

# UNM SOM Learning Environment Office Quarterly Report

2026 Quarter 1

[www.hsc.unm.edu/medicine/education/leo/](http://www.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

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  - C. Trainings and workshops
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- 6. Mistreatment Data & Trends**
7. How Can LEO Help Your Department, Program, Office, or Group?
8. Meet the LEO Team

# ANNOUNCING LEO'S REORGANIZATION

As part of LEO's continued growth across the HSC, we have implemented a strategic reorganization to better align with complex and growing learning environment needs and increase the impact of our work. This includes a refined focus on response and accountability, support and education, and data and analytics.



## BRENDA LOYA

Formerly LEO's Senior Project Manager, Brenda is now the **Director of Response & Accountability**, with full oversight of all of the case management duties at LEO. Questions about mistreatment or case work? Contact Brenda at [blloya@salud.unm.edu](mailto:blloya@salud.unm.edu).



## MARCO ANTILLON

Formerly a Case Manager, Marco is now the **Director of Support, Education, & Repair**, a new division within LEO. Questions about LEO trainings or learning environment support? Contact him at [maaantillon@salud.unm.edu](mailto:maaantillon@salud.unm.edu).



## EMMA NALIBOFF PETTIT

Formerly LEO's Associate Director, Emma is now the **Director of Impact & Analytics**, and is responsible for LEO's data analysis and interpretation. Questions about data for your area or program? Contact Emma at [ecpettit@salud.unm.edu](mailto:ecpettit@salud.unm.edu).

# 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](mailto: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](#).

[Click here](#)

THE HSC LEARNING ENVIRONMENT OFFICE

# 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

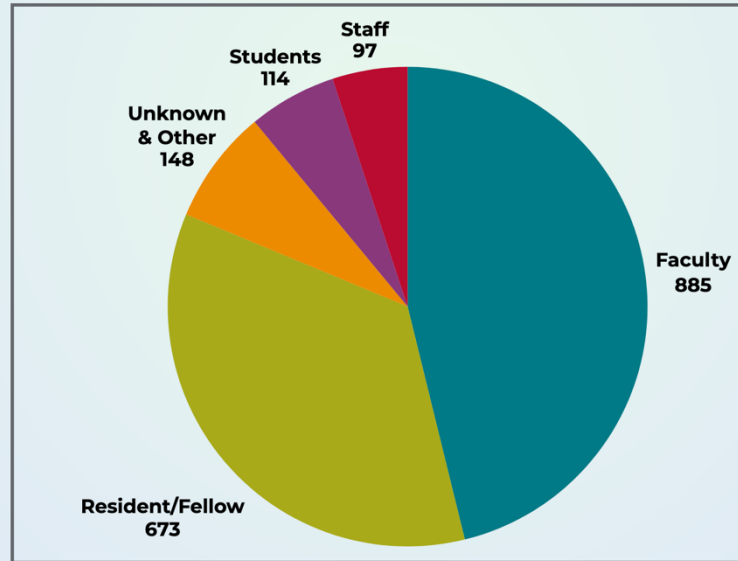
[Click here to  
download all  
seven toolkits](#)

# iTeach Exemplary Teaching

# iTEACH: Recognizing Exemplary Teachers

from November 2019 through March 2026:

**1,912** have been recognized by **7,938**  
**TEACHERS** a total of **LEARNERS**



## **Don't forget!**

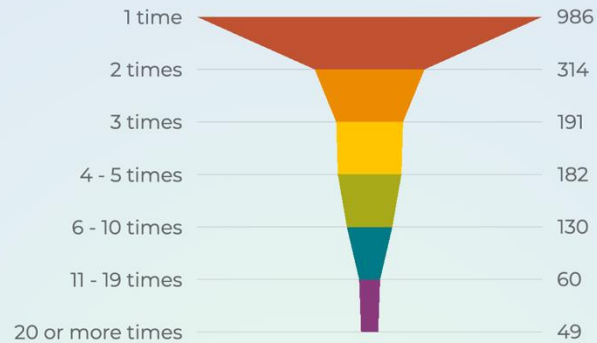
### Get an iTeach letter for your file!



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.

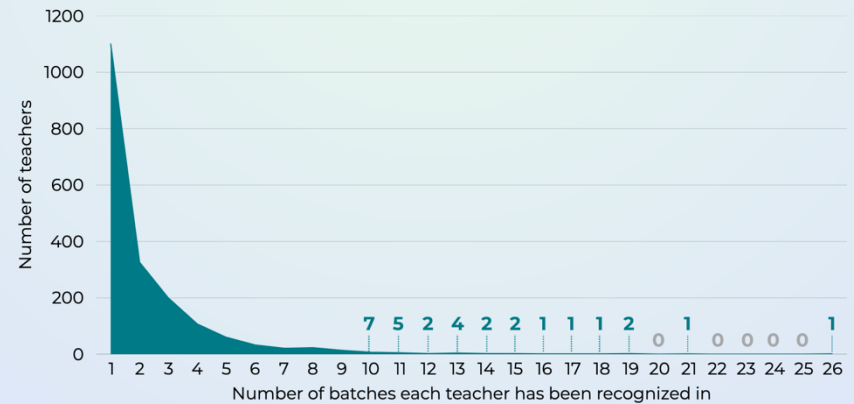
**To receive a letter, simply email [hsc-leo@salud.unm.edu](mailto:hsc-leo@salud.unm.edu) and request one. Please give at least one week's notice.**

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



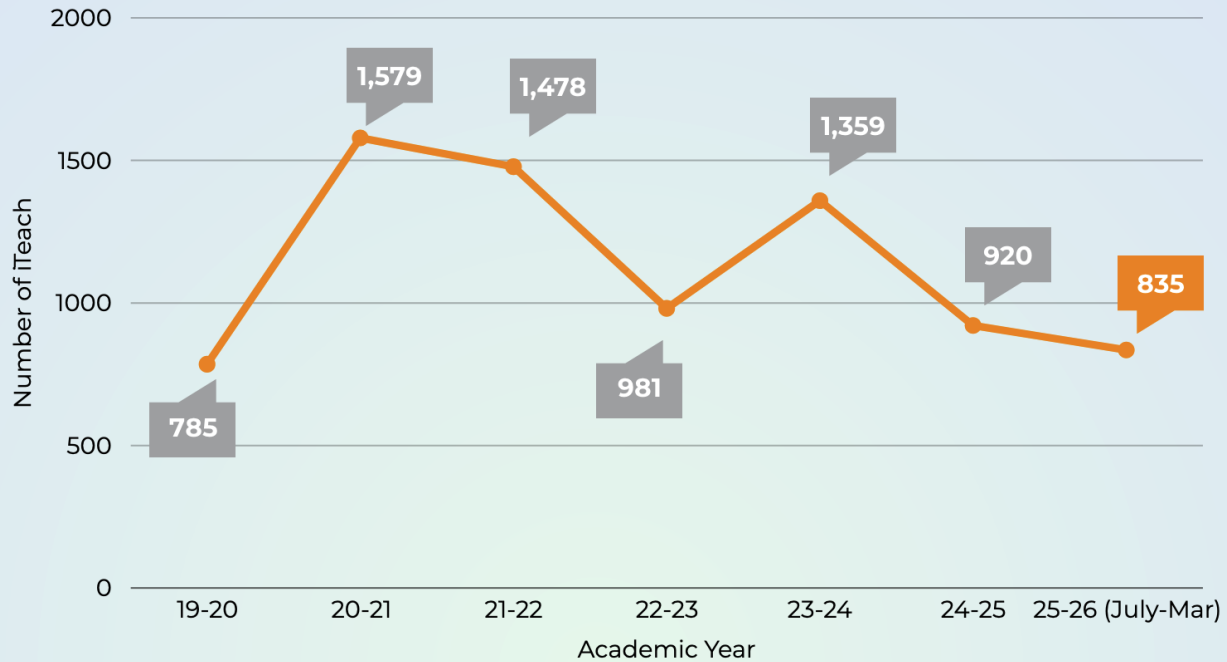
## Batches: How we measure the frequency and consistency of recognitions for each teacher

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.**



Nov 2019 - Sept 2025

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



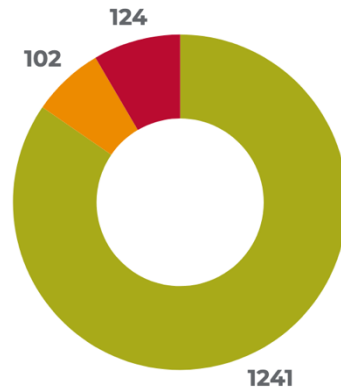
# Mistreatment Data and Trends

# ADDRESSING MISTREATMENT:

## Data Review

July 24, 2019 - March 31, 2026

Since LEO began collecting reports of mistreatment in July 2019, we have received **1,467 reports of mistreatment**. We can break those down this way:



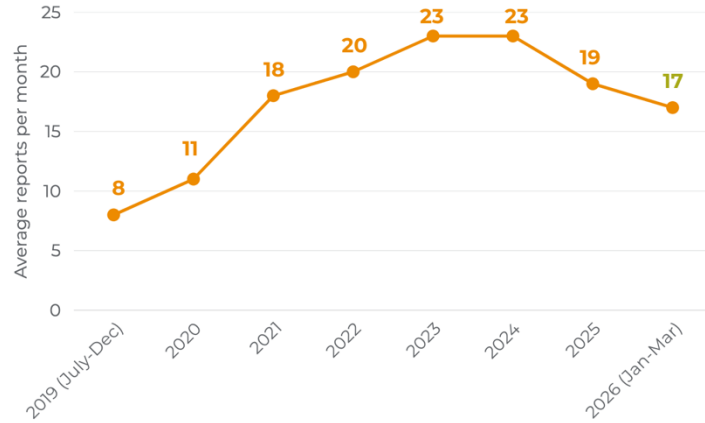
LEO has received 124 reports of behavior that, after investigation, we have determined do not rise to the level of mistreatment. This is 8.5% of all reports.

Some incidents are reported more than once (for example, by a few different witnesses). There **102** duplicate reports represent 7% of all reports.

Once we remove reports that do not rise and those that are duplicates, we are left with **1,241 unique incidents of alleged behavior that rise to the level of mistreatment, which represent 84.6% of all reports.**

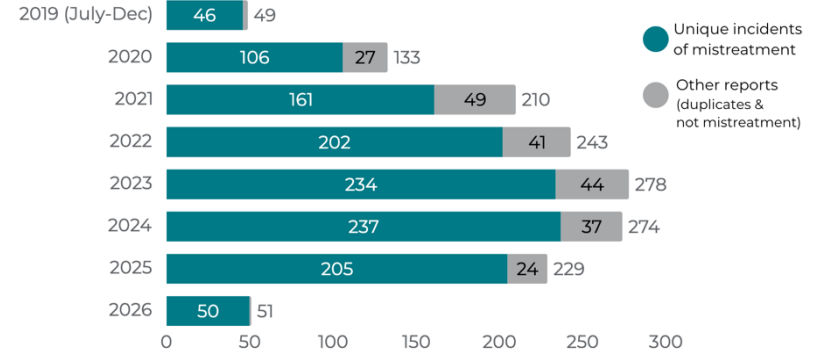
## How many reports come to LEO each month?

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



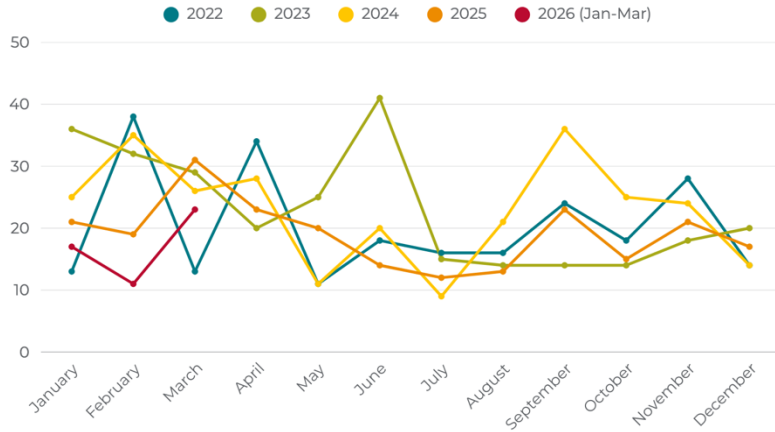
## How many reports does LEO get in a year?

The total number of reports LEO received in a calendar year peaked with 278 in 2023. The number of reports dipped down to 229 in 2025.



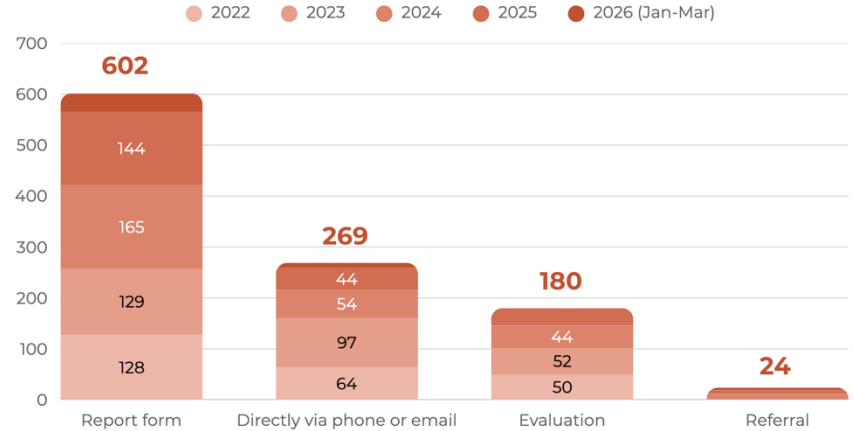
## Is there a pattern to when reports are filed to LEO?

n = 1,075 reports to LEO, 2022-2026



## How did the report come to LEO?

n = 1,075 all reports to LEO from Jan 1, 2022 - March 31, 2026

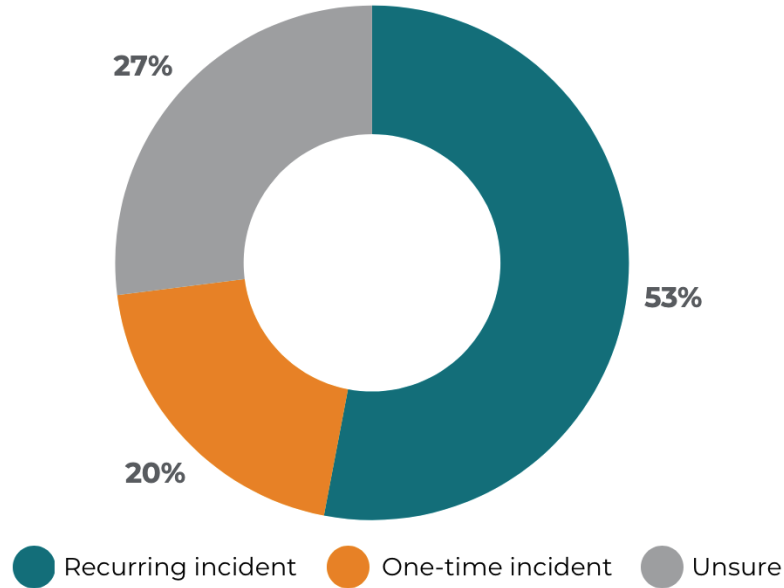


# Is this a recurring incident?

n = 930 unique incidents of mistreatment, Jan 1, 2022 - Mar 31, 2026

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

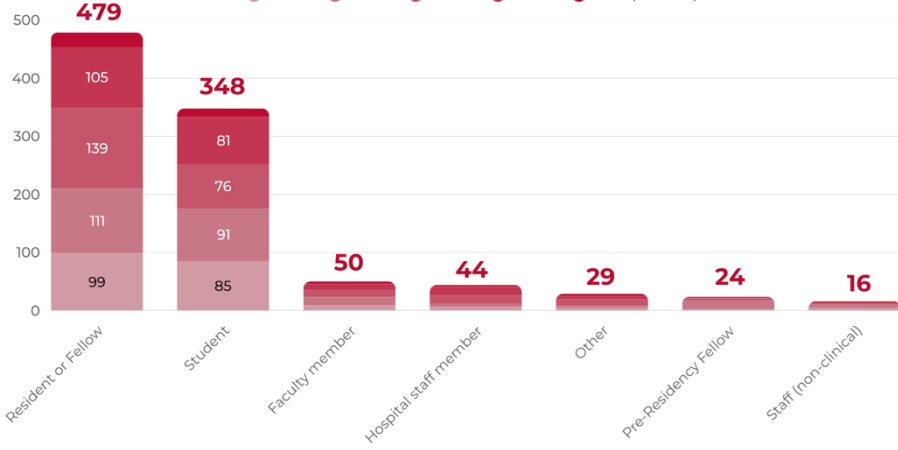
This means the vast majority of incidents reported to LEO concern recurring behaviors — learners are less likely to report one-off incidents, which may indicate that they see reporting as an option for after they have already given second chances to the implicated persons and the behaviors have not improved.



## Who is mistreated?

n = 930 unique incidents of mistreatment, Jan 1, 2022 - Mar 31, 2026

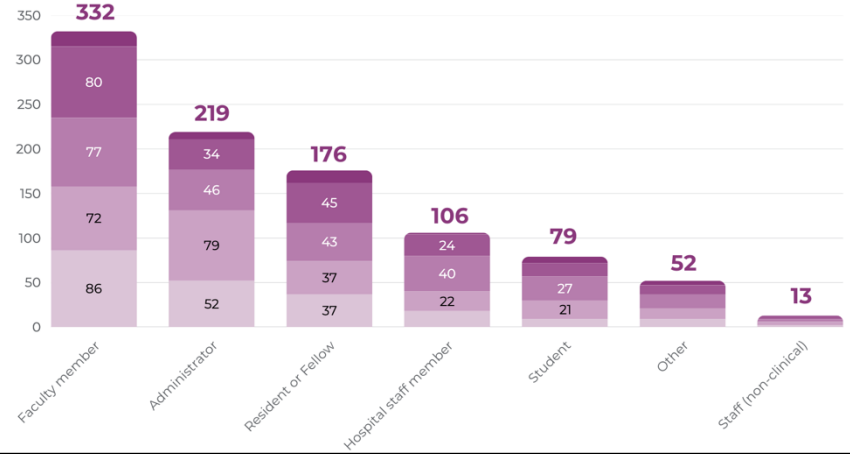
● 2022 ● 2023 ● 2024 ● 2025 ● 2026 (Jan-Mar)



## Who is reported for mistreating learners?

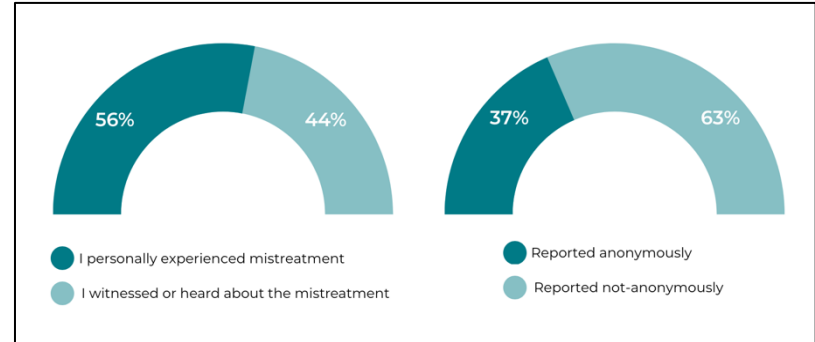
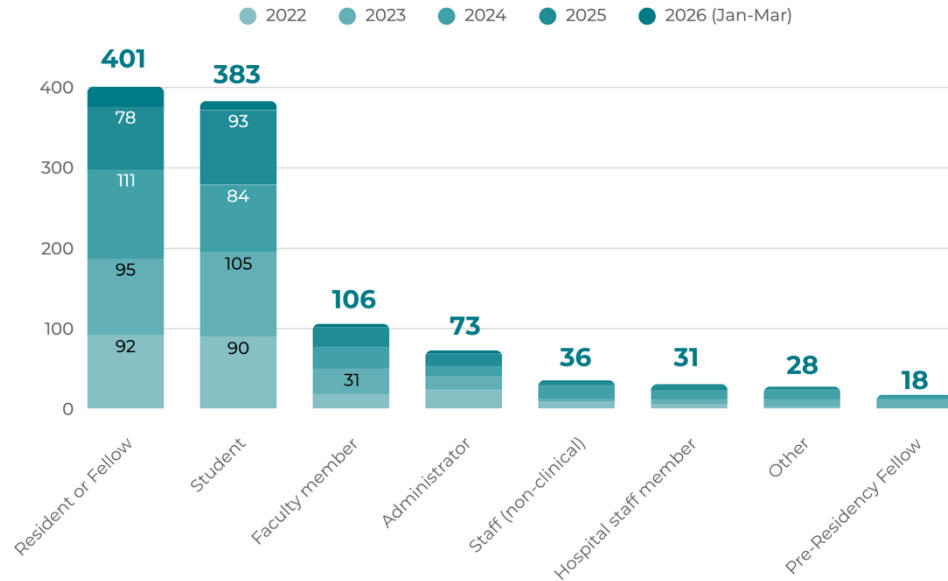
n = 930 unique incidents of mistreatment, Jan 1, 2022 - Mar 31, 2026

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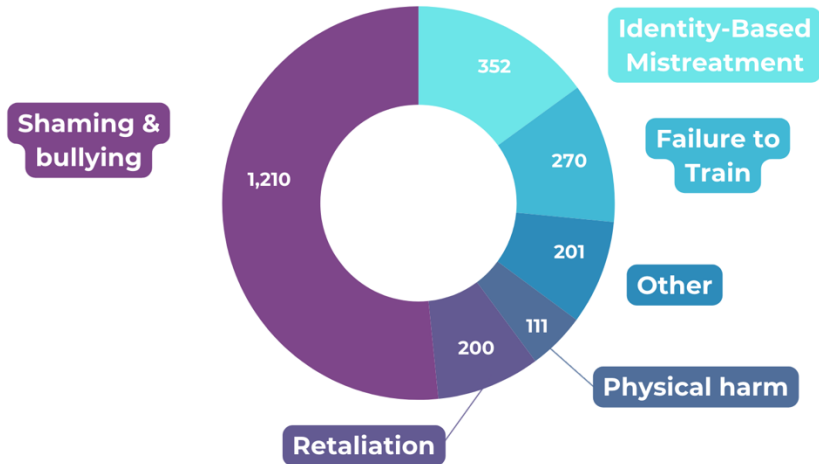
## Who reports to LEO and how?

n = 1,075 all reports to LEO from Jan 1, 2022 - March 31, 2026



# What types of mistreatment are reported?

Each incident can include multiple types of mistreatment  
n = 930 unique incidents of mistreatment, Jan 1, 2022 - Mar 31, 2026



## Shaming & Bullying

- Toxic environment - **501**
- Public humiliation - **358**
- Verbal abuse - **309**
- Profanity creating a toxic environment - **42**

## Retaliation

- Retaliation (threats or actual) - **154**
- Unfair remediation or dismissal - **46**

## Other

- Other - **158**
- Inapprop response to mistreatment - **38**
- Made to perform personal services - **5**

## Identity-Based Mistreatment

- Gender-based mistreatment - **136**
- Race/ethnicity-based mistreatment - **96**
- Disability-based mistreatment - **43**
- Personal belief-based mistreatment - **37**
- Inappropriate comments re: appearance - **26**
- Sexual orientation-based mistreatment - **14**

## Failure to Train

- Inadequate training opportunities - **156**
- Neglect - **114**

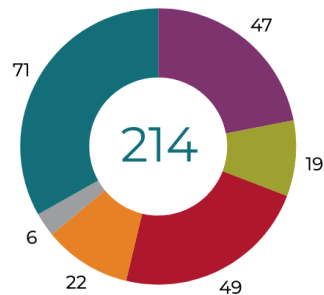
## Physical Harm

- Sexual harassment or advances - **71**
- Physical harm (threatened or actual) - **40**

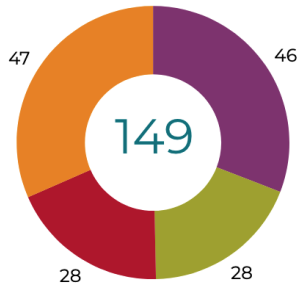
## What types of identity-based mistreatment are reported?

n = 930 unique incidents of mistreatment, Jan 1, 2022 - Mar 31, 2026

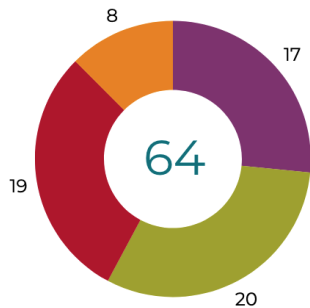
### Gender & Gender Identity



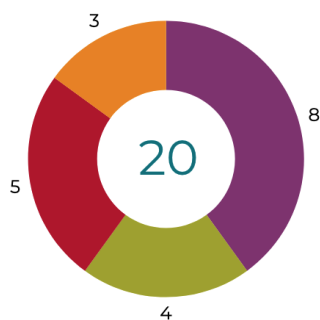
### Race & Ethnicity



### Disability



### Sexual Orientation

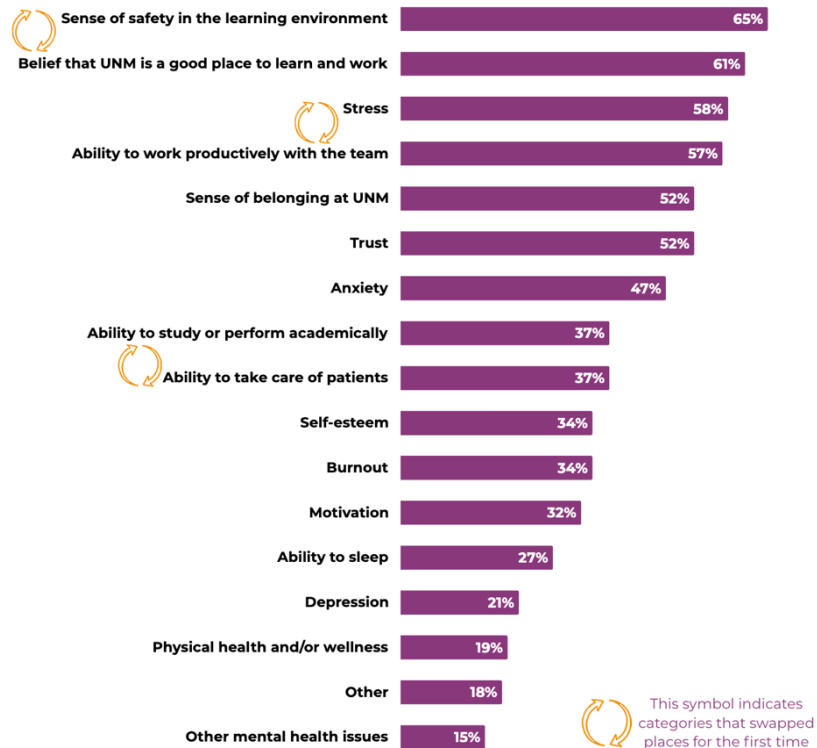


- Subjected to offensive remarks or names about identity
- Denied opportunities and/or received lower grades due to identity
- Differential treatment based on identity
- Other offensive behavior related to identity
- Differential treatment based on pregnancy and/or related conditions
- Subjected to unwanted 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 = 604 unique incidents of mistreatment in which this question was answered, Jan 1, 2022 - Mar 31, 2026



# How are incidents classified?

n = 179 classified incidents, Jan 1, 2022 - Mar 31, 2026

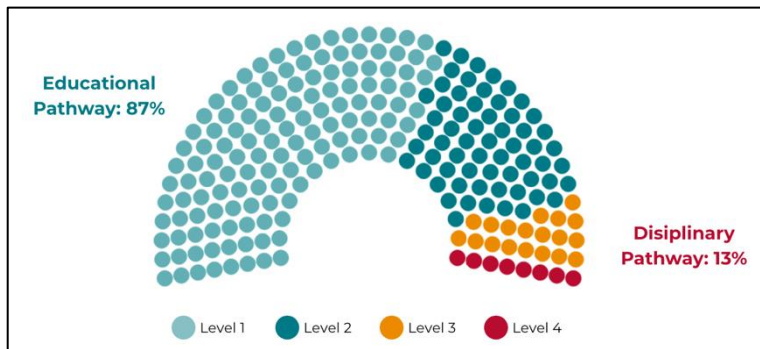
Responses to mistreatment incidents occur on either the **Educational Pathway** or the **Disciplinary Pathway**, depending on the severity and pattern of behavior.

## Educational Pathway

for behaviors out of compliance with the UNM Mistreatment Policy

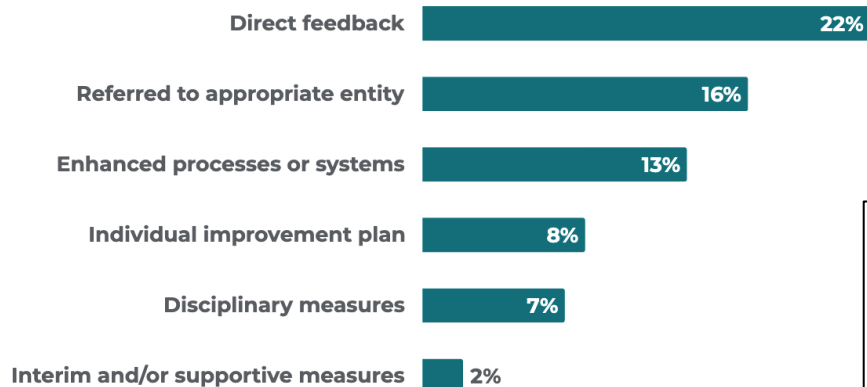
## Disciplinary Pathway

for behaviors that constitute a violation of the UNM Mistreatment Policy



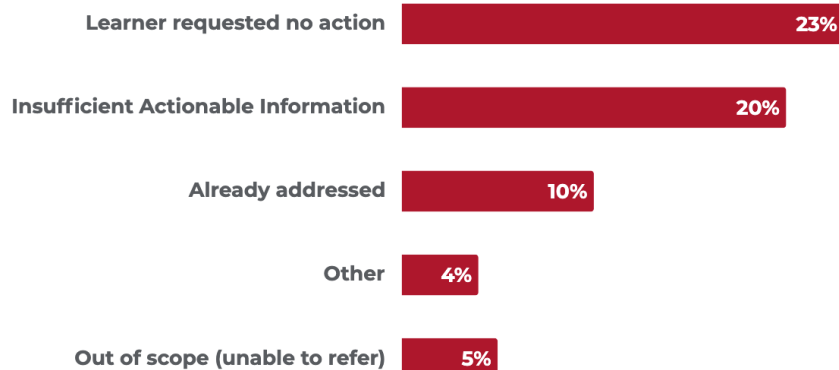
In **51% of unique mistreatment incidents**, LEO is able to recommend actions. Those actions are:

n = 873 closed unique incidents of mistreatment, Jan 1, 2022 - Mar 31, 2026



In **49% of unique mistreatment incidents**, LEO is unable to recommend actions for the following reasons

n = 873 closed unique incidents of mistreatment, Jan 1, 2022 - Mar 31, 2026



**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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# GET TO KNOW THE LEO TEAM!

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