



HEALTH SCIENCES
LEARNING ENVIRONMENT OFFICE

Fostering a climate of respect and inclusion

Quarterly Report

2025, Quarter 3

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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THREE NEW TOOLKITS

LEO has developed 3 new toolkits to help the HSC community navigate professionalism, communicating during LEO processes, and being a mandatory reporter

2

WHAT CAN LEO DO FOR YOU?

Letters for promotion, department-specific data, and trainings on demand.

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

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MEET THE LEO TEAM

Get to know the 11 members of the LEO team

THE HSC LEARNING ENVIRONMENT OFFICE'S

THREE NEW TOOLKITS

This quarter, LEO has created **three** toolkits to help members of the HSC community.

Check them out [here!](#)

PROFESSIONALISM BEHAVIORS AND EXPECTATIONS FOR MD STUDENTS

The LEO team has developed a new set of professionalism standards for MD students. We hope this toolkit will help you understand the standards, get a sense of behaviors that are and are not in line with the standards, and be clear on what happens if those standards are not met.

WHAT TO SAY WHEN YOU CAN'T SAY MUCH

This guidance supports supervisors—including program directors, division chiefs, department chairs, and others—in navigating communication, confidentiality, and conduct during active LEO processes.

MANDATORY REPORTING

Almost everyone who is employed by UNM is what is called a Mandatory Reporter and are required to report certain behaviors to CEEO. This toolkit will help you understand what those behaviors are, what your responsibilities are, how to report, and what happens if you don't report.

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**](#).

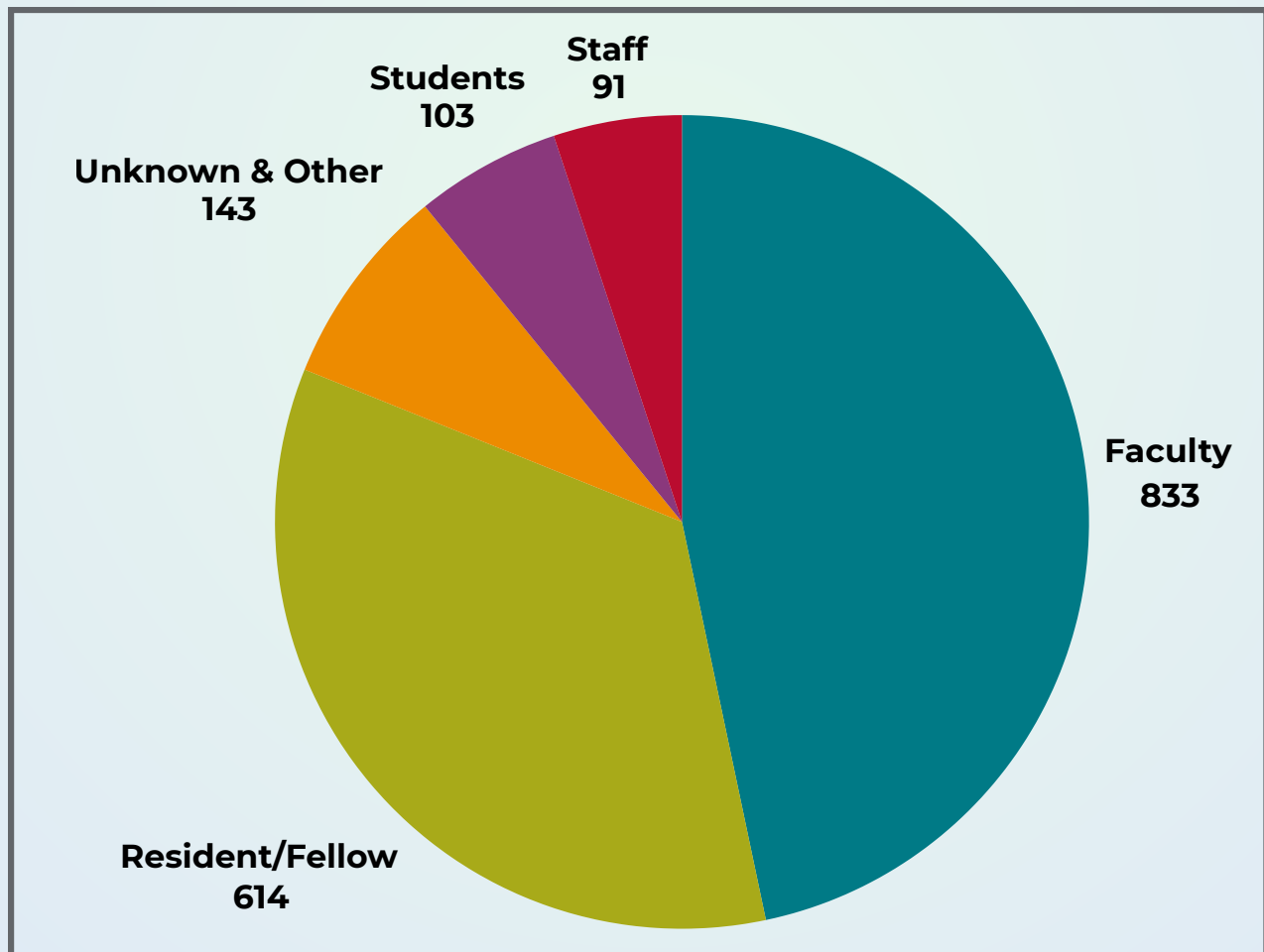
iTEACH: Recognizing Exemplary Teachers

from November 2029 through September 2025:

1,784
TEACHERS

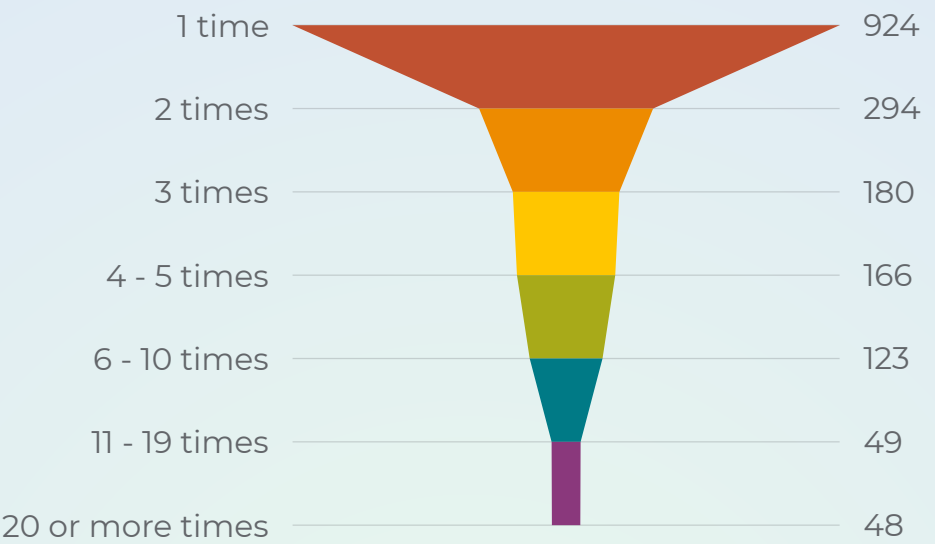
have been
recognized by
a total of

7,288
LEARNERS



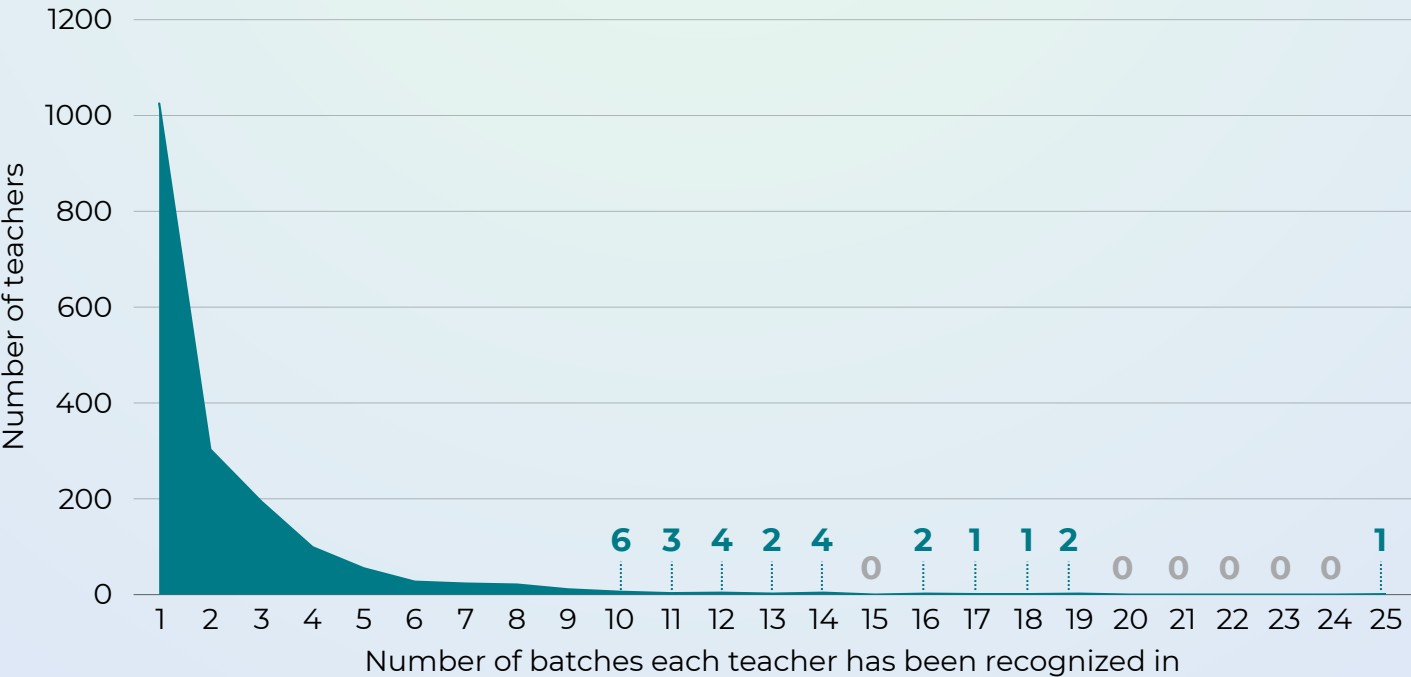
[Click here](#) to send an iTeach recognition
to a teacher today!

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

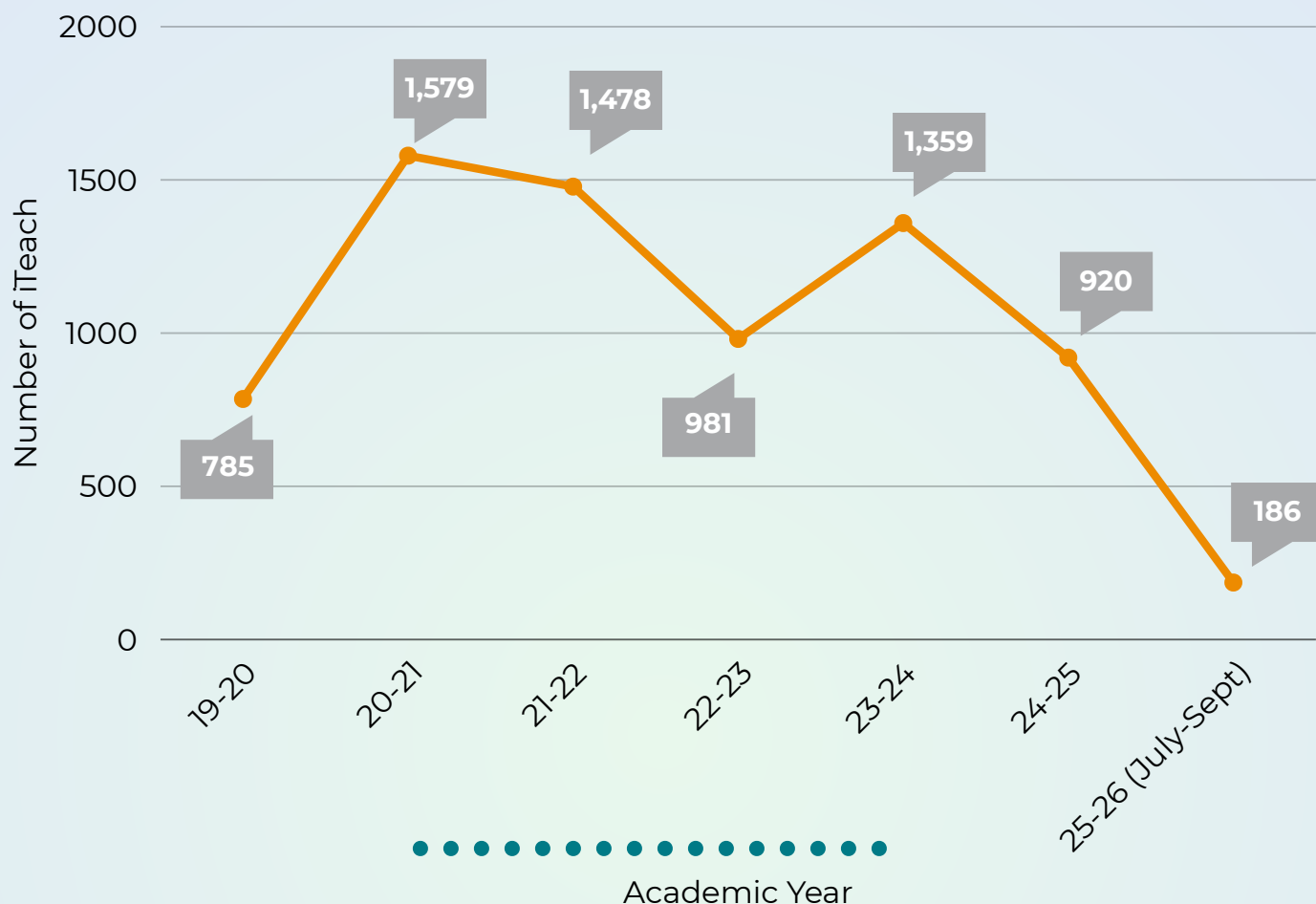


Batches: How we measure the frequency and consistency of recognitions for each teacher

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 **25 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 - September 30, 2025

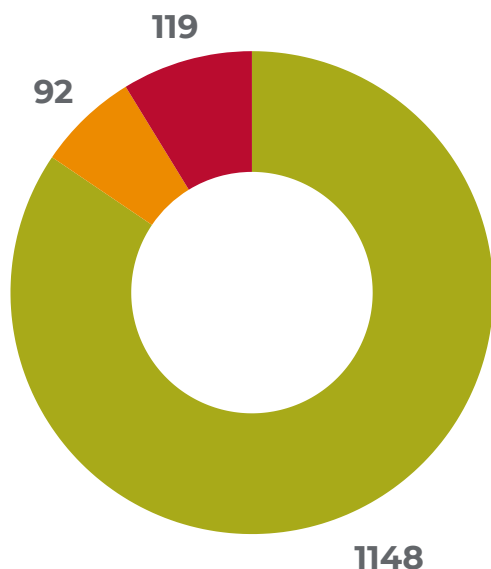
LEO shares these data to create greater transparency in the UNM HSC community about mistreatment. We use these data to inform our work to reduce and prevent mistreatment, and to most effectively respond to incidents that occur.



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 **1,359 reports of mistreatment**. We can break those down this way:



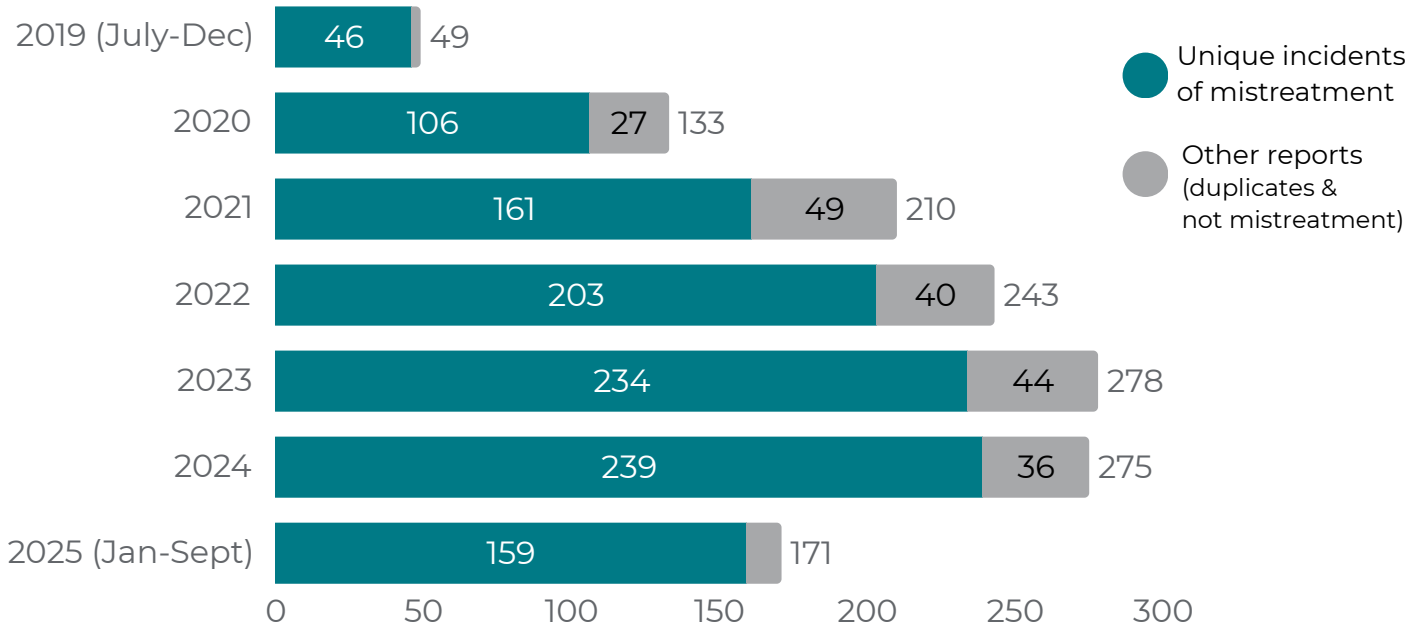
LEO has received **119** reports of behavior that, after investigation, we have determined do not rise to the level of mistreatment. This is 9% of all reports.

Some incidents are reported more than once (for example, by a few different witnesses). There **92** duplicate reports represent 7% of all reports.

Once we remove reports that do not rise and those that are duplicates, we are left with **1,148 unique incidents of alleged behavior that rise to the level of mistreatment, which represent 85% of all reports.**

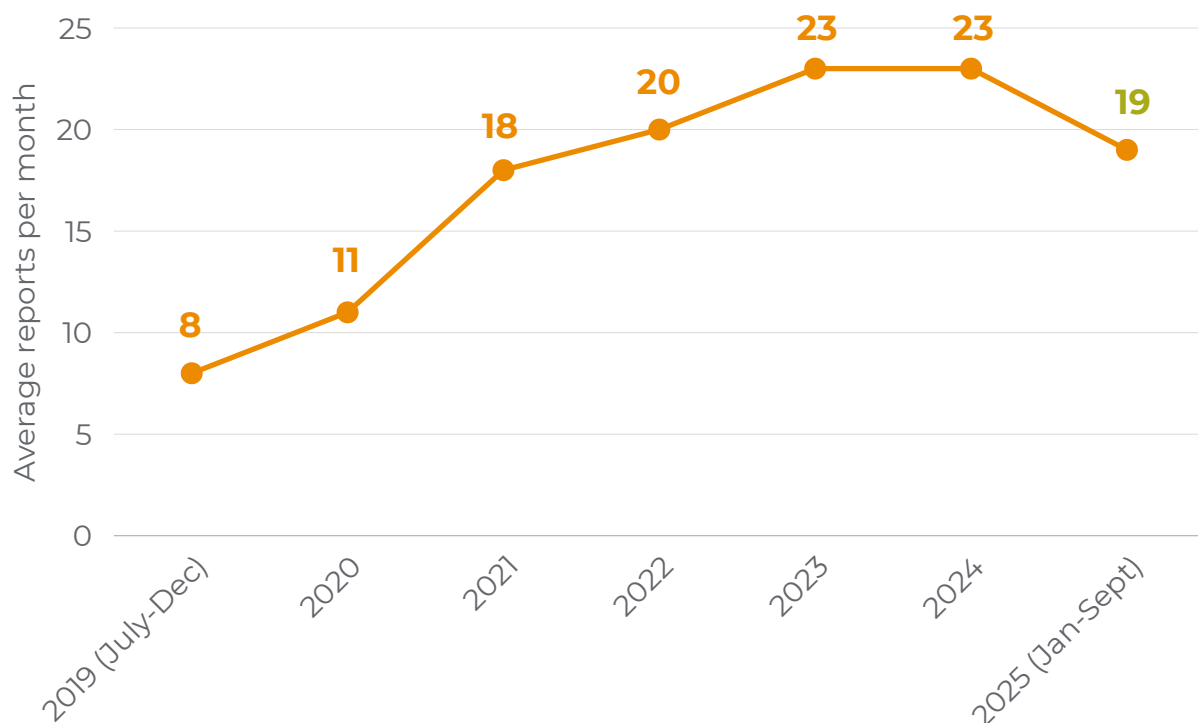
What is the status of reports to LEO?

The total number of reports LEO has received peaked with 278 in 2023. The number of reports may have stabilized, although it remains to be seen what will happen for the rest of 2025!



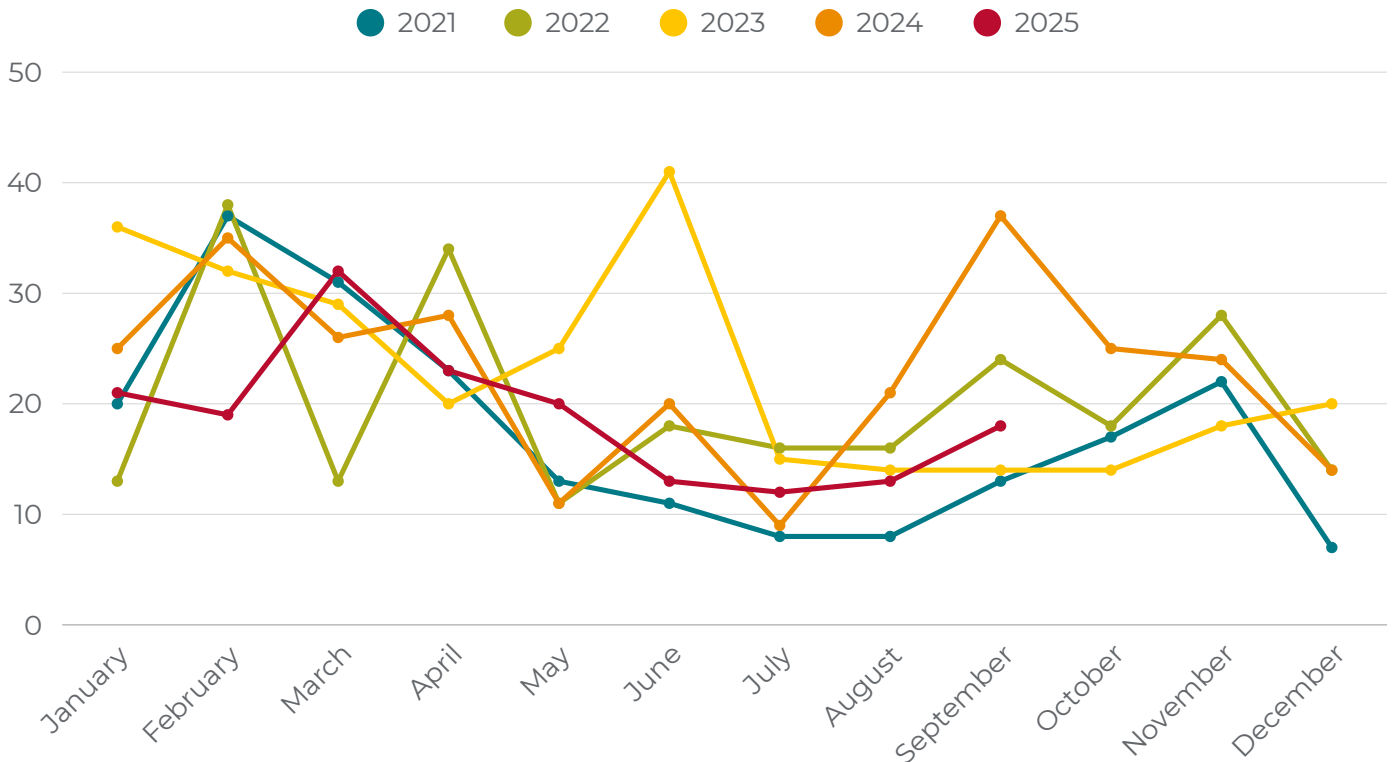
How many reports come to LEO each month?

n = 1,359 all reports to LEO, all years



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

n = 1,359 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 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:

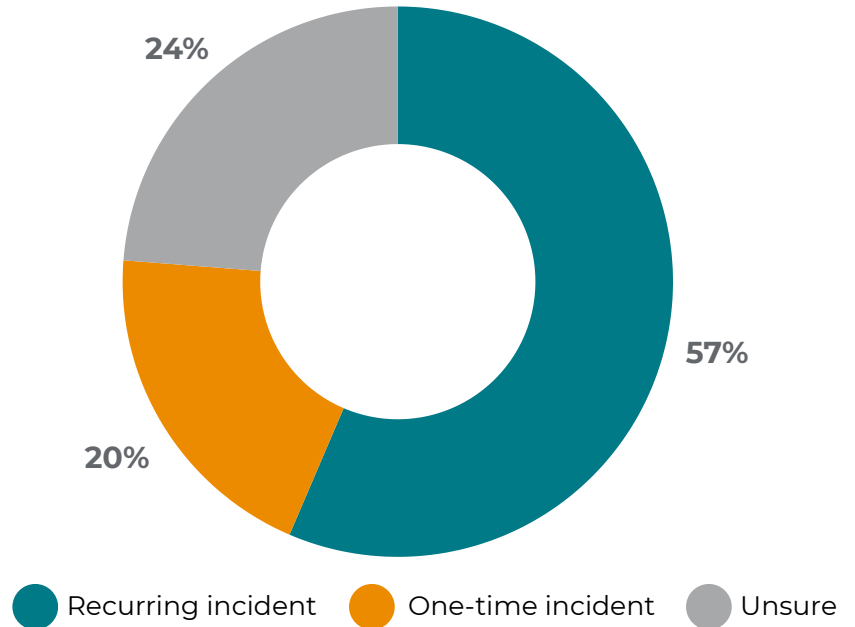
- 2021: February, March
- 2022: February, April
- 2023: January, February, June
- 2024: February, September
- 2025: March

Is this a recurring incident?

n = 1,001 unique incidents of mistreatment, Jan 1, 2021 - Sept 30, 2025

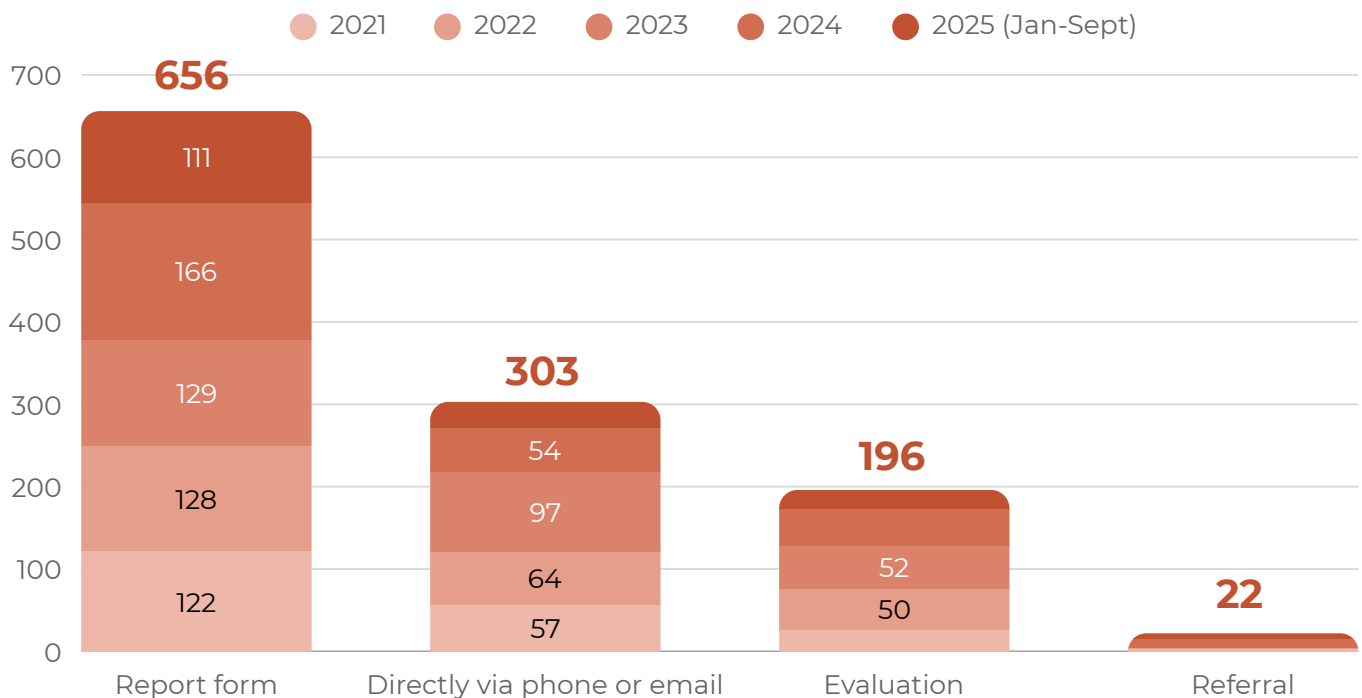
Only 20% of incidents reported to LEO are one-time issues.

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.



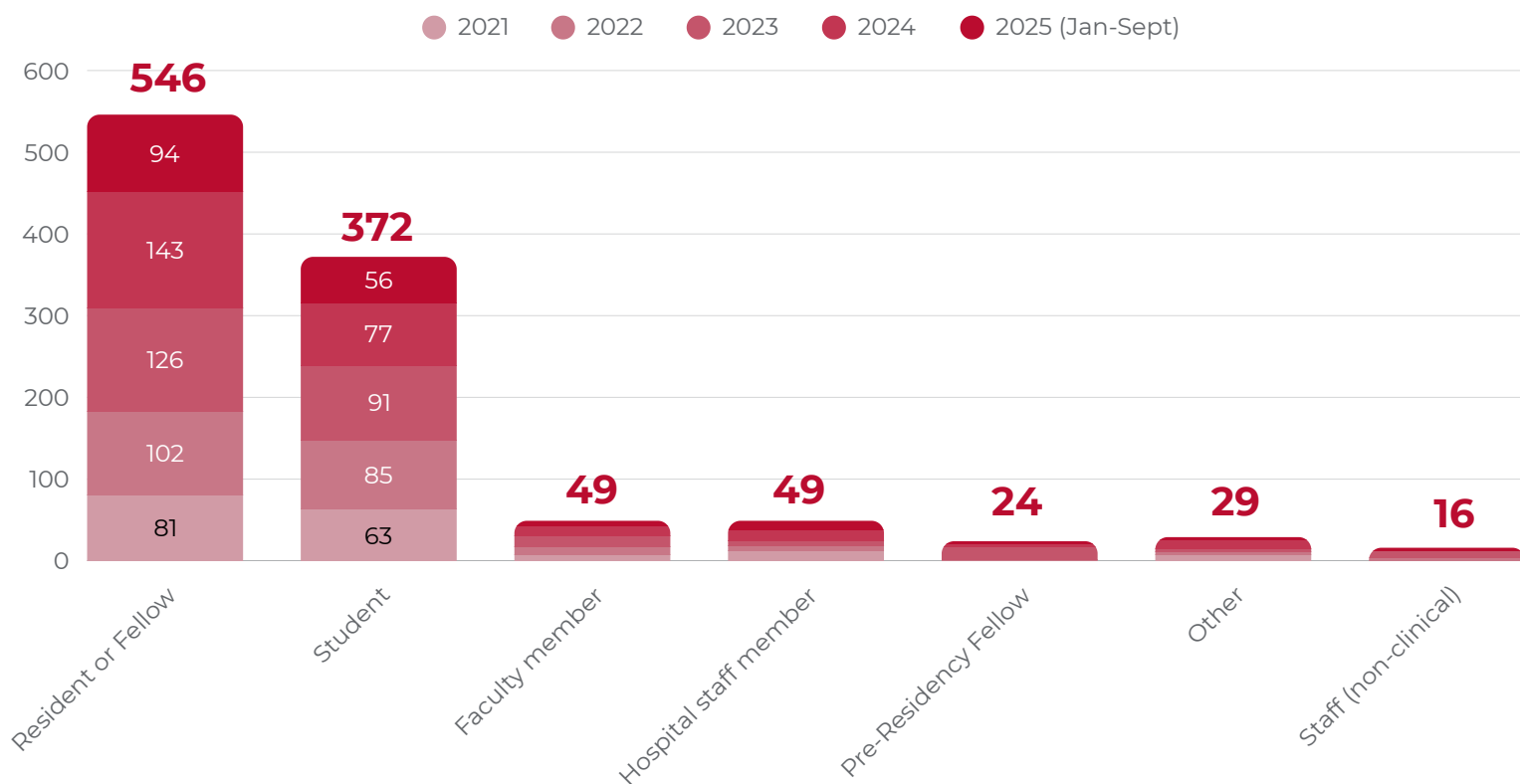
How did the report come to LEO?

n = 1,177 all reports to LEO from Jan 1, 2021 - Sept 30, 2025



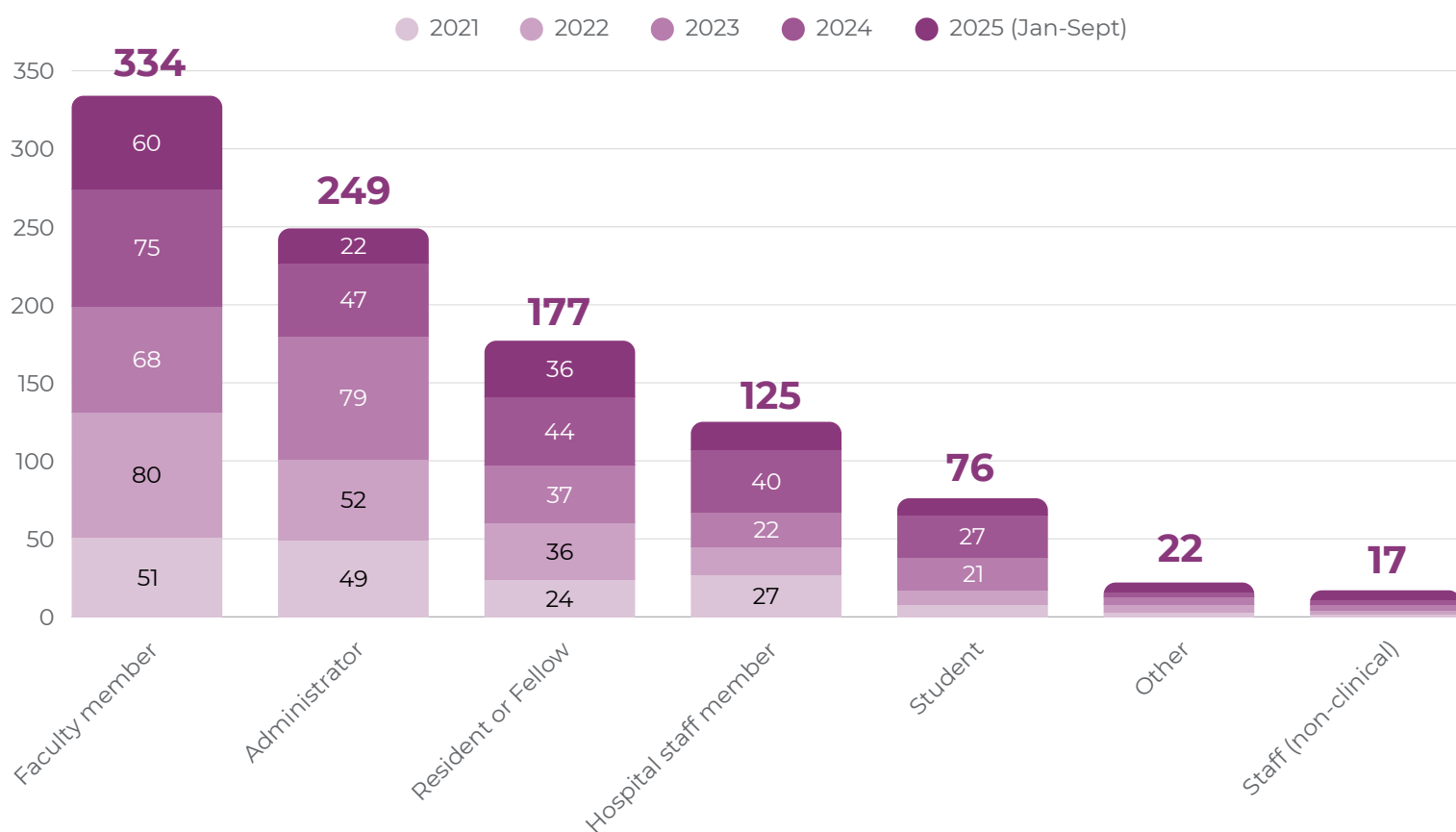
Who is mistreated?

n = 1,001 unique incidents of mistreatment, Jan 1, 2021 - Sept 30, 2025



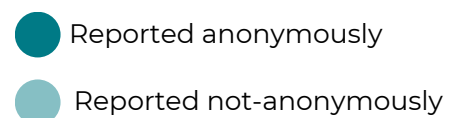
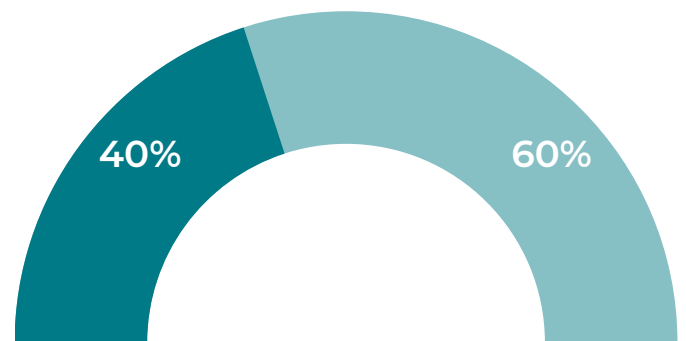
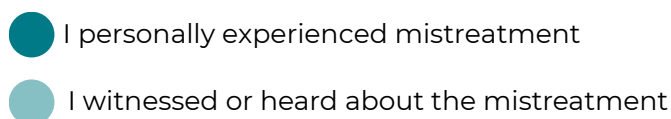
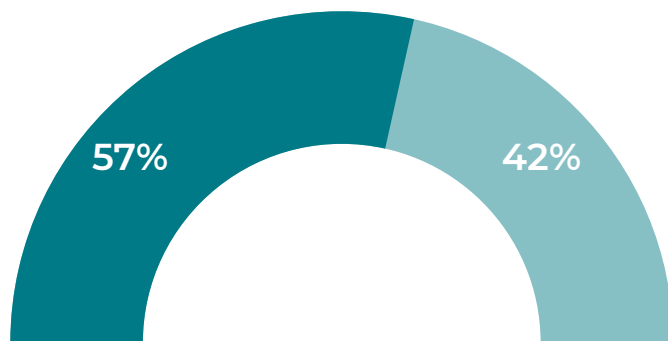
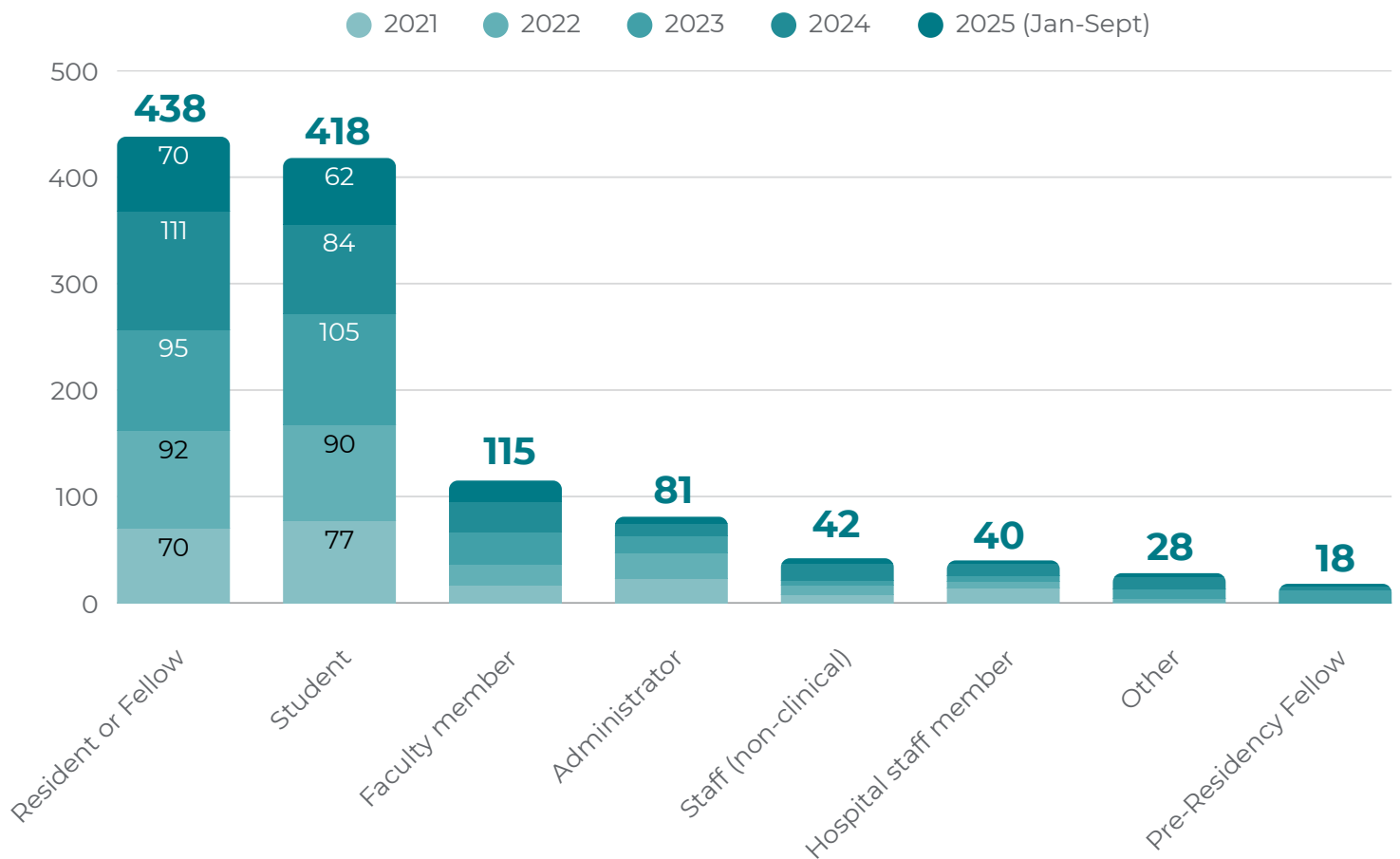
Who is reported for mistreating learners?

n = 1,001 unique incidents of mistreatment, Jan 1, 2021 - Sept 30, 2025



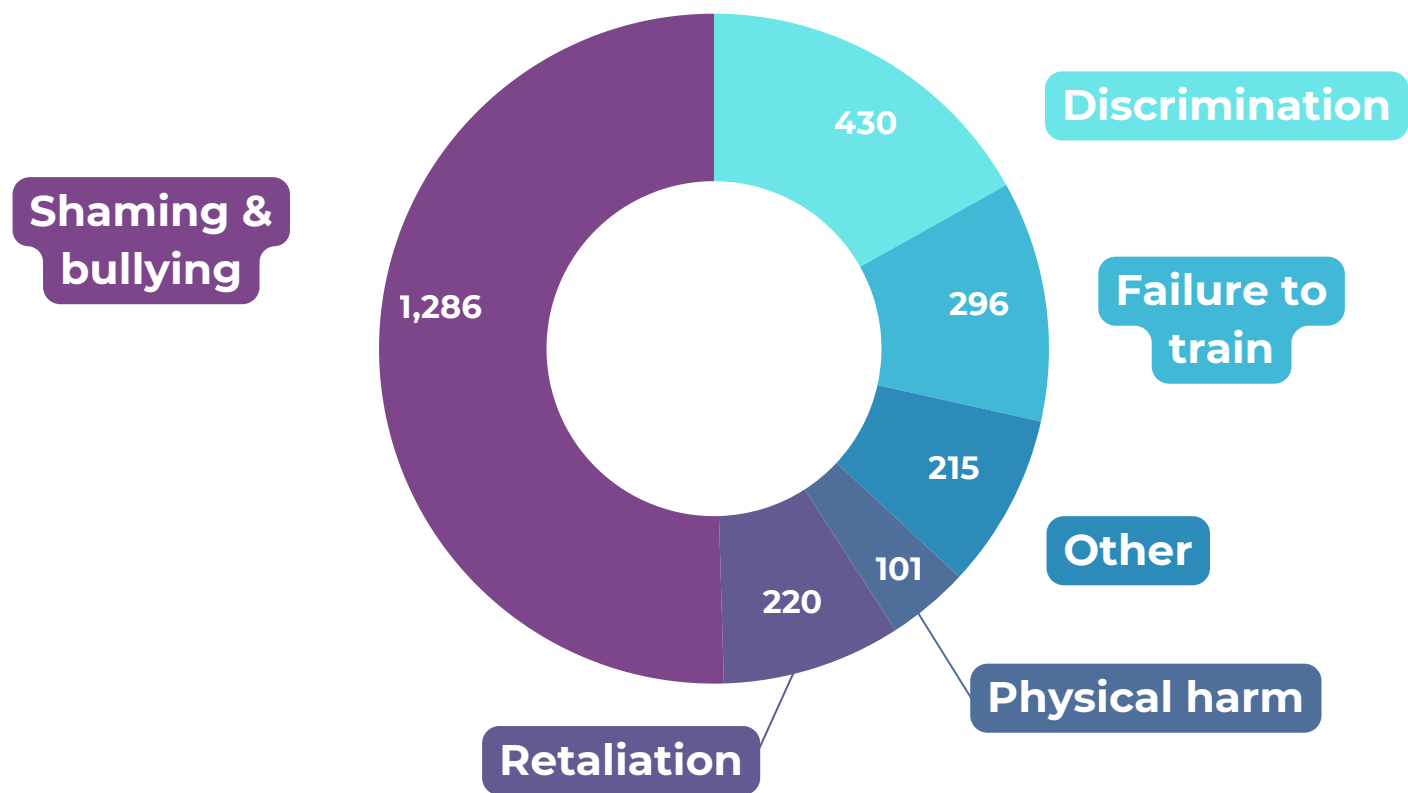
Who reports to LEO and how?

n = 1,177 all reports to LEO from Jan 1, 2021 - Sept 30, 2025



What types of mistreatment are reported?

Each incident can include multiple types of mistreatment
n = 1,001 unique incidents of mistreatment, Jan 1, 2021 - Sept 30, 2025



Shaming & Bullying

- Toxic environment - 482
- Public humiliation - 407
- Verbal abuse - 358
- Profanity creating a toxic environment - 39

Retaliation

- Retaliation (threats or actual) - 168
- Unfair remediation or dismissal - 52

Other

- Other - 171
- Inapprop response to mistreatment - 37
- Made to perform personal services - 7

Discrimination

- Gender-based mistreatment - 172
- Race/ethnicity-based mistreatment - 116
- Disability-based mistreatment - 51
- Personal belief-based mistreatment - 53
- Inappropriate comments re: appearance - 24
- Sexual orientation-based mistreatment - 13

Failure to Train

- Inadequate training opportunities - 151
- Neglect - 145

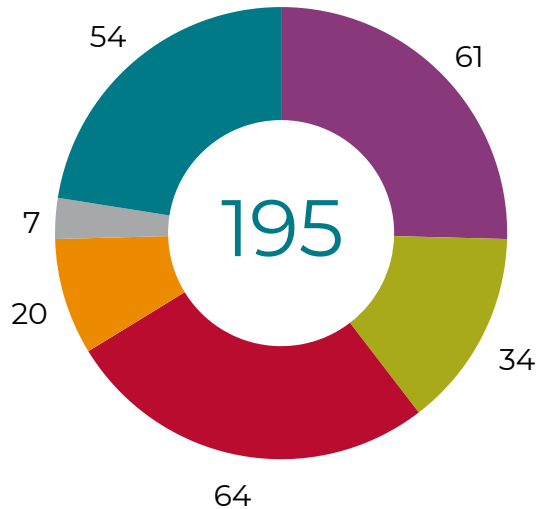
Physical Harm

- Sexual harassment or advances - 54
- Physical harm (threatened or actual) - 41

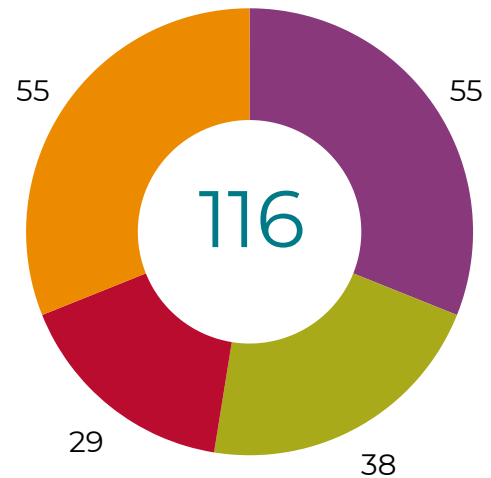
What types of identity-based mistreatment are reported?

n = 1,001 unique incidents of mistreatment, Jan 1, 2021 - Sept 30, 2025

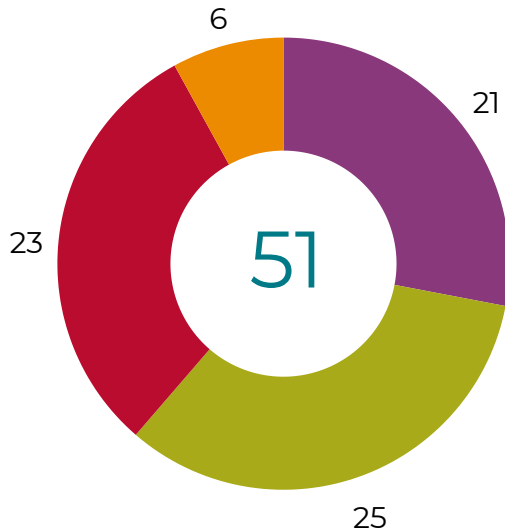
Gender & Gender Identity



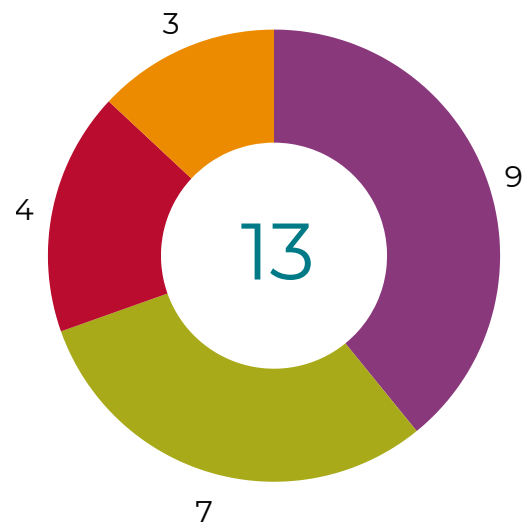
Race & Ethnicity



Disability



Sexual Orientation

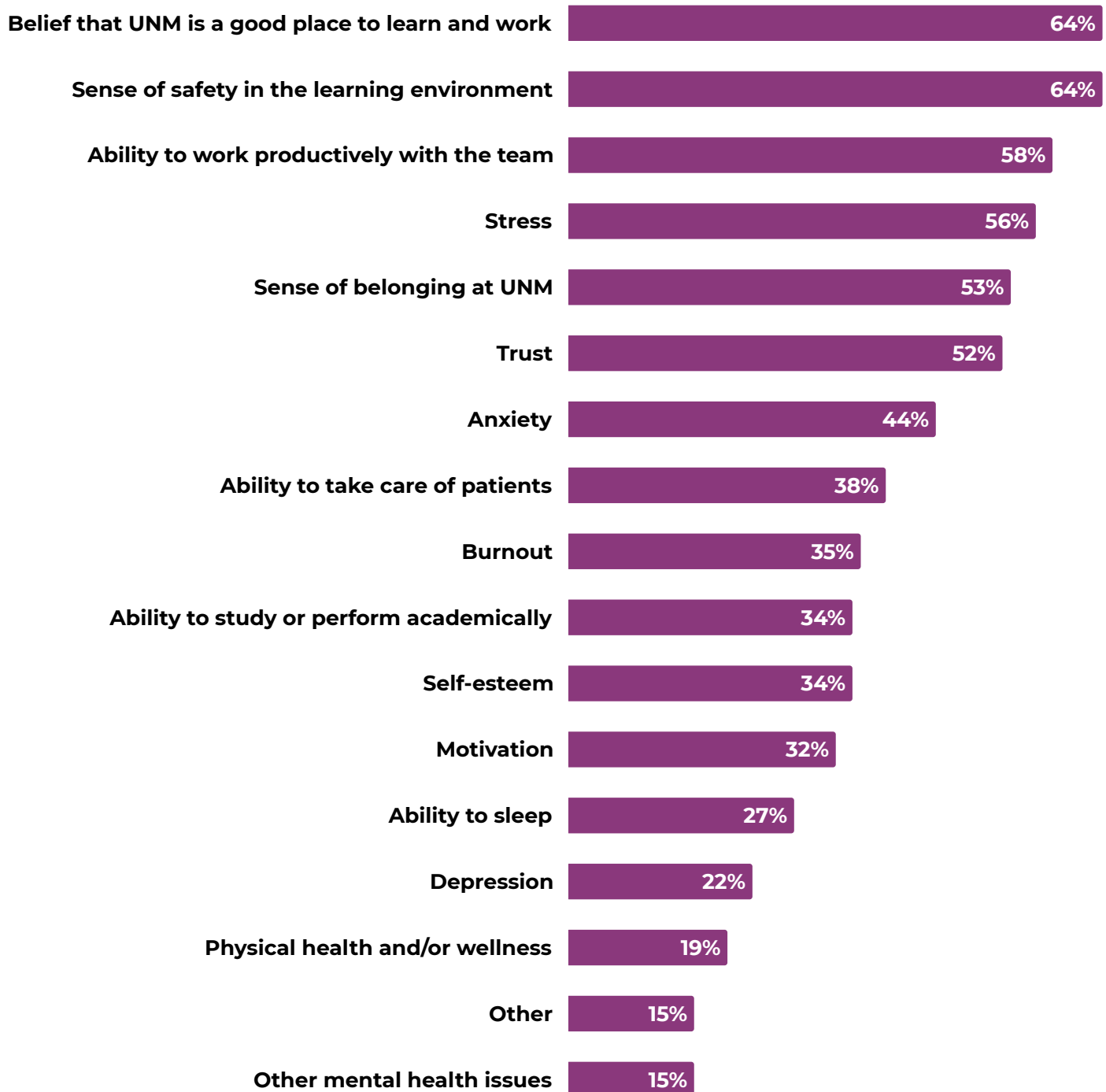


- Subjected to offensive remarks or names about identity
- Denied opportunities and/or received lower grades due to identity
- Differential treatment based on identity
- Other offensive behavior related to identity
- Differential treatment based on pregnancy and/or related conditions
- Subjected to unwanted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

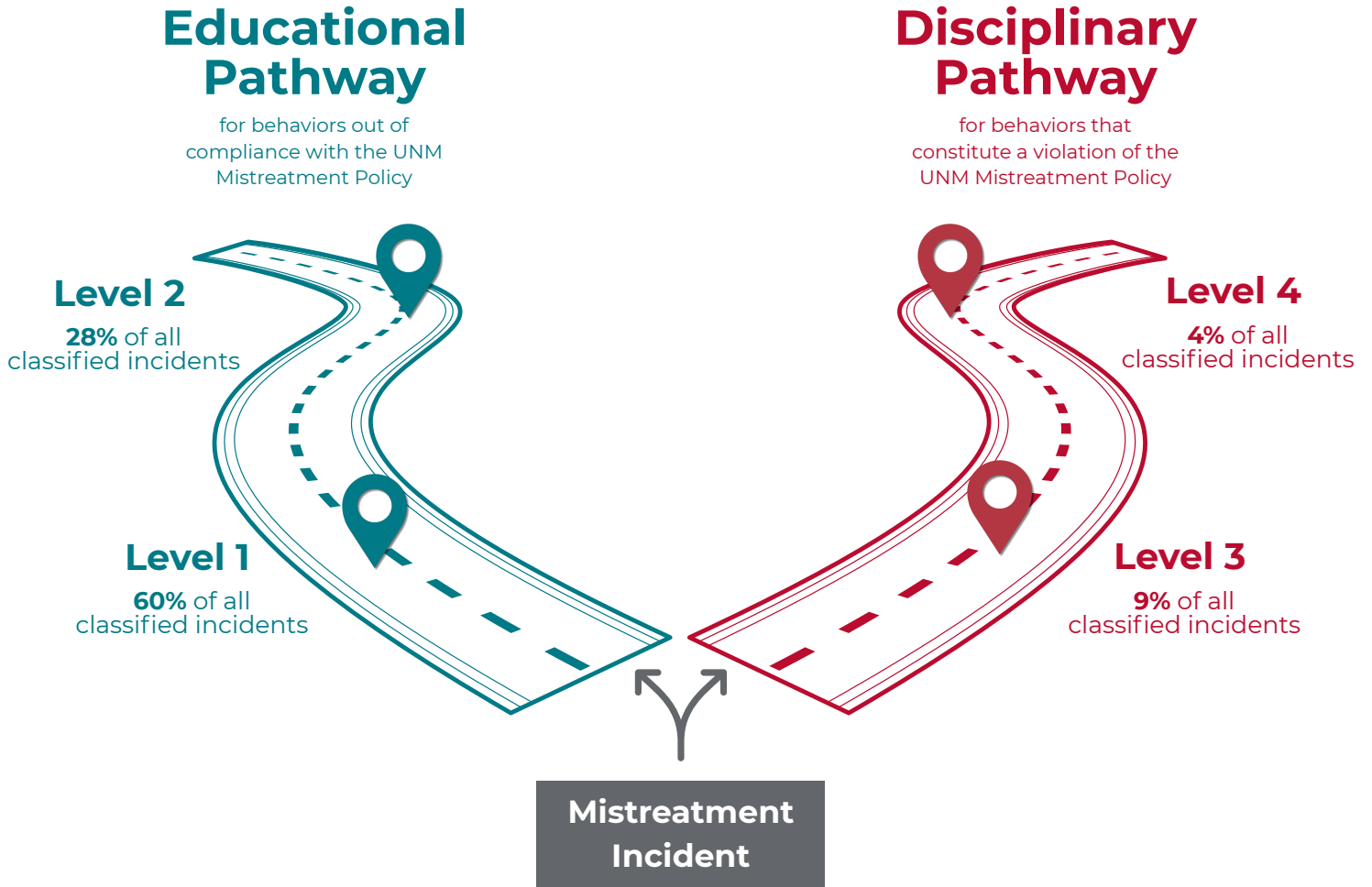
n = 1,001 unique incidents of mistreatment in which this question was answered, Jan 1, 2021 - Sept 30, 2025



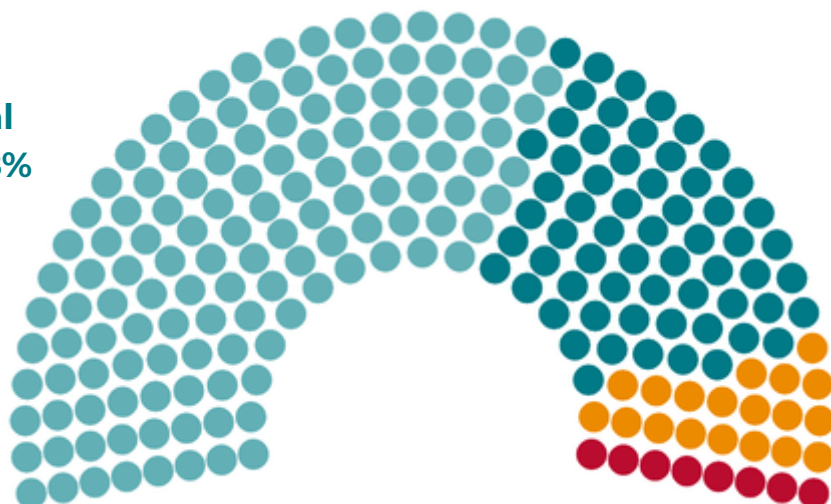
How are incidents classified?

n = 223 classified incidents, Jan 1, 2021 - Sept 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: 88%

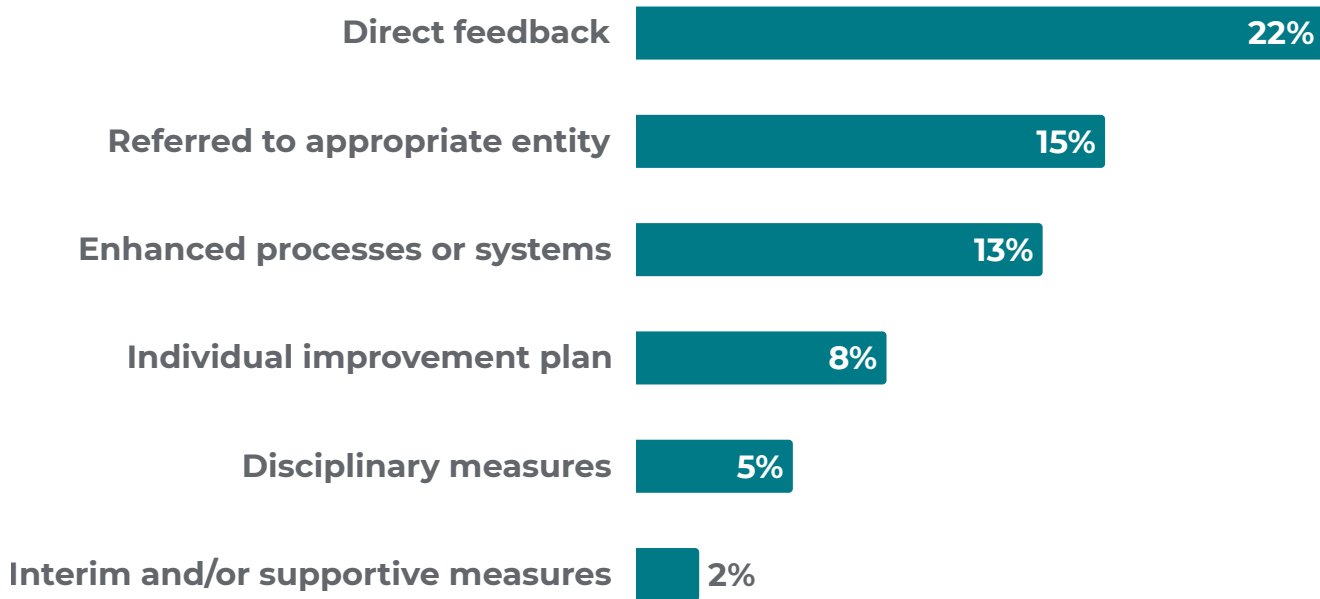


Disciplinary Pathway: 12%

Level 1 Level 2 Level 3 Level 4

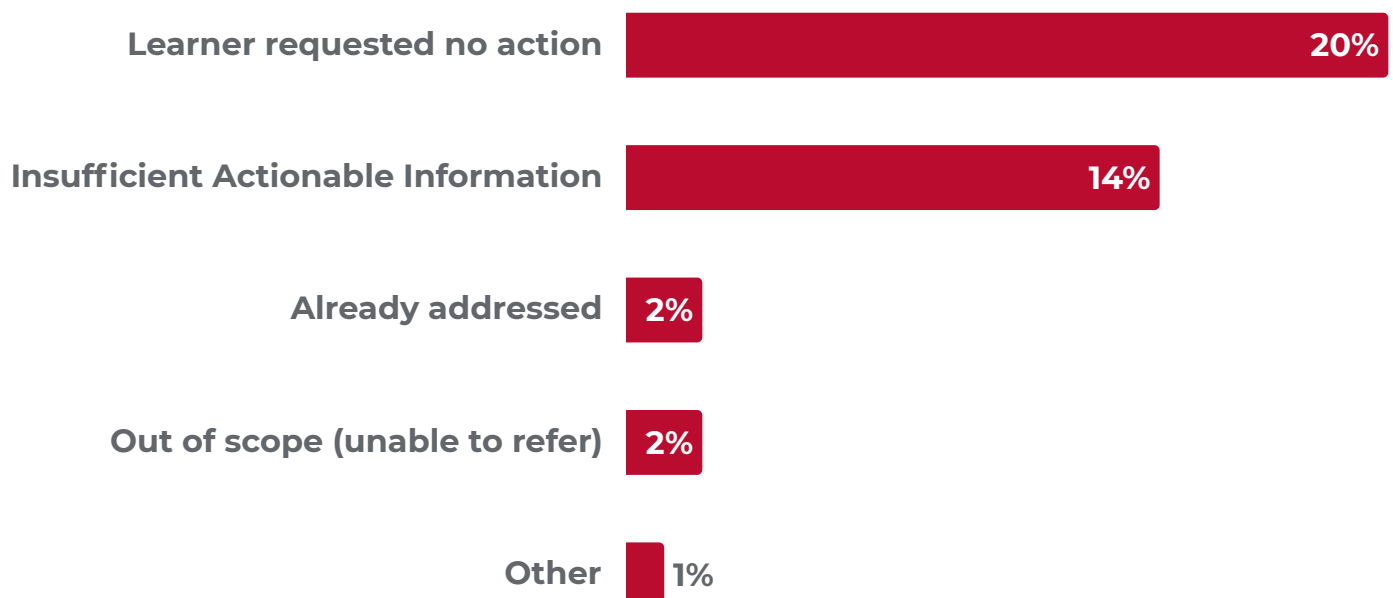
In **54% of unique mistreatment incidents**,
LEO is able to recommend actions. Those actions are:

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



In **46% 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!



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GET TO KNOW THE LEO TEAM!

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