UNM SOM Learning Environment Office Quarterly Report

2025 Quarter 2

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, and thank you for your work in creating and maintaining respectful, supportive, and inclusive learning environments at UNM.

Presentation Contents

1. Building Inclusive Leadership
    1. Results from previous cohorts
    2. Reminder that applications are open to all HSC learners and are due August 25
2. iTeach Exemplary Teaching
3. Mistreatment Data & Trends
4. How Can LEO Help Your Department, Program, Office, or Group?
5. Meet the LEO Team



Applications for cohort 5 are open until August 25 at 8am. Click here to apply!


THE HSC LEARNING ENVIRONMENT OFFICE'S
BUILDING INCLUSIVE LEADERSHIP
2024 - 2025 COHORT
Participants agreed that the BIL program met all of their reasons for joining the cohort
PRE-PROGRAM
POST-PROGRAM
WHY DID YOU WANT TO PARTICIPATE IN BIL?
DID BIL MEET THIS GOAL?
1. Gain skills for advocating for myself, my peers, and other healthcare workers
100% YES
2. Learn more about DEI, fill in my blind spots, and/or embrace new parts of myself
100% YES
3. Learn from the other people in the cohort and their stories
100% YES
4. Gain skills/knowledge for providing better care for patients and families
100% YES
5. Become a good mentor/teacher in my future
100% YES

THE HSC LEARNING ENVIRONMENT OFFICE'S

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

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, $p<0.05$

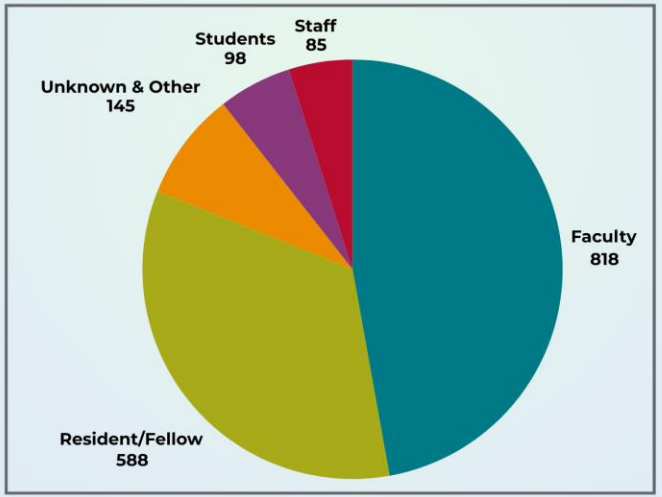
HEALTH SCIENCES
LEARNING ENVIRONMENT OFFICE

iTeach Exemplary Teaching

iTEACH:
Recognizing Exemplary Teachers

from November 2029 through June 2025:

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



Don’t forget!

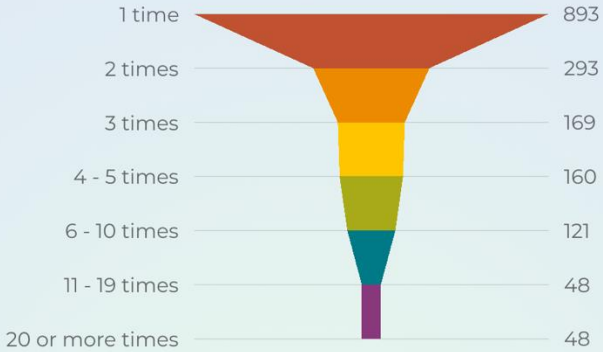
Get an iTeach letter for your file!



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.

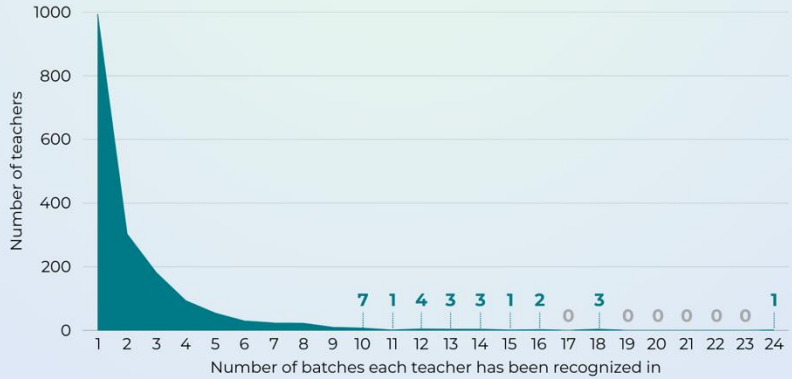
To receive a letter, simply email hsc-leo@salud.unm.edu and request one. Please give at least one week’s notice.

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



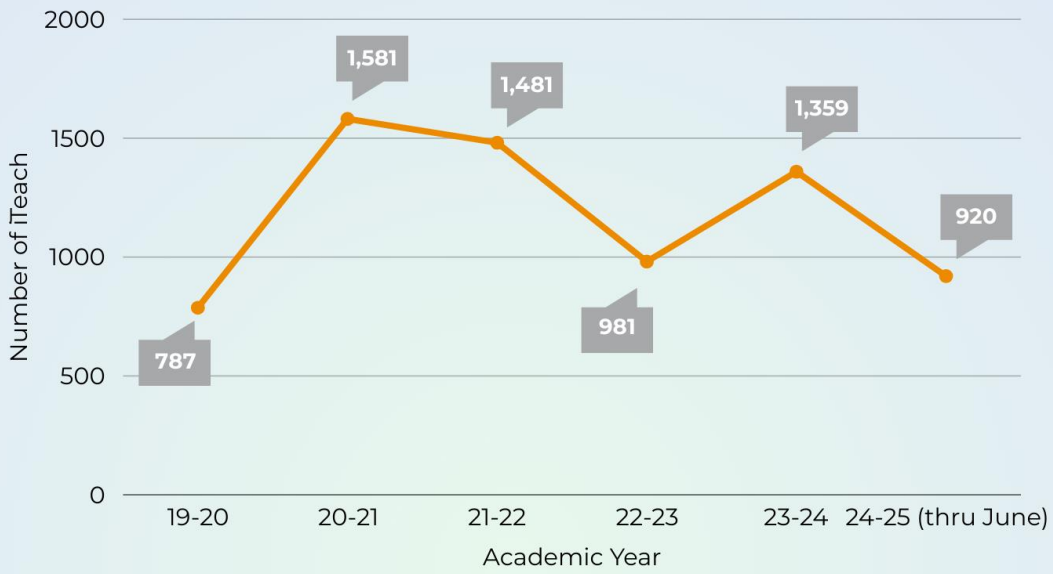
Batches: How we measure the frequency and consistency of recognitions for each teacher

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



Nov 2019 - March 2025

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



Mistreatment Data and Trends

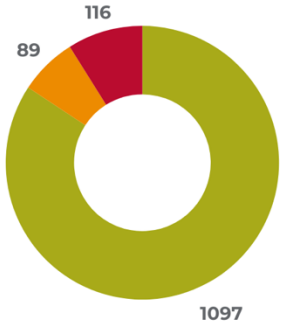
ADDRESSING MISTREATMENT:

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.

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:



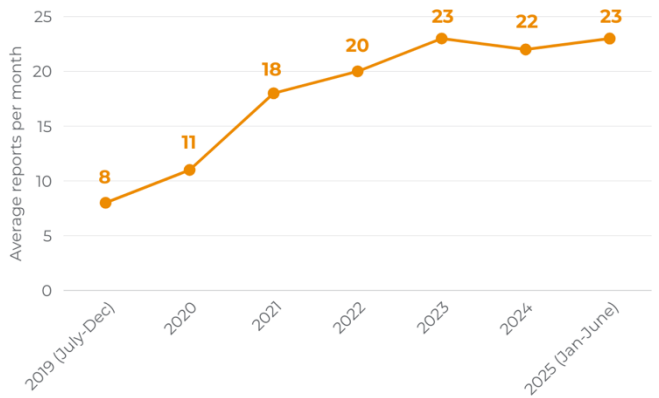
LEO has received **116** reports of behavior that, after investigation, we have determined do not rise to the level of mistreatment. This is 9% of all reports.

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.**

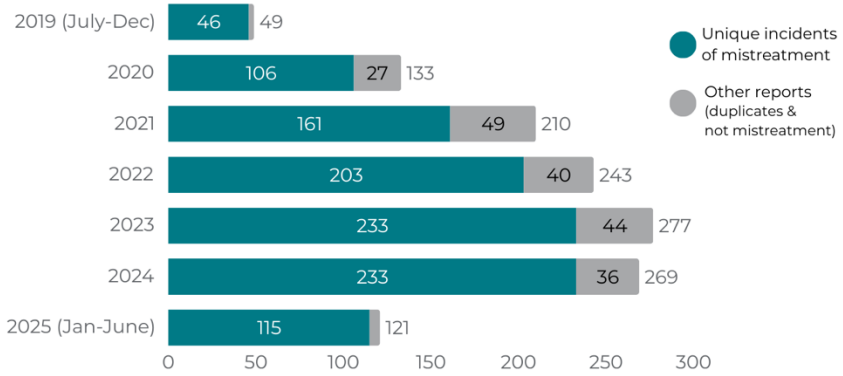
How many reports come to LEO each month?

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



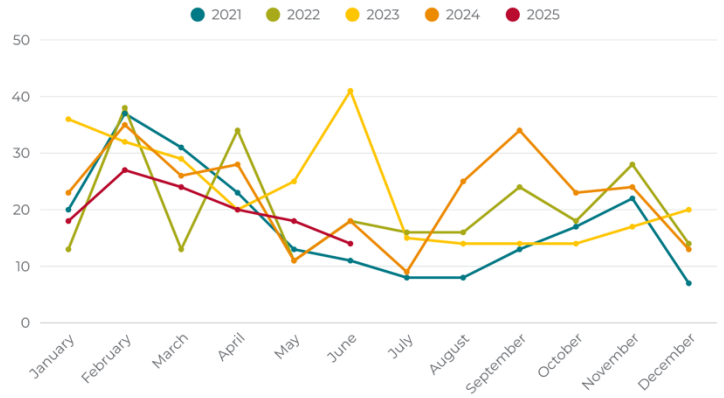
What is the status of reports to LEO?

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!



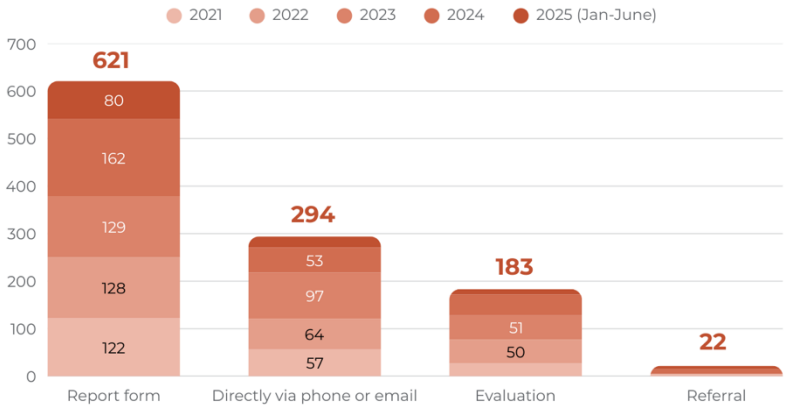
Is there a pattern to when reports are filed to LEO?

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



How did the report come to LEO?

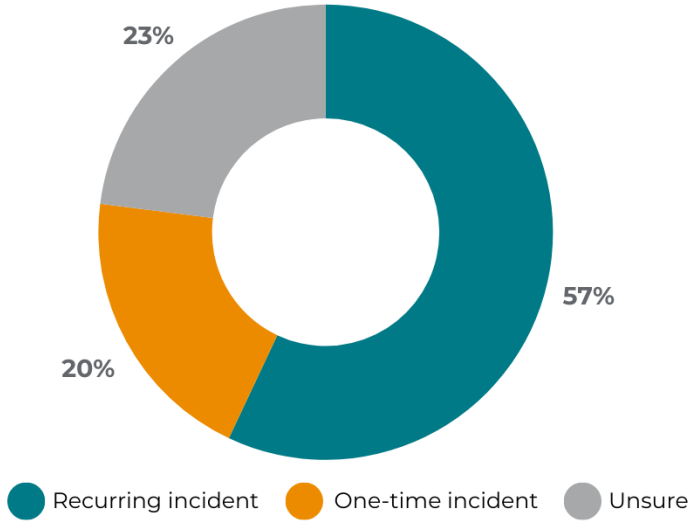
n = 1,120 all reports to LEO from Jan 1, 2021 - June 30, 2025

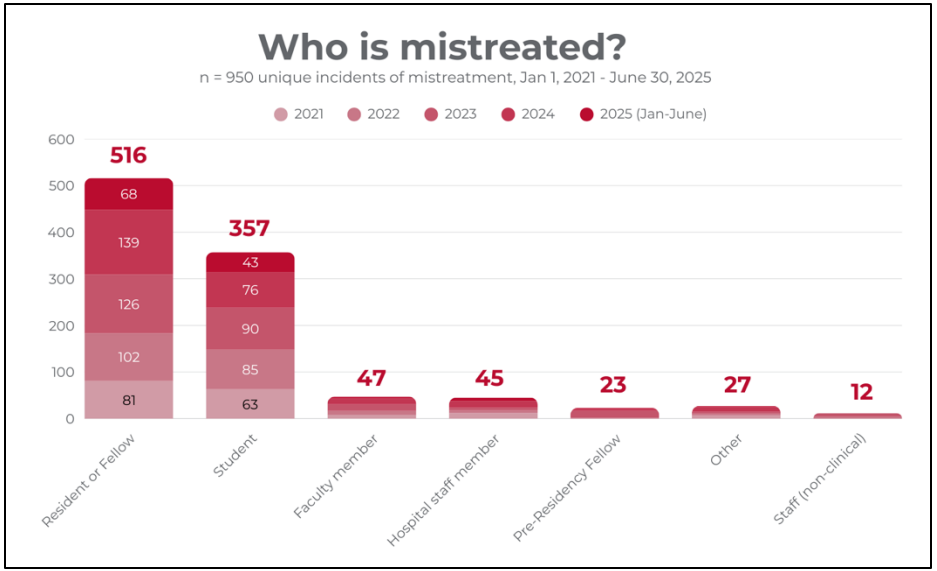


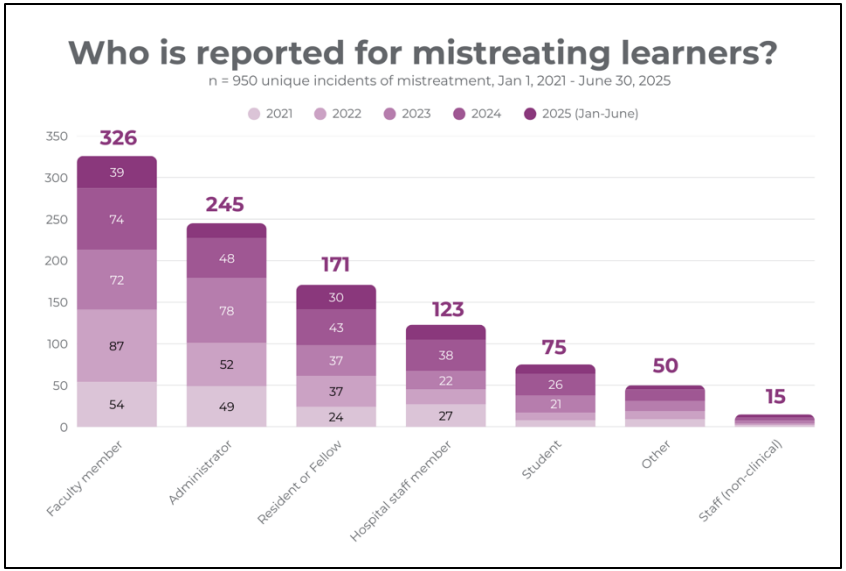
Is this a recurring incident?

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.

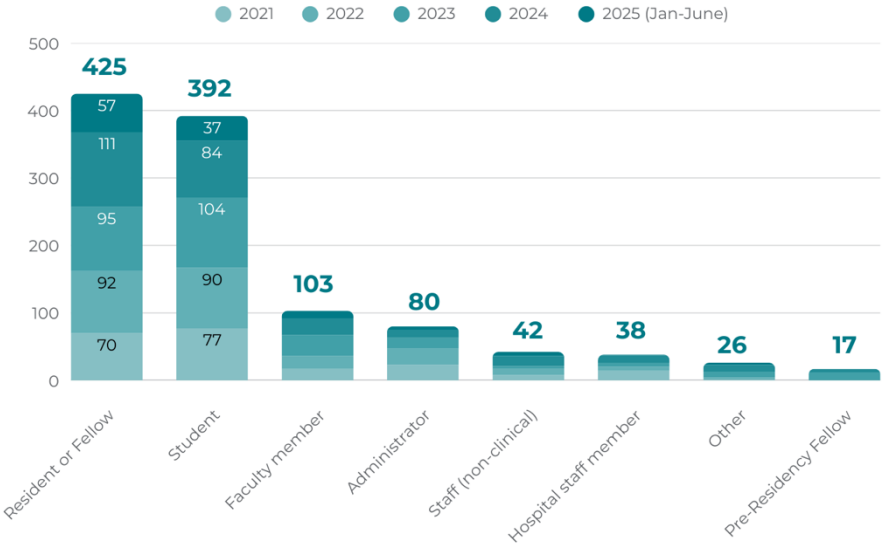


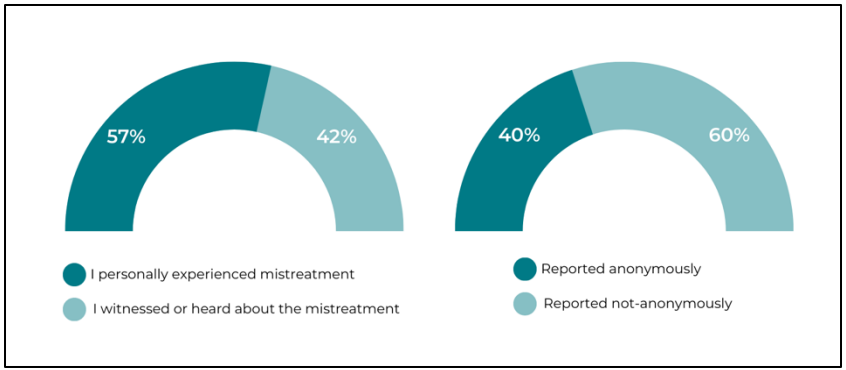

Who is mistreated?
n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025
2021
2022
2023
2024
2025 (Jan-June)
600
500
400
300
200
100
0
516
68
139
126
102
81
357
43
76
90
85
63
47
45
23
27
12
Resident or Fellow
Student
Faculty member
Hospital staff member
Pre-Residency Fellow
Other
Staff (non-clinical)


Who is reported for mistreating learners?
n = 950 unique incidents of mistreatment, Jan 1, 2021 - June 30, 2025
2021
2022
2023
2024
2025 (Jan-June)
350
300
250
200
150
100
50
0
326
39
74
72
87
54
245
48
78
52
49
171
30
43
37
37
24
123
38
22
27
75
26
21
50
15
Faculty member
Administrator
Resident or Fellow
Hospital staff member
Student
Other
Staff (non-clinical)

Who reports to LEO and how?

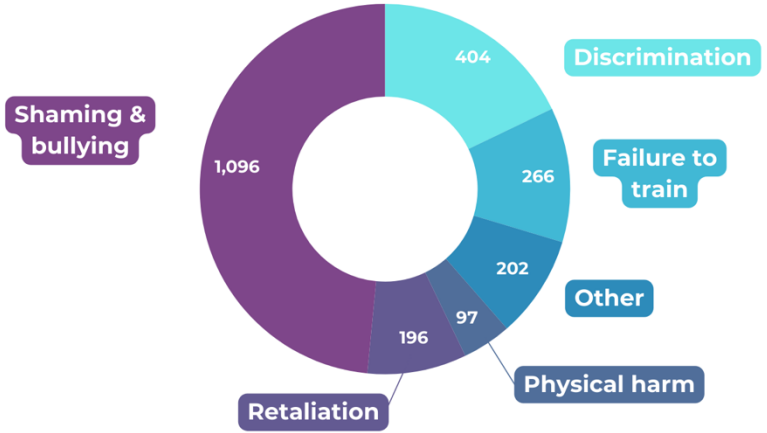
n = 1,066 all reports to LEO from Jan 1, 2021 - June 30, 2025





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**

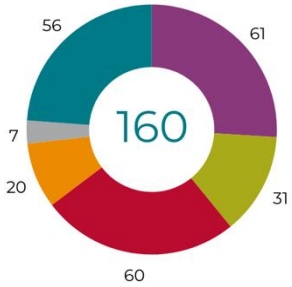
Physical Harm

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

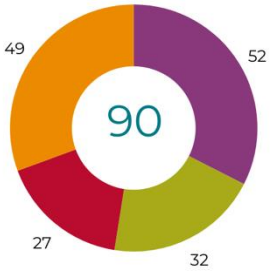
What types of identity-based mistreatment are reported?

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

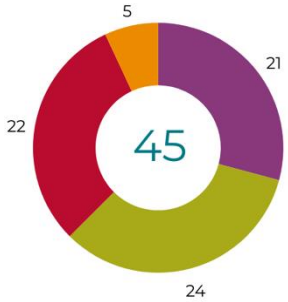
Gender & Gender Identity



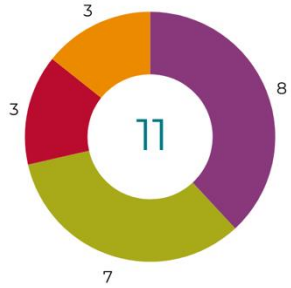
Race & Ethnicity



Disability



Sexual Orientation

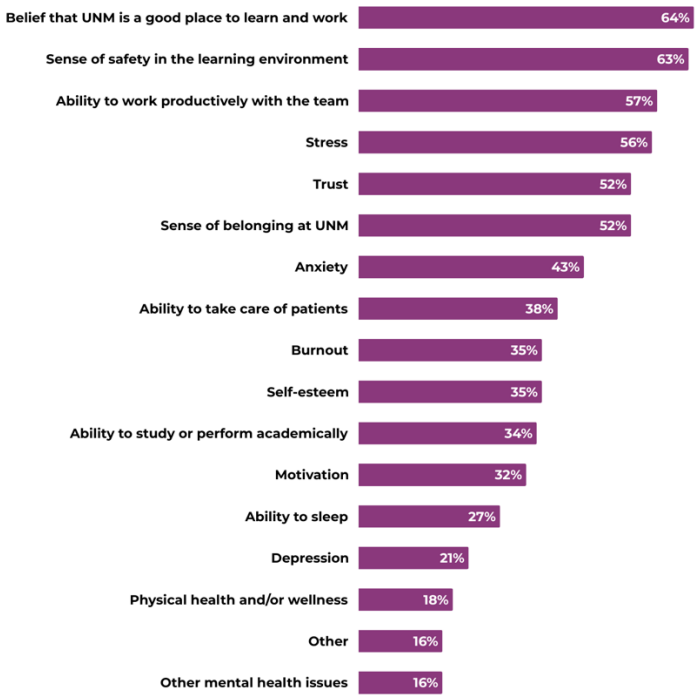


- Subjected to offensive remarks or names about identity
- Denied opportunities and/or received lower grades due to identity
- Differential treatment based on identity
- Other offensive behavior related to identity
- Differential treatment based on pregnancy and/or related conditions
- Subjected to unwanted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

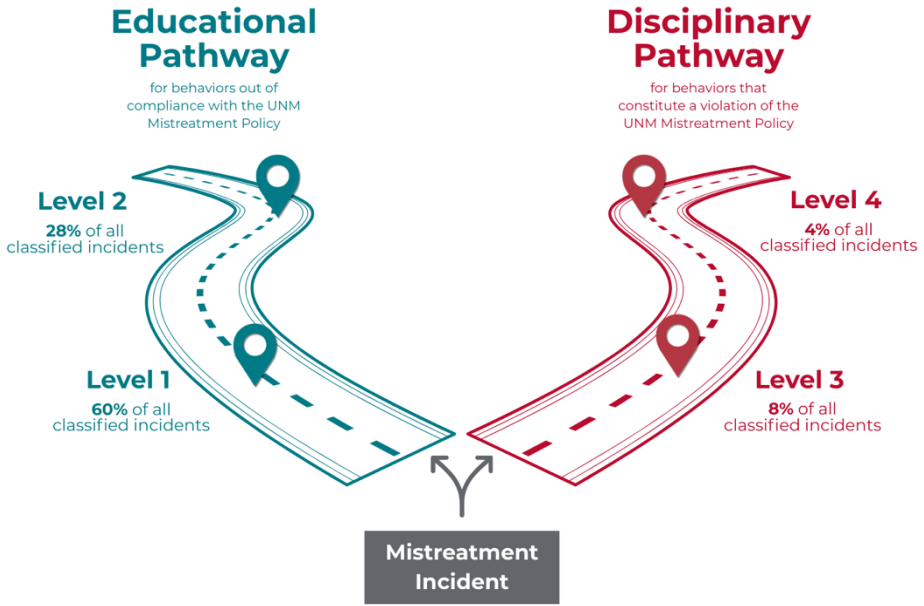
n = 950 unique incidents of mistreatment in which this question was answered, Jan 1, 2021 - June 30, 2025

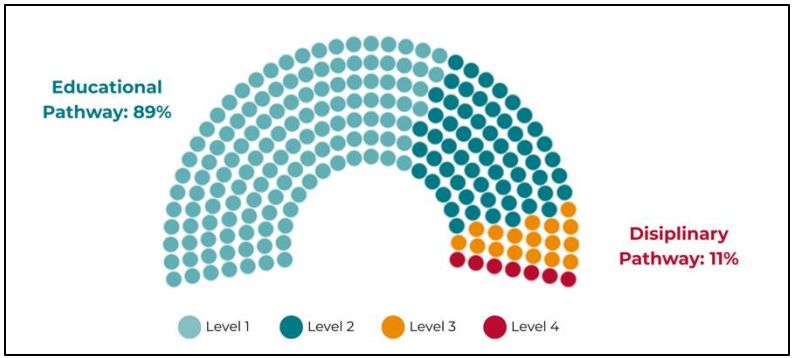


How are incidents classified?

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

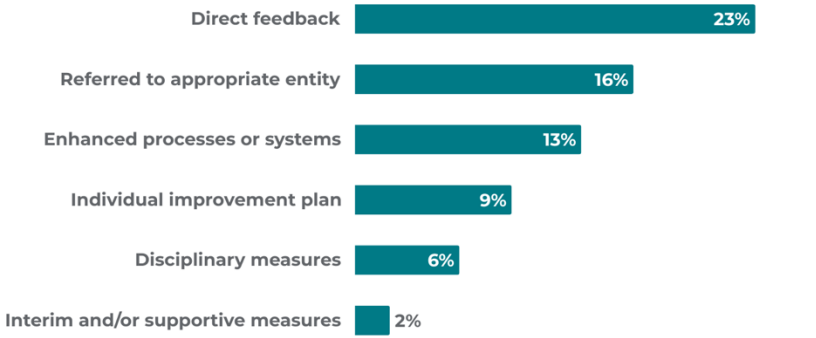
Responses to mistreatment incidents occur on either the **Educational Pathway** or the **Disciplinary Pathway**, depending on the severity and pattern of behavior.





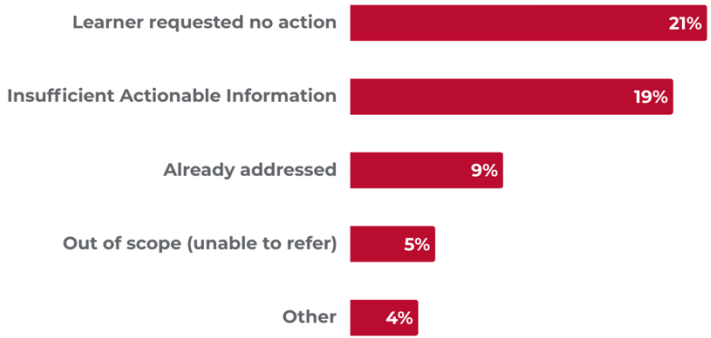
In **56% of unique mistreatment incidents**, LEO is able to recommend actions. Those actions are:

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



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 to request a training or for more information

GET TO KNOW THE LEO TEAM!

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GET TO KNOW THE LEO TEAM!

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