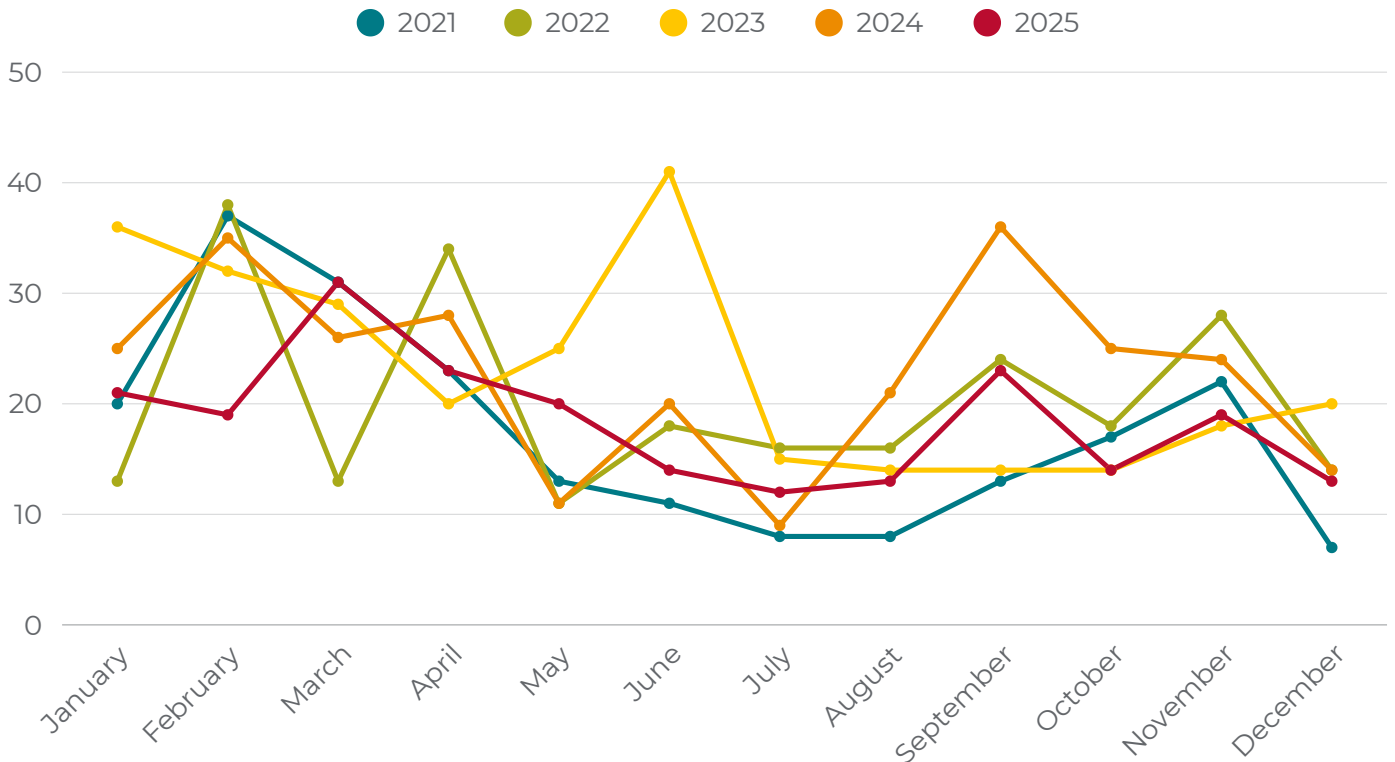
How many reports come to LEO each month?

n = 1,409 all reports to LEO, all years



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

n = 1,227 reports to LEO, 2021 - 2025



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 2023, 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:

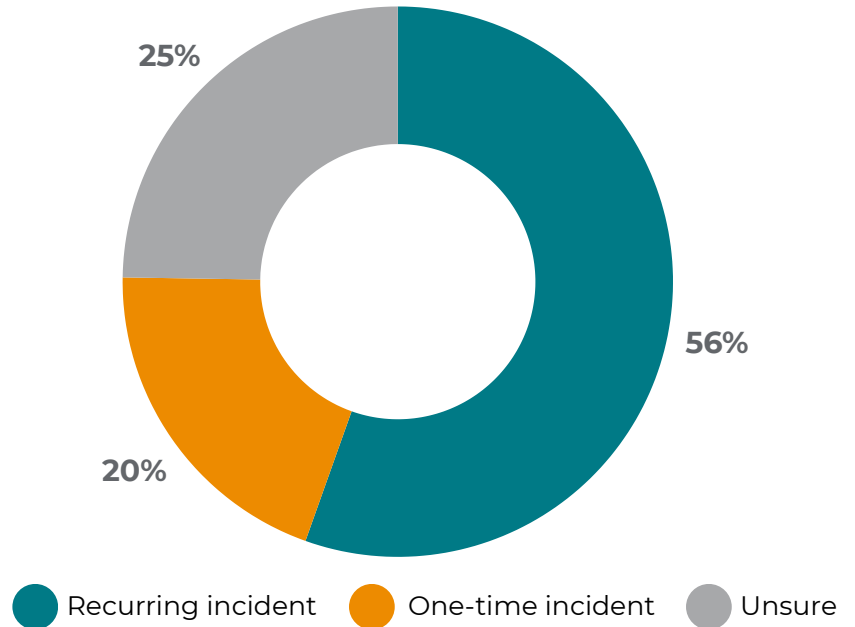
- 2021: February, March
- 2022: February, April
- 2023: January, February, June
- 2024: February, September
- 2025: March

Is this a recurring incident?

n = 1,041 unique incidents of mistreatment, Jan 1, 2021 - Dec 31, 2025

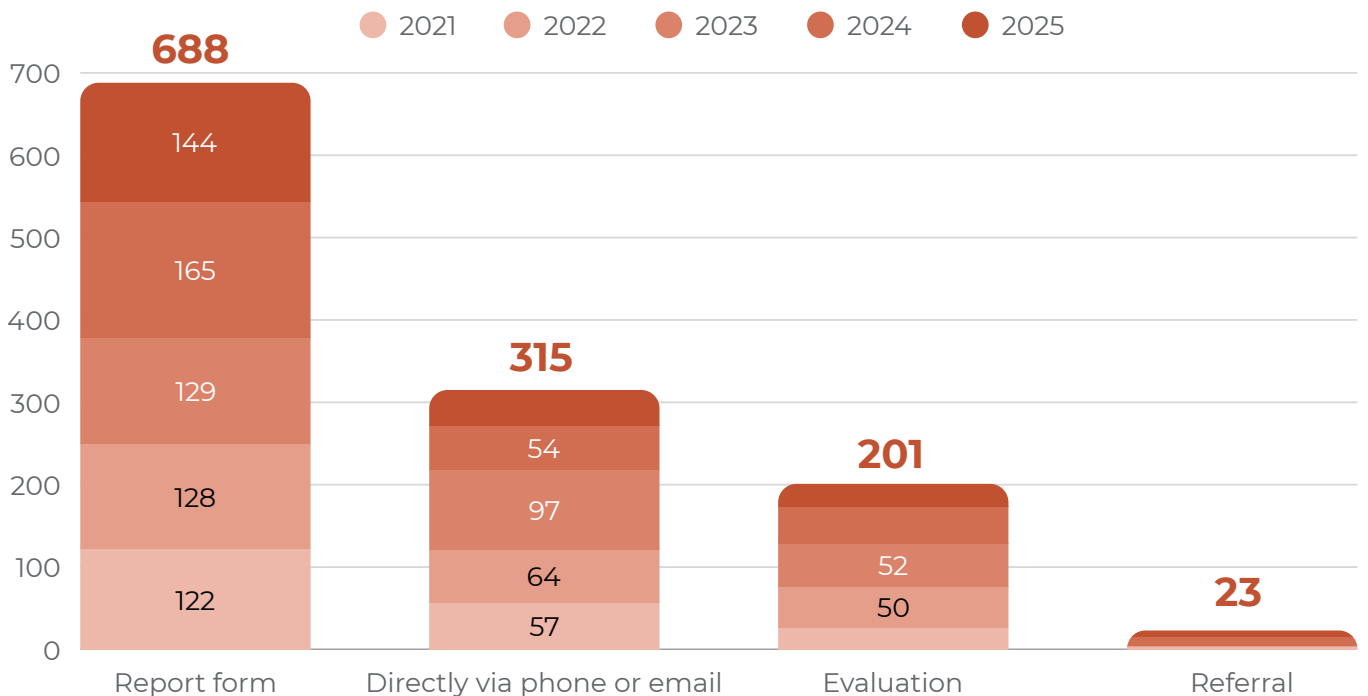
Only 20% of incidents reported to LEO are one-time issues.

This means the vast 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.



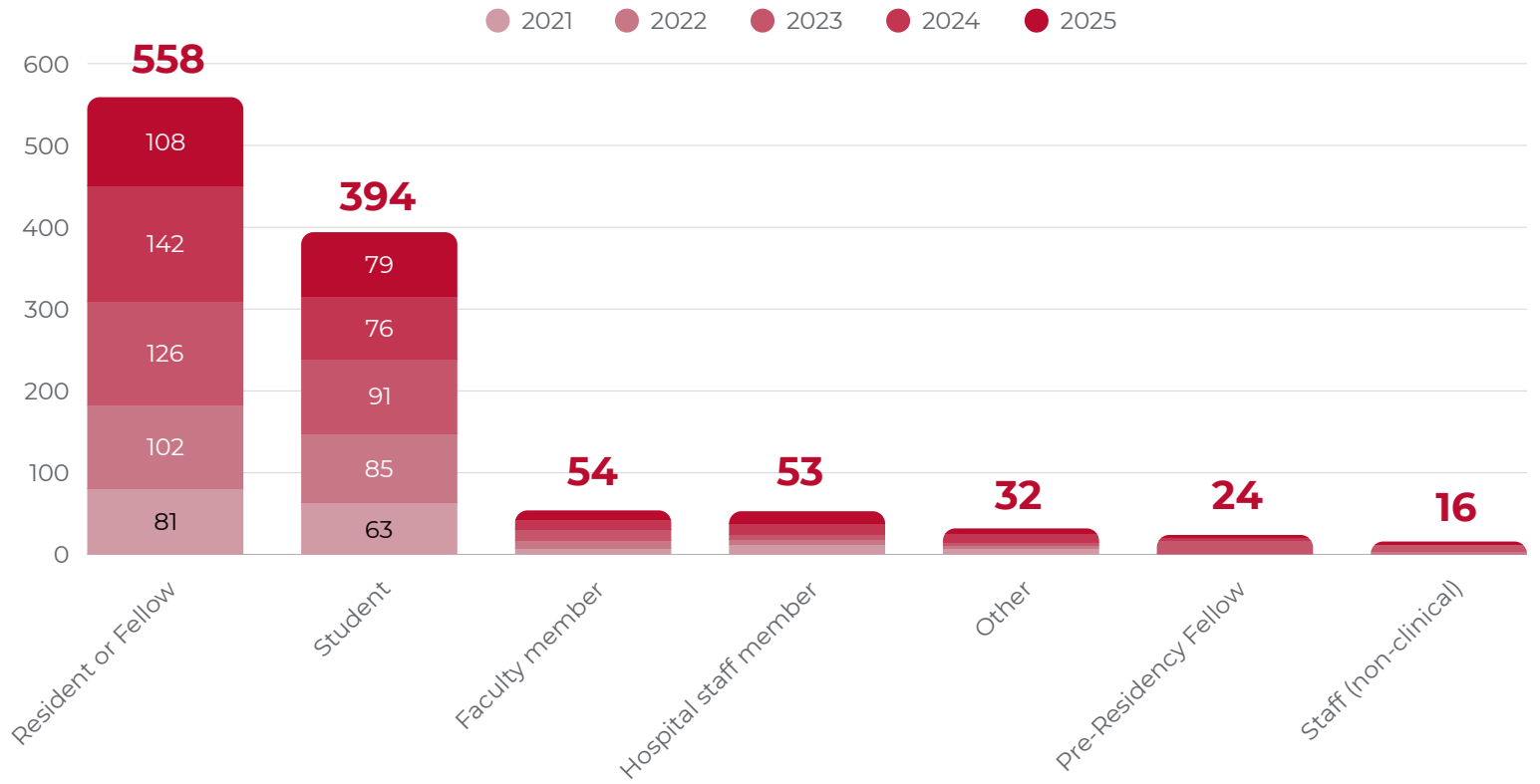
How did the report come to LEO?

n = 1,227 all reports to LEO from Jan 1, 2021 - Dec 31, 2025



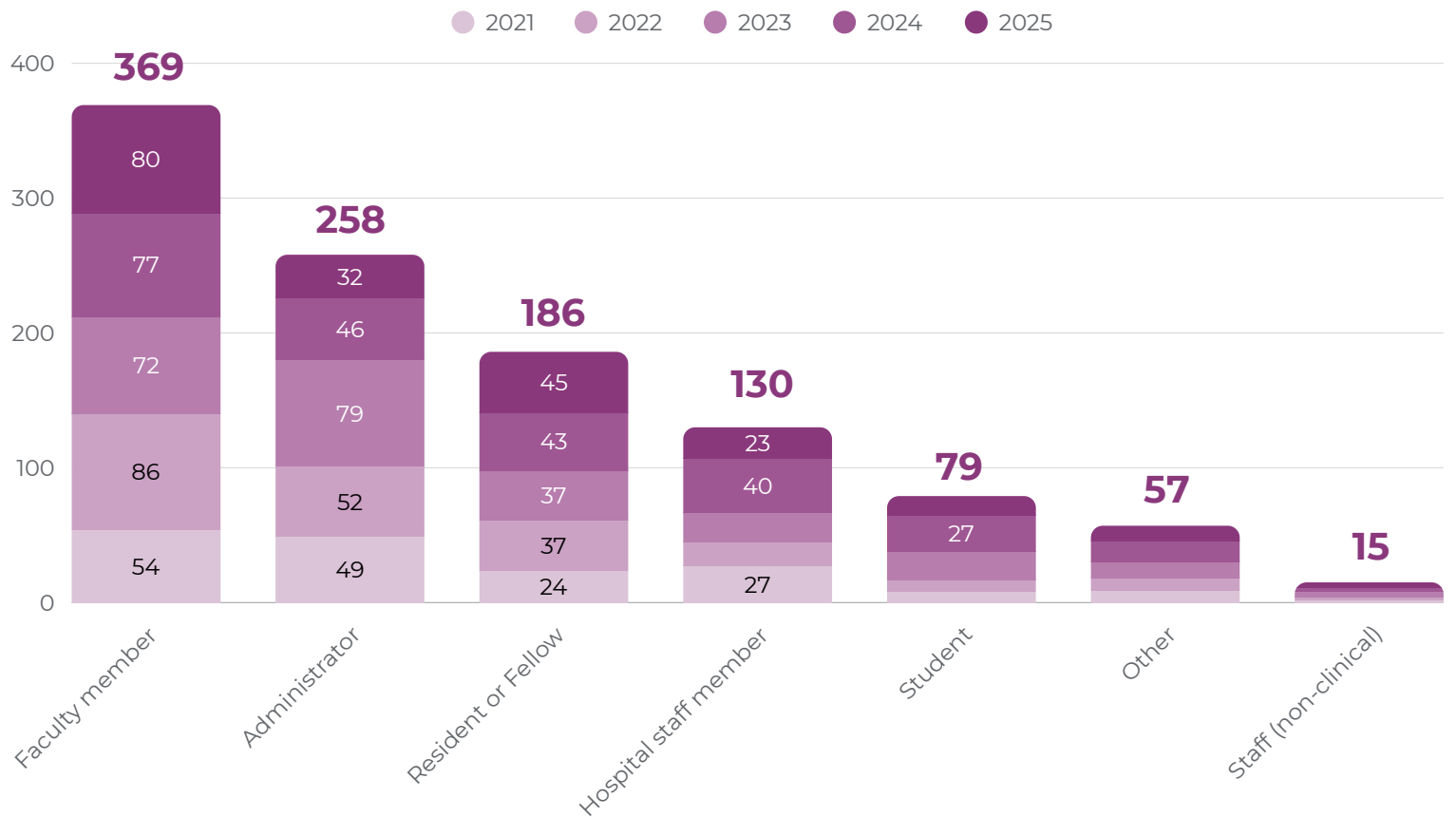
Who is mistreated?

n = 1,041 unique incidents of mistreatment, Jan 1, 2021 - Dec 31, 2025



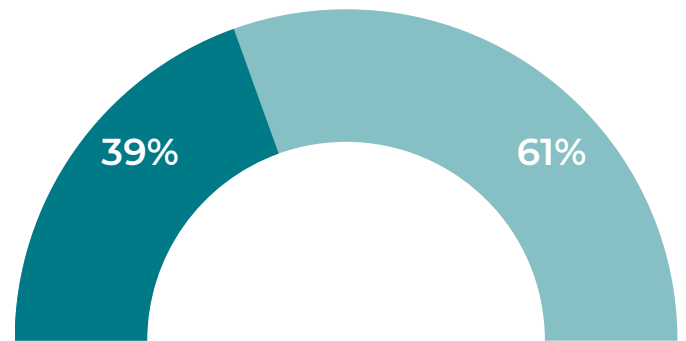
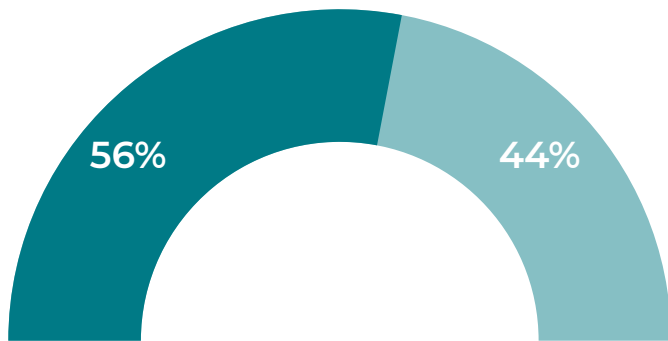
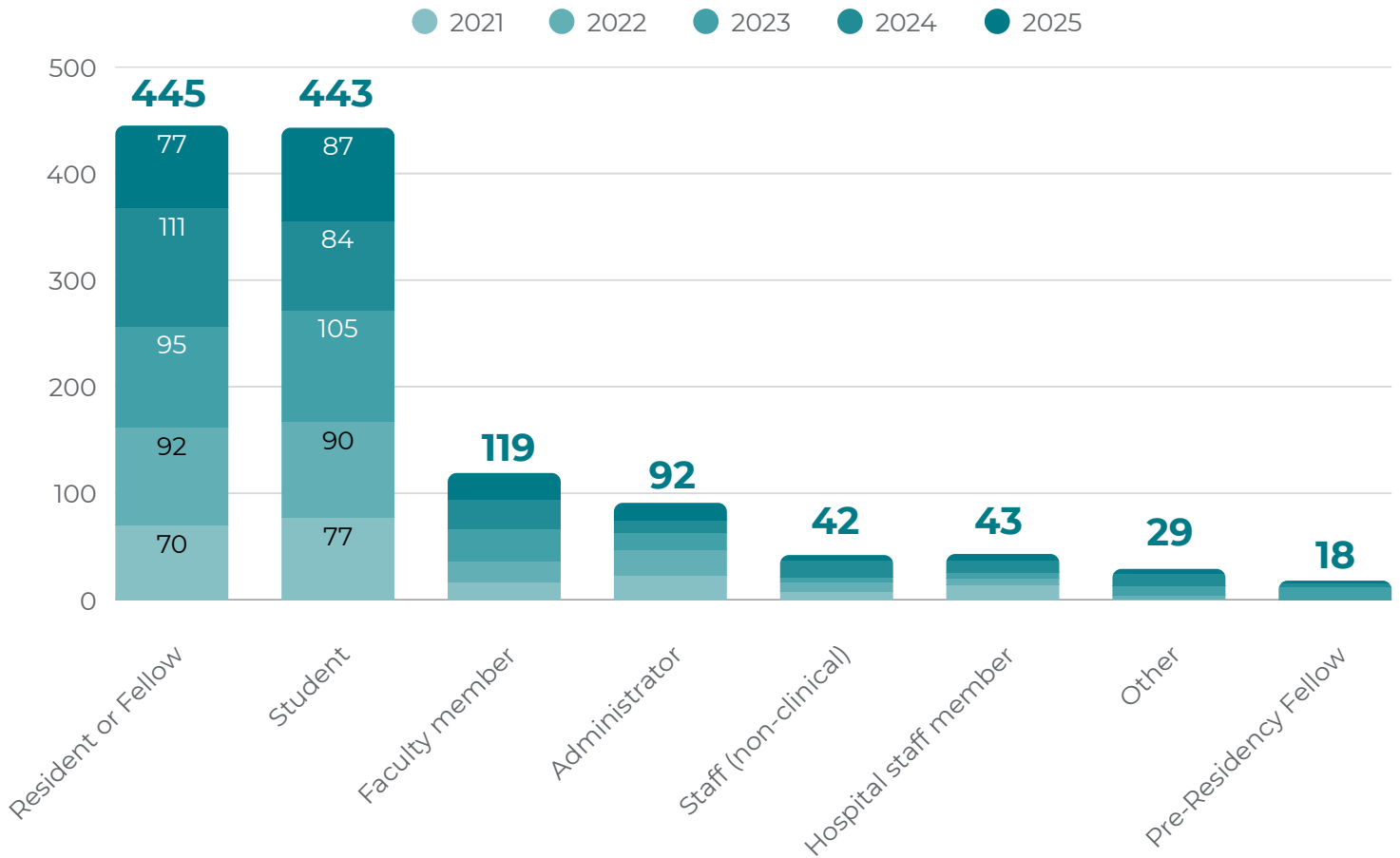
Who is reported for mistreating learners?

n = 1,041 unique incidents of mistreatment, Jan 1, 2021 - Dec 31, 2025



Who reports to LEO and how?

n = 1,227 all reports to LEO from Jan 1, 2021 - Dec 31, 2025

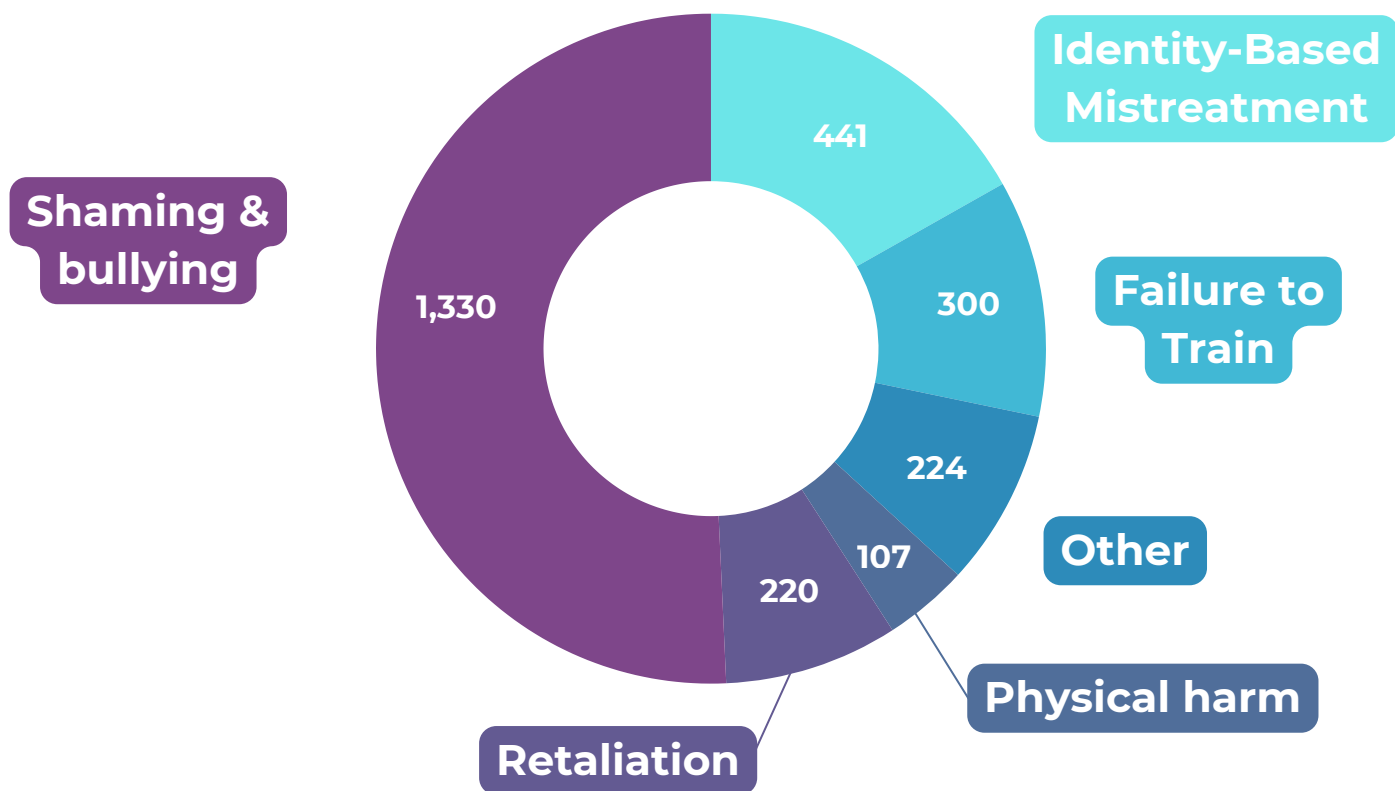


- I personally experienced mistreatment
- I witnessed or heard about the mistreatment

- Reported anonymously
- Reported not-anonymously

What types of mistreatment are reported?

Each incident can include multiple types of mistreatment
n = 1,041 unique incidents of mistreatment, Jan 1, 2021 - Dec 31, 2025



Shaming & Bullying

- Toxic environment - **504**
- Public humiliation - **416**
- Verbal abuse - **369**
- Profanity creating a toxic environment - **41**

Retaliation

- Retaliation (threats or actual) - **170**
- Unfair remediation or dismissal - **50**

Other

- Other - **180**
- Inapprop response to mistreatment - **38**
- Made to perform personal services - **6**

Identity-Based Mistreatment

- Gender-based mistreatment - **174**
- Race/ethnicity-based mistreatment - **116**
- Disability-based mistreatment - **52**
- Personal belief-based mistreatment - **56**
- Inappropriate comments re: appearance - **28**
- Sexual orientation-based mistreatment - **15**

Failure to Train

- Inadequate training opportunities - **158**
- Neglect - **142**

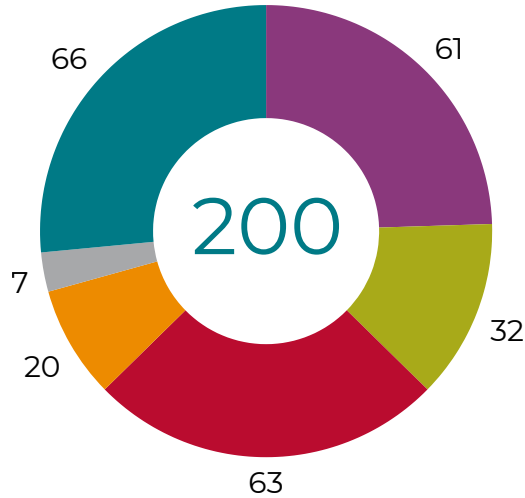
Physical Harm

- Sexual harassment or advances - **66**
- Physical harm (threatened or actual) - **41**

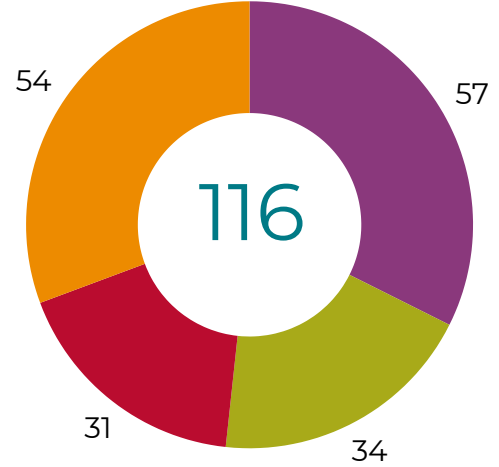
What types of identity-based mistreatment are reported?

n = 1,041 unique incidents of mistreatment, Jan 1, 2021 - Dec 31, 2025

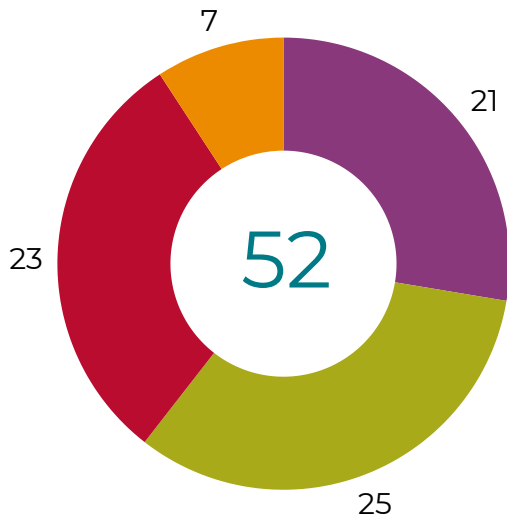
Gender & Gender Identity



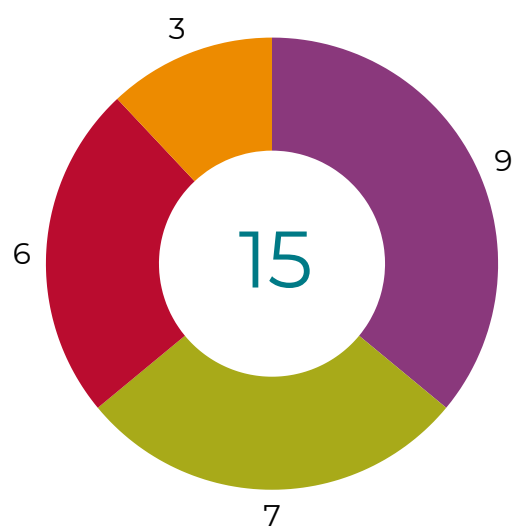
Race & Ethnicity



Disability



Sexual Orientation

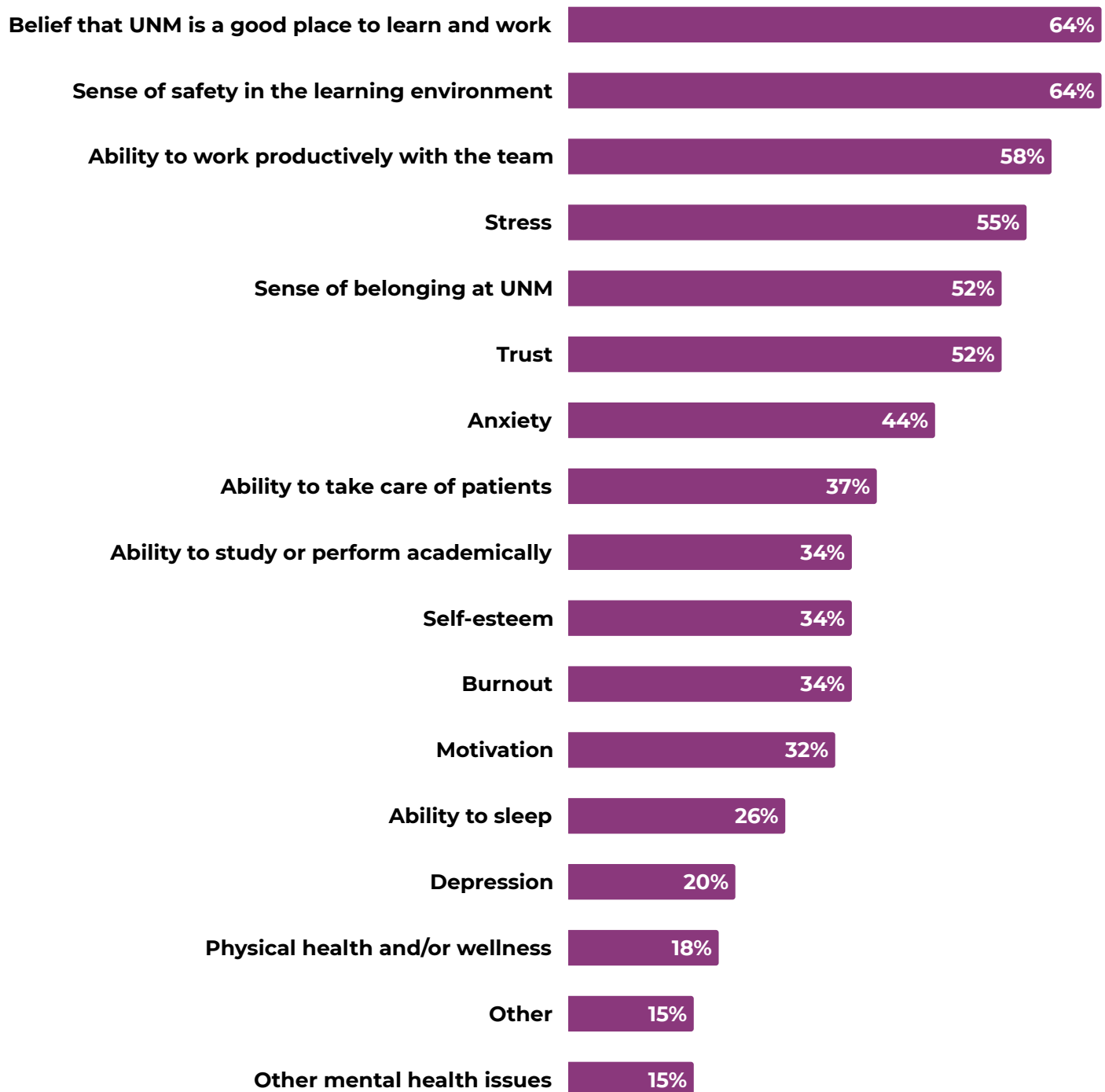


- Subjected to offensive remarks or names about identity
- Denied opportunities and/or received lower grades due to identity
- Differential treatment based on identity
- Other offensive behavior related to identity
- Differential treatment based on pregnancy and/or related conditions
- Subjected to unwanted 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 = 677 unique incidents of mistreatment in which this question was answered, Jan 1, 2021 - Dec 31, 2025



How are incidents classified?

n = 226 classified incidents, Jan 1, 2021 - Dec 31, 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

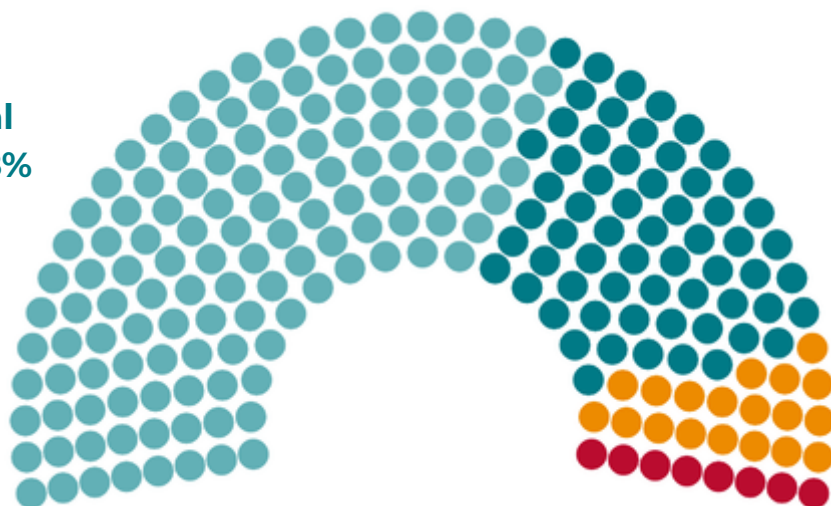
for behaviors out of compliance with the UNM Mistreatment Policy

Disciplinary Pathway

for behaviors that constitute a violation of the UNM Mistreatment Policy



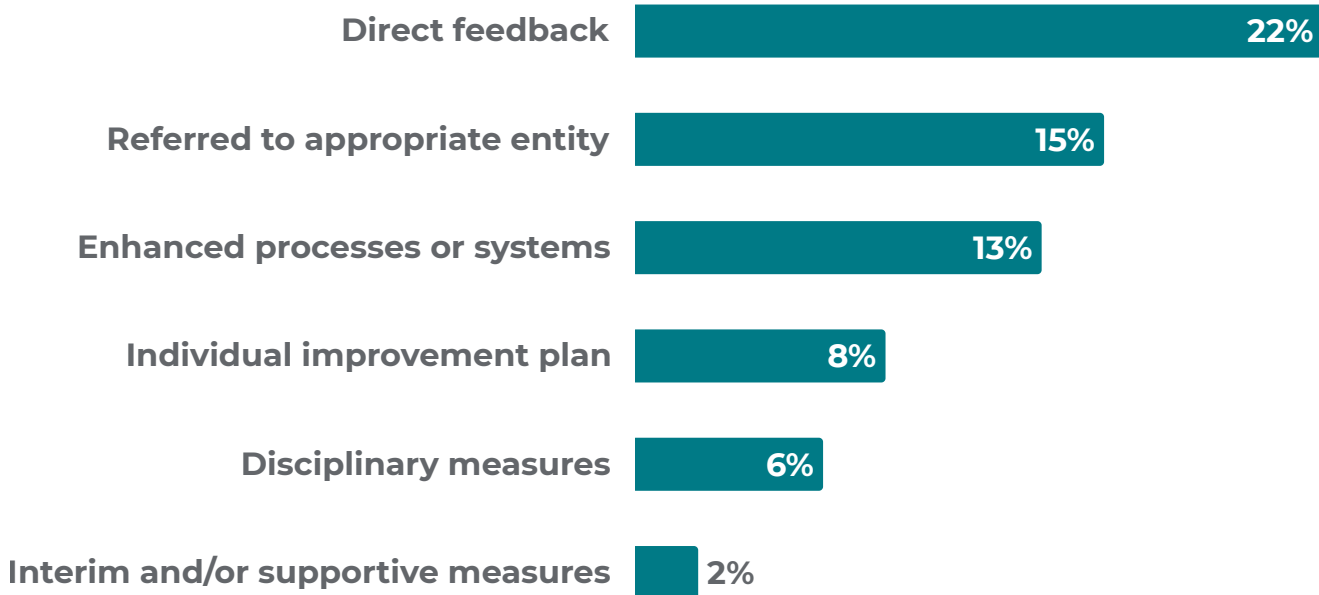
Educational Pathway: 88%



Level 1 Level 2 Level 3 Level 4

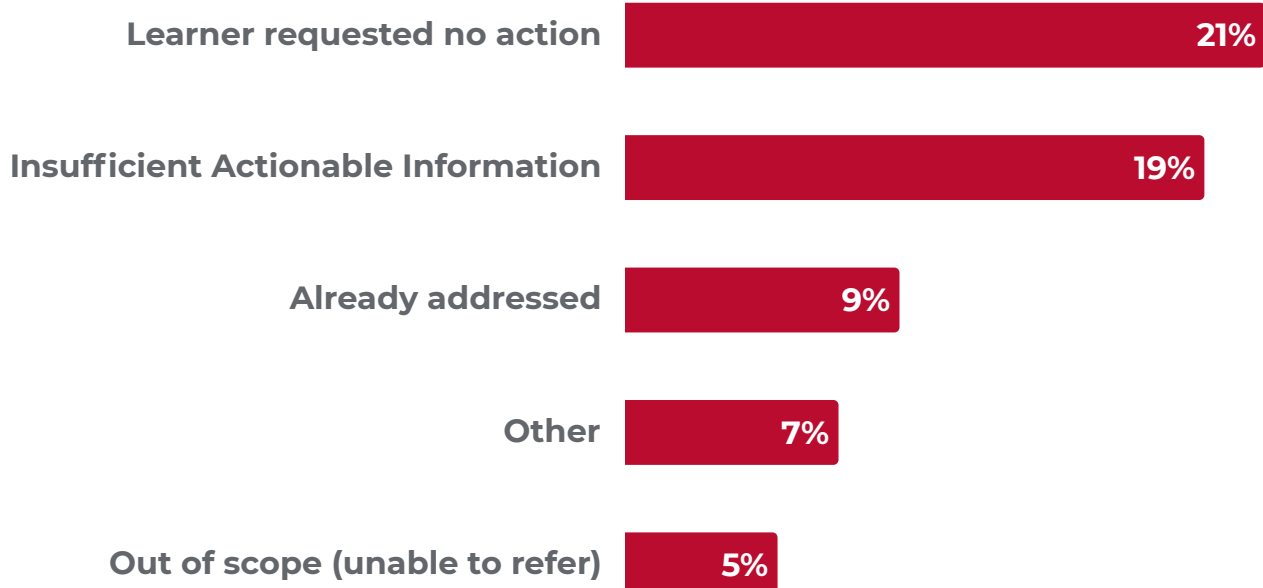
In **53% of unique mistreatment incidents**, LEO is able to recommend actions. Those actions are:

n = 971 closed unique incidents of mistreatment, Jan 1, 2021 - Sept 30, 2025



In **47% of unique mistreatment incidents**, LEO is unable to recommend actions for the following reasons

n = 971 closed unique incidents of mistreatment, Jan 1, 2021 - Sept 30, 2025



GET TO KNOW THE LEO TEAM!



FULL TIME STAFF



Diana V. Martínez, MPH
Executive Director
deemb@salud
she/her/ella



Emma Naliboff Pettit, MA
Associate Director
ecpettit@salud
she/her/ella



Brenda L. Loya
Senior Project Manager
blloya@salud
she/her/ella



Jordan Roberson
Case Manager
jcroberson@salud
she/her



Sierra Bencomo
Case Manager
slbencomo@salud
she/her



Marco Antillon
Case Manager
maaantillon@salud
he/him/él



Bryana Montoya
Case Manager
bhmontoya@salud
she/her



Susana Pérez-Martínez
Operations Manager
sperezmartinez@salud
she/her/ella



Maria Joy Oliver-Chavez
Administrative Assistant
moliverchavez@salud
she/her/hers

GET TO KNOW THE LEO TEAM!



AFFILIATED FACULTY



N Mariam Salas, MD
Assistant Dean of Graduate
Medical Education, SOM
masalas@salud
she/her/hers



Teresa Vigil-Baca, MD
Senior Associate Dean for
Education, SOM
tvigil@salud
she/her/hers



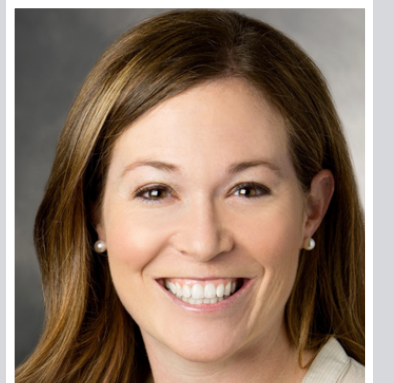
Krystal Ward, PhD
Assistant Dean,
Student Affairs, COP
klward@salud
she/her



Kathryn Fietze, PhD
Director of Biomedical
Sciences Graduate
Program, SOM
kfietze@salud
she/her



**Shelly McLaughlin, MS,
EMT-1**
Assoc Dean of HPP & HSC
Dir for Student Acad Affairs
sjmclaughlin@salud
she/her



Cori Poffenberger, MD
Interim Co-Director for
Office of Professional
Wellbeing, SOM
cpoffenberger@salud
she/her