UNM SOM Learning Environment Office Quarterly Report

2025 Quarter 4

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. **Learning Environment Professionals Conference**
   A. Registration is now open for the inaugural LEP conference!
2. **Distinguished Teaching Award**
   A. Nominations now open!
3. **What can LEO Do for You?**
   A. iTeach letters for promotion
   B. Department specific data
   C. Trainings and workshops
4. **Toolkits**
   A. Make sure to check out all 7 of LEO's toolkits
5. **iTeach Exemplary Teaching Data**
6. **Mistreatment Data & Trends**
7. How Can LEO Help Your Department, Program, Office, or Group?
8. Meet the LEO Team



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:

Geisinger College of Health Sciences
Kendra Boell

UIC UNIVERSITY OF ILLINOIS COLLEGE OF MEDICINE
Tim Lacy

UNM HEALTH SCIENCES
Diana Martínez

TEXAS A&M UNIVERSITY Naresh K. Vashisht College of Medicine
William Davis

KAISER PERMANENTE BERNARD J. TYSON SCHOOL OF MEDICINE
Laura Hamilton

Click here to register

Nominations are now open for the LEO Distinguished Teaching Award!
Click here to submit a nomination today!

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

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**.

Click here



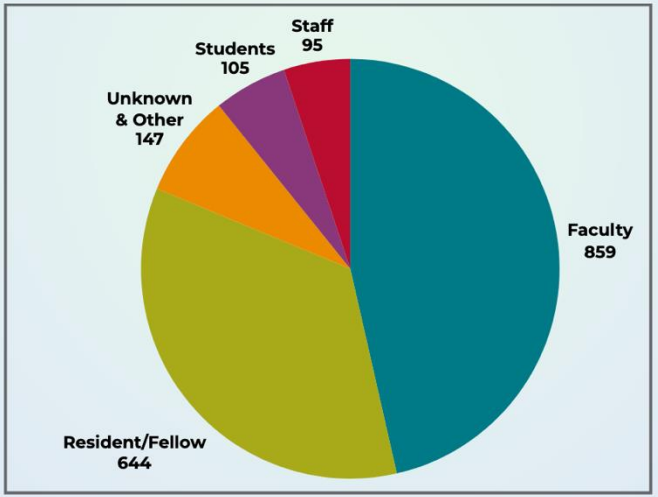
Click here to download all seven toolkits

iTeach Exemplary Teaching

iTEACH:
Recognizing Exemplary Teachers

from November 2019 through December 2025:

1,846 **TEACHERS** have been recognized by a total of **7,588** **LEARNERS**



Don’t forget!

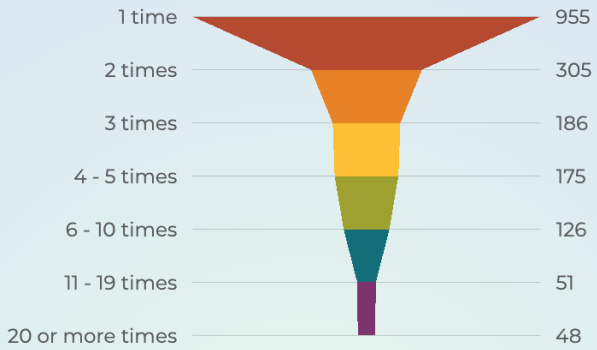
Get an iTeach letter for your file!



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.

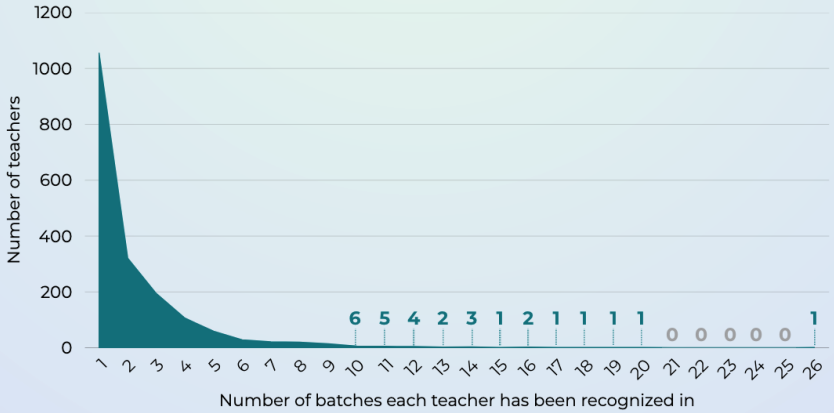
To receive a letter, simply email hsc-leo@salud.unm.edu and request one. Please give at least one week’s notice.

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



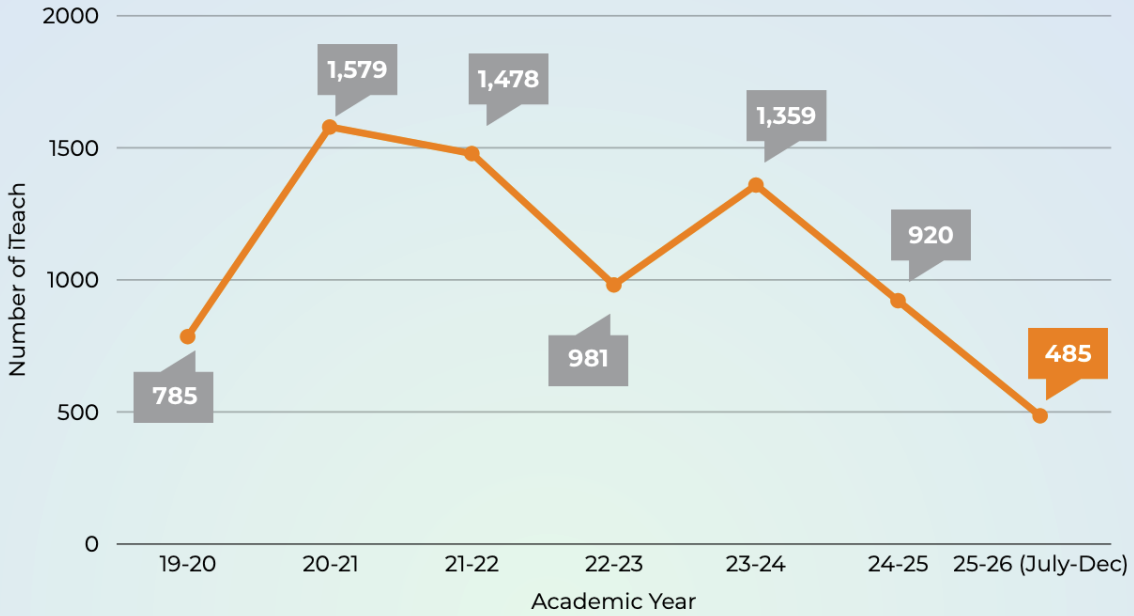
Batches: How we measure the frequency and consistency of recognitions for each teacher

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



Nov 2019 - Sept 2025

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



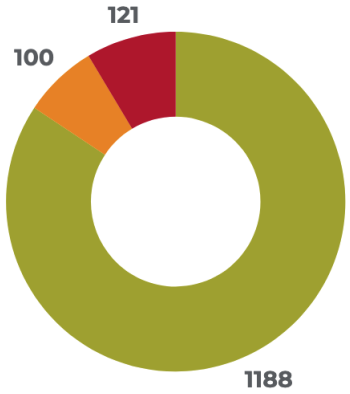
Mistreatment Data and Trends

ADDRESSING MISTREATMENT:

Data Review

July 24, 2019 - December 31, 2025

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:



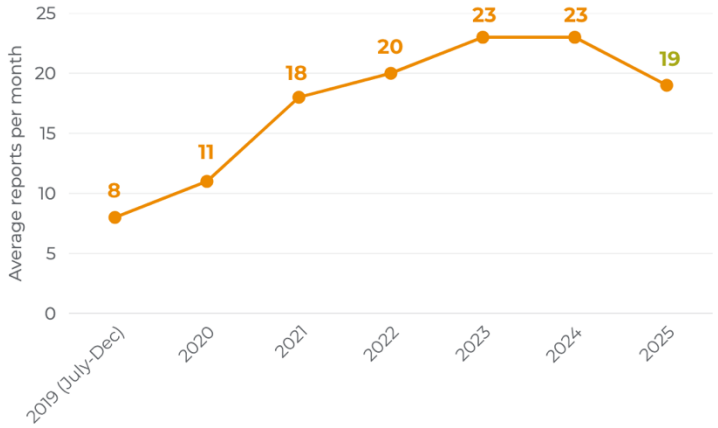
LEO has received 121 reports of behavior that, after investigation, we have determined do not rise to the level of mistreatment. This is 9% of all reports.

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.**

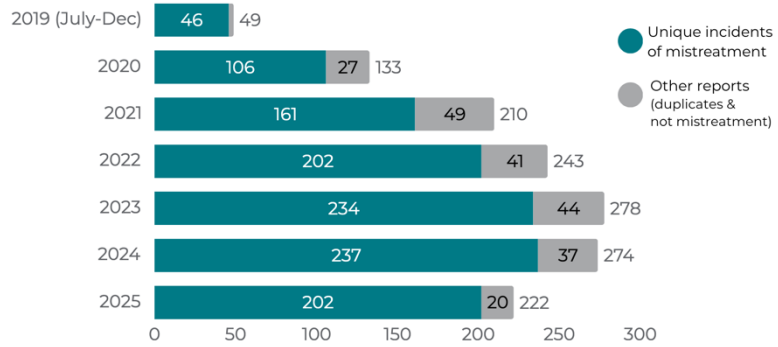
How many reports come to LEO each month?

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



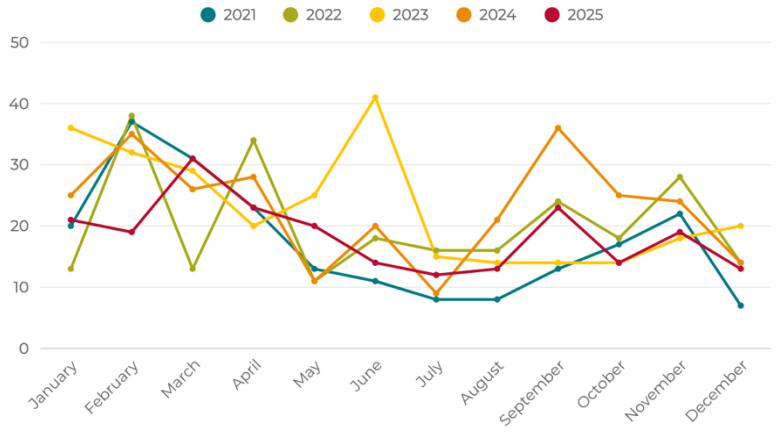
How many reports does LEO get in a year?

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



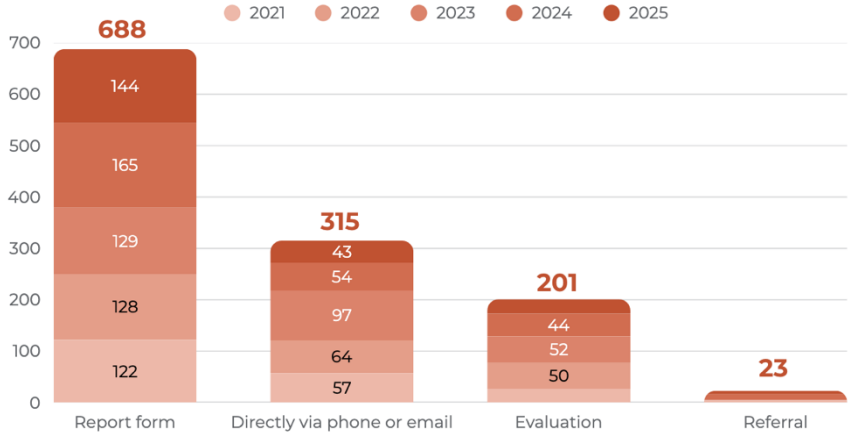
Is there a pattern to when reports are filed to LEO?

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



How did the report come to LEO?

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

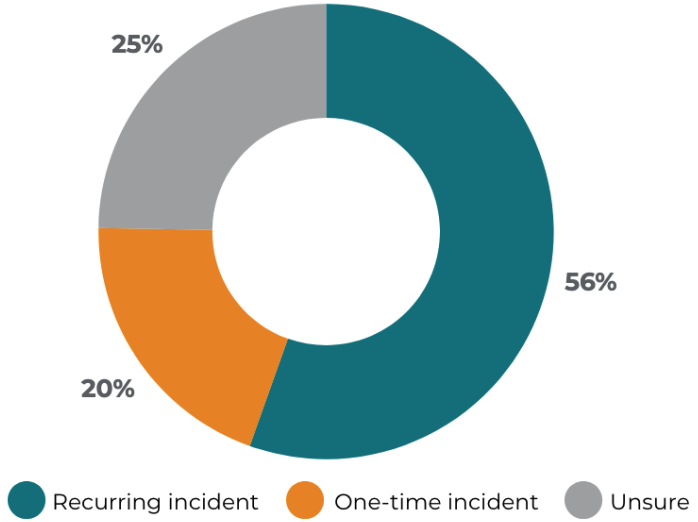


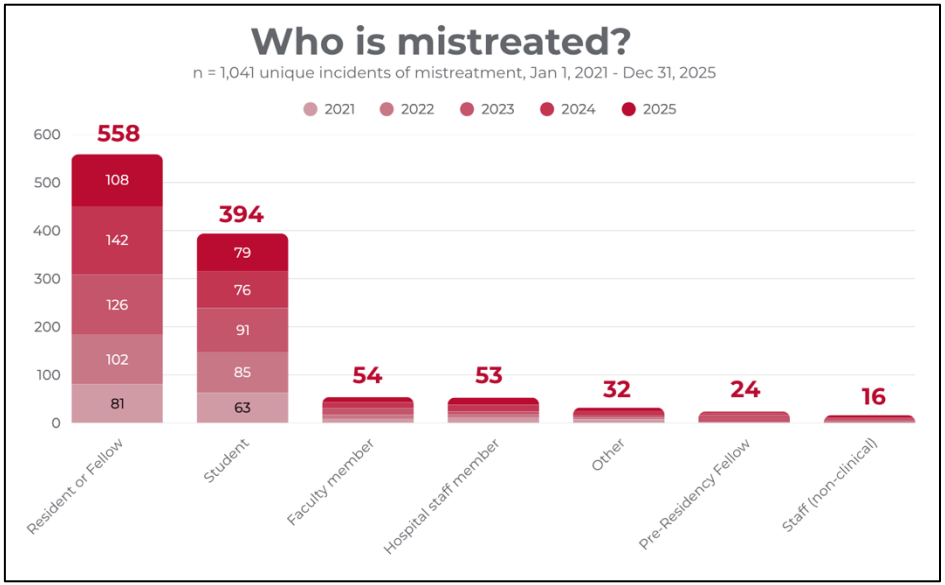
Is this a recurring incident?

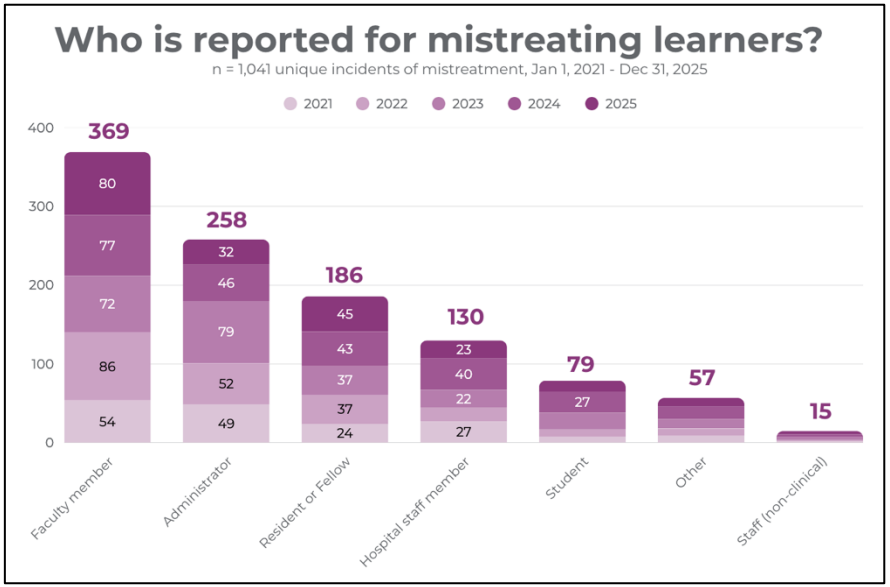
n = 1,041 unique incidents of mistreatment, Jan 1, 2021 - Dec 31, 2025

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.

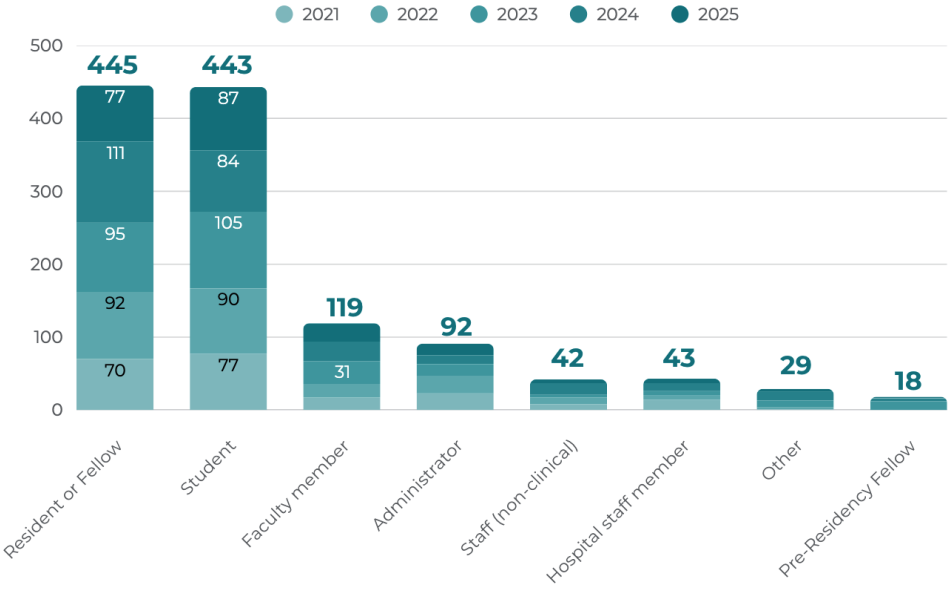


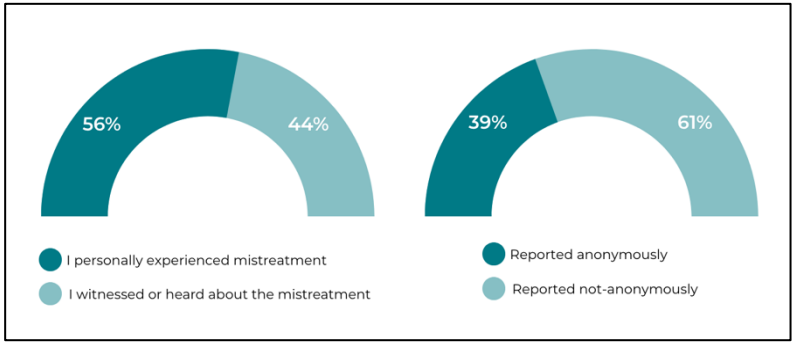

Who is mistreated?
n = 1,041 unique incidents of mistreatment, Jan 1, 2021 - Dec 31, 2025
2021
2022
2023
2024
2025
600
500
400
300
200
100
0
558
108
142
126
102
81
394
79
76
91
85
63
54
53
32
24
16
Resident or Fellow
Student
Faculty member
Hospital staff member
Other
Pre-Residency Fellow
Staff (non-clinical)


Who is reported for mistreating learners?
n = 1,041 unique incidents of mistreatment, Jan 1, 2021 - Dec 31, 2025
2021
2022
2023
2024
2025
400
300
200
100
0
369
80
77
72
86
54
258
32
46
79
52
49
186
45
43
37
37
24
130
23
40
22
27
79
27
57
15
Faculty member
Administrator
Resident or Fellow
Hospital staff member
Student
Other
Staff (non-clinical)

Who reports to LEO and how?

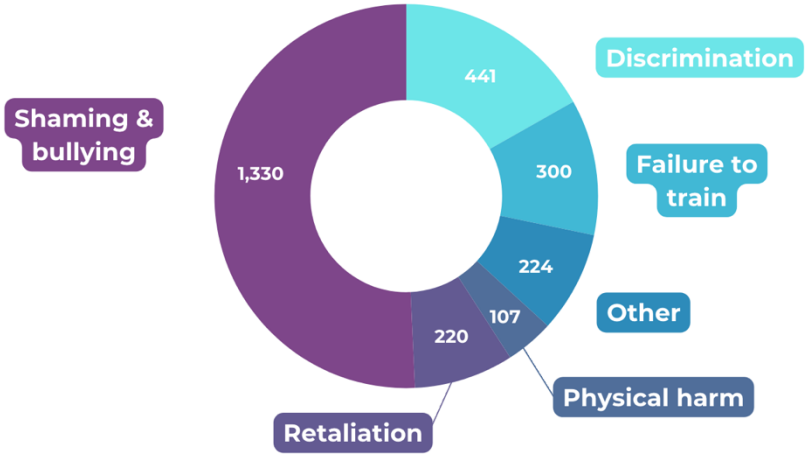
n = 1,227 all reports to LEO from Jan 1, 2021 - Dec 31, 2025





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**

Discrimination

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**

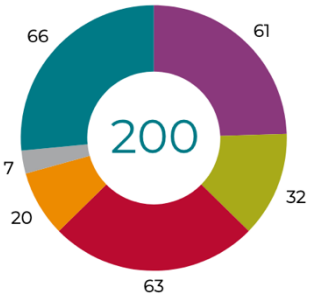
Physical Harm

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

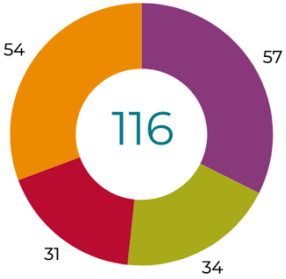
What types of identity-based mistreatment are reported?

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

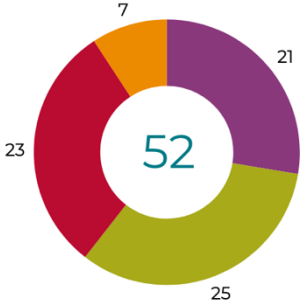
Gender & Gender Identity



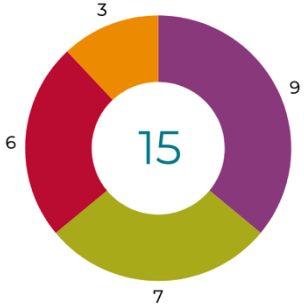
Race & Ethnicity



Disability



Sexual Orientation

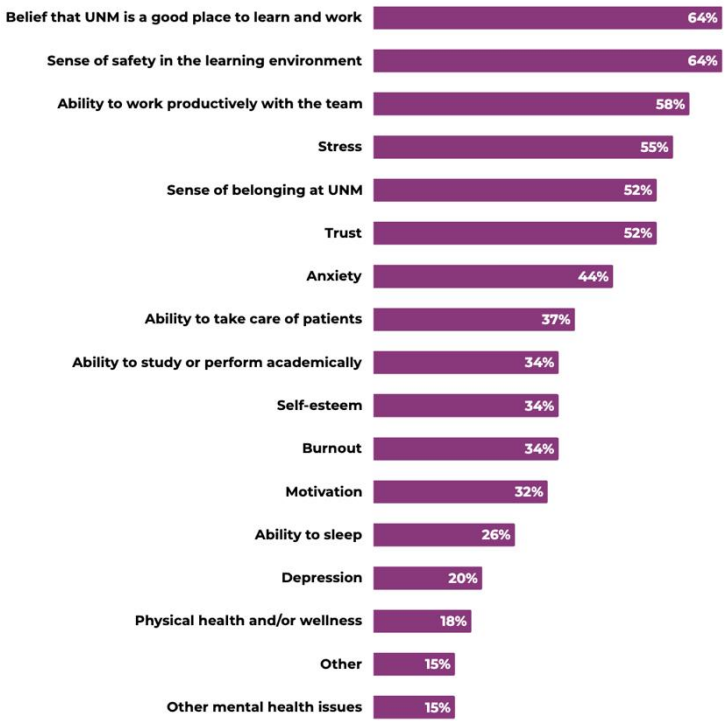


- Subjected to offensive remarks or names about identity
- Denied opportunities and/or received lower grades due to identity
- Differential treatment based on identity
- Other offensive behavior related to identity
- Differential treatment based on pregnancy and/or related conditions
- Subjected to unwanted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

Level 2
28% of all classified incidents

Level 1
60% of all classified incidents

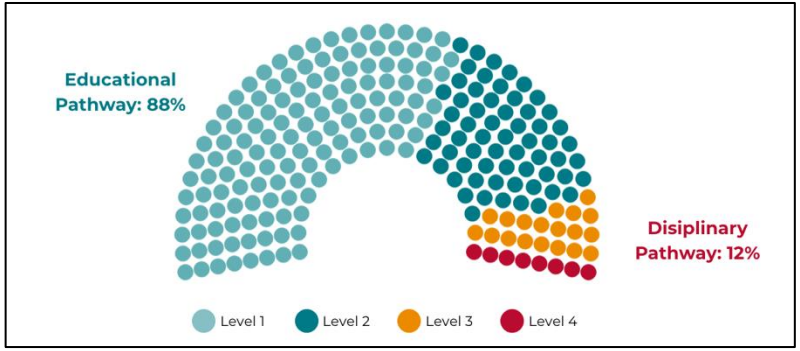
Disciplinary Pathway

for behaviors that constitute a violation of the UNM Mistreatment Policy

Level 4
4% of all classified incidents

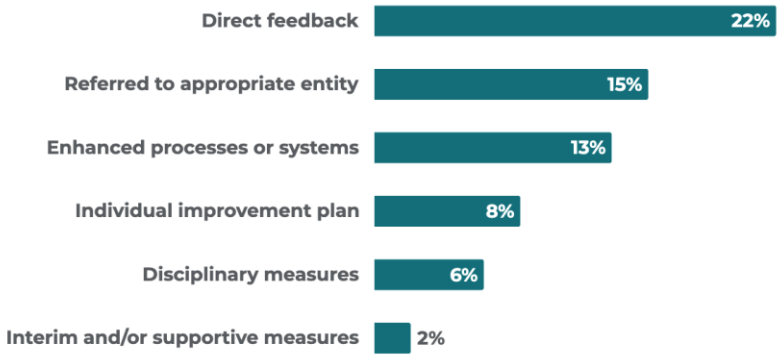
Level 3
8% of all classified incidents

Mistreatment Incident



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



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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