

UNM SOM Learning Environment Office Quarterly Report

2026 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 Cohort Program: Applications open thru August 9
2. Announcing the return of LEO's Speaker Series
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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

UNM HSC Learning Environment Office's

Building Inclusive Leadership

2026-2027 Applications Now Open!

Program At a Glance:



All HSC
learners
welcome

BIL's interprofessional cohort comes from all HSC colleges and represents many degree and certificate programs



15 meetings
from Sept -
May

BIL meetings take place on the 2nd and 4th Friday of the month over lunch, from 12-1:30p on campus at HSC



Mix of didactics,
skill building, &
discussion

Sessions such as "disability justice," "skills for patient advocacy" & "health equity" support future career growth

Click or scan here
for more info and
to apply before
August 9



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for more info and
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August 9



Highlights from past cohorts include:

100%

of participants
would recommend
BIL to a friend

\$1,000

stipend for each
person who fully
participates in BIL

100%

say BIL helped
them meet their
professional goals

**"This program was the highlight of
my UNM education thus far"**

After participating in BIL, learners significantly increased their:

- Access to safe spaces to explore identities
- Level of diversity, equity, inclusion, and justice (DEIJ) knowledge
- Experience and confidence applying DEIJ knowledge in academic, professional, and leadership settings
- Understanding of disability justice, intersecting identities, and advocacy in healthcare

THE RETURN OF LEO'S SPEAKER SERIES

LEO'S "Building Inclusive Environments" speaker series is back, and better than ever!

Join us for a 5-session series this fall entitled
**"Roots and Repair: Cultivating Identity,
Accountability, and Culturally Sustaining Practice
in Health Professions"**

All sessions are on zoom, from 12-1pm.

Zoom link provided upon RSVP. All members of the
HSC, including learners, are welcome.

Series Description:

Presented by **Justin Bullock** (MD, MPH) and **Hannah Kakara Anderson** (PhD, MBA), this series traces a path from identity harm to healing to collective growth. Participants will name identity threat and its structural roots, then build skills in restorative and transformative justice and accountability, deepen personal and collective identity healing through Anzaldúan and Internal Family Systems frameworks, and finally root these insights in culturally sustaining pedagogy, leaving with a concrete action plan for their own practice and community.

Check out the session descriptions on the following pages

**Click here to
RSVP**

Roots and Repair: Cultivating Identity, Accountability, and Culturally Sustaining Practice in Health Professions

Sept 30: The Call is Coming From Inside the House: Exploring Identity Threat in Health Professions

- In this session, we will define identity threat and give examples of intrapersonal, interpersonal, and structural harms as they show up in health professions education. As an exemplar, we will specifically analyze narratives of disabled BIPOC students using horror story as a lens to understand identity threat

Oct 13: Accountability & Community Healing: Restorative and Transformative Justice Workshop

- In this interactive workshop, we will learn about the restorative justice tiers (harm acknowledgment, repair, re-integration) and transformative/abolitionist approaches to justice. Together with the LEO team, we will practice a microaggression pre-brief framework for responding to harm in real time and evaluate how different accountability processes support community re-integration vs. exclusion.

Nov 10: Identity Healing and the Anzaldúa Coyolxauhqui: Exploring Western and Indigenous Ways of Healing

- In this session, we will explore Gloria Anzaldúa's concept of Coyolxauhqui (the dismembered/reassembled self) as a framework for identity healing, and examine how personal and professional identities work together in processes of healing and wholeness. Finally, the LEO team will join us to explore Internal Family Systems (IFS) concepts to build an identity healing practice.

Dec 1: Sustaining the Forest and the Trees: An Overview of Culturally Sustaining Pedagogy

- In this session, we will define culturally sustaining pedagogy (CSP). We will identify CSP's core principles, including extraction vs. sustainment, inherent value of individuals, an inward gaze, and more.

Dec 15: Growing Together: Culturally Sustaining Pedagogy Workshop:

- In this interactive workshop, we will reflect on current practice using CSP principles to identify entry points for growth, focusing on applying an inward gaze to one's beliefs, community, and culture. Draft a community action plan for applying CSP practices going forward.

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.



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.



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.

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](#)

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

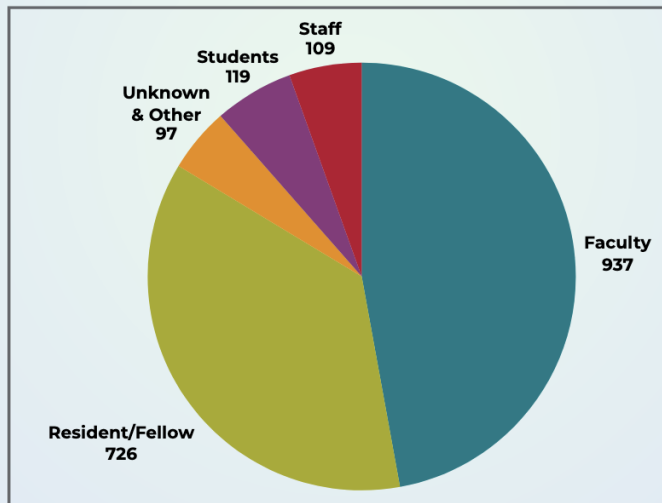
iTEACH: Recognizing Exemplary Teachers

from November 2019 through June 2026:

1,977
TEACHERS

have been
recognized by
a total of

8,143
LEARNERS



Don't forget!

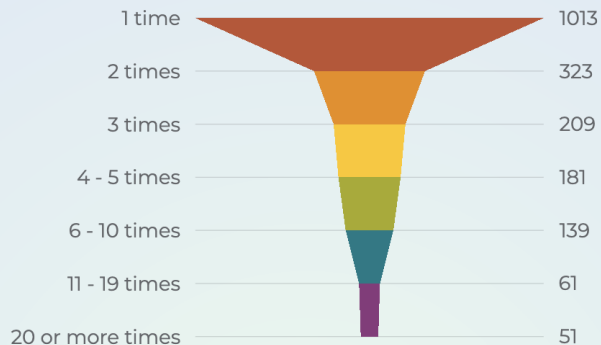
Get an iTeach letter for your file!



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.

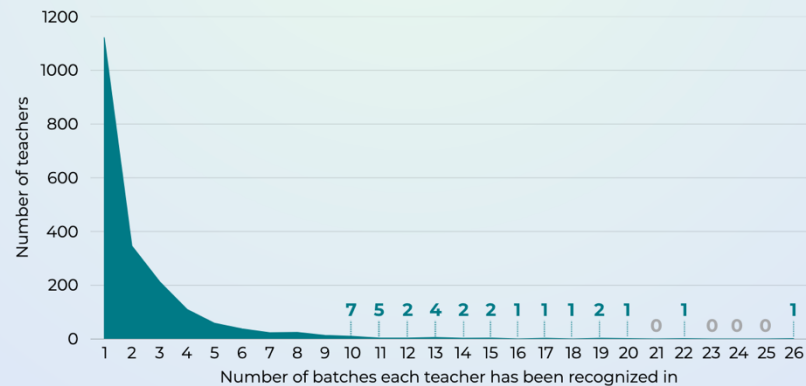
How many times have each of these exemplary teachers been recognized?



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

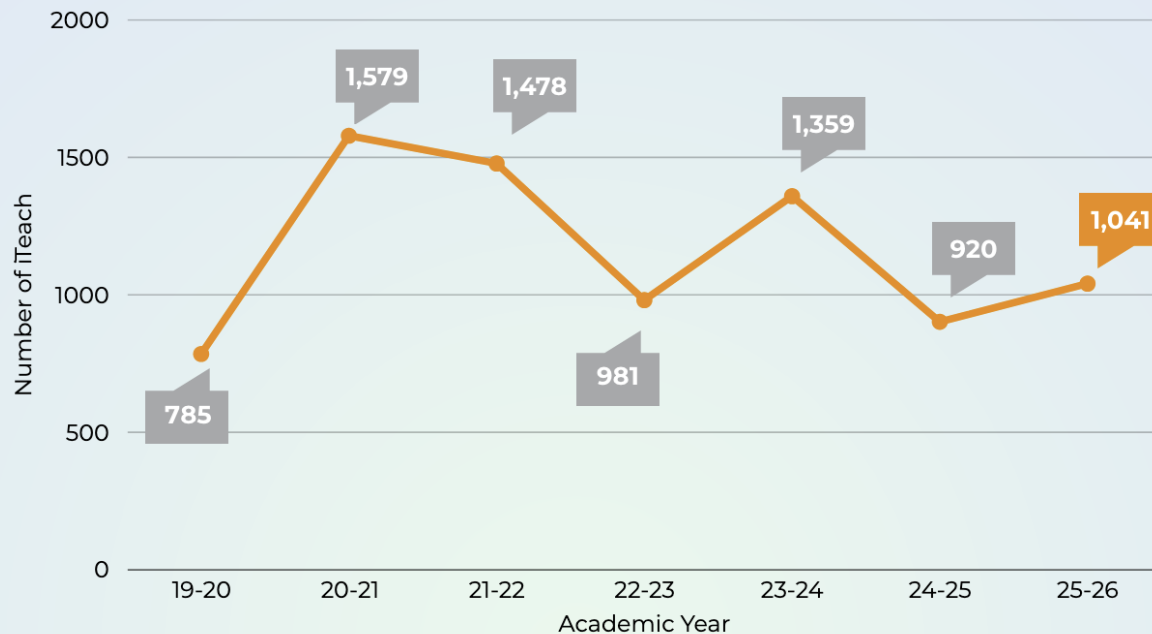
A batch is roughly 2 months of data. Most recognized teachers have been recognized in one batch, but some are consistently recognized by learners over time.

15% of recognized teachers have been acknowledged in 4 or more batches, and **30 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

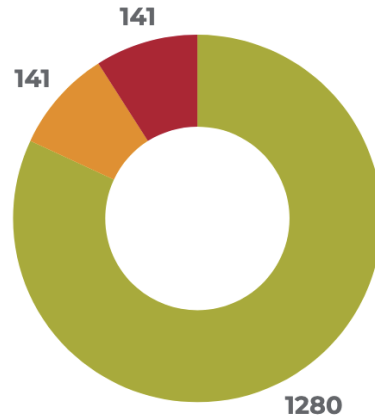
ADDRESSING MISTREATMENT:

Data Review

July 24, 2019 - June 30, 2026

Since LEO began collecting reports of mistreatment in July 2019, we have received **1,565 reports of mistreatment.**

We can break those down this way:



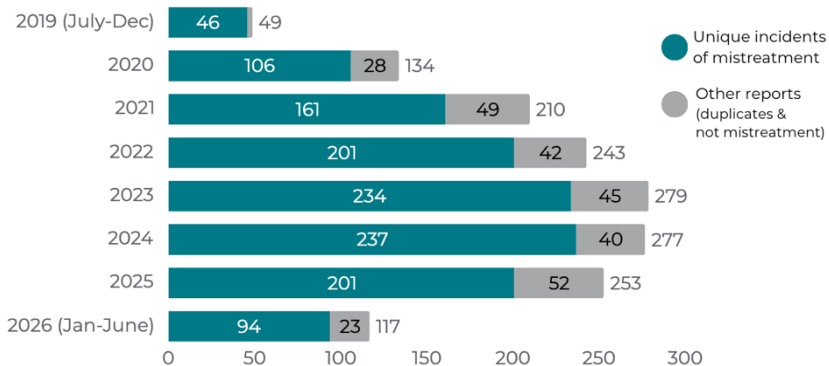
LEO has received 141 reports of behavior that, after investigation, we have determined do not rise to the level of mistreatment. This is 9% of all reports.

Some incidents are reported more than once (for example, by a few different witnesses). There 141 duplicate reports represent 9% of all reports.

Once we remove reports that do not rise and those that are duplicates, we are left with **1,280 unique incidents of alleged behavior that rise to the level of mistreatment, which represent 82% of all reports.**

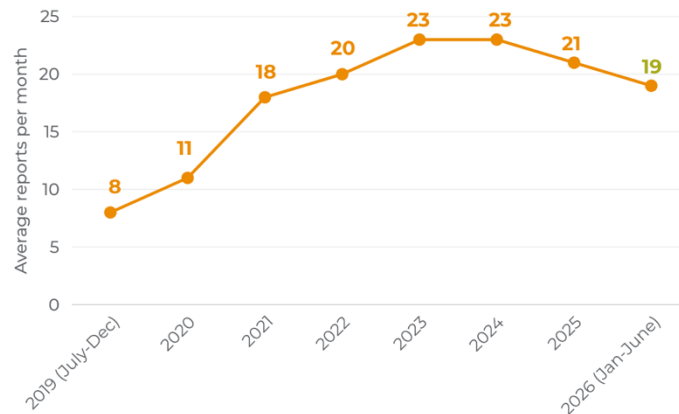
How many reports does LEO get in a year?

The total number of reports LEO received in a calendar year peaked with 278 in 2023. The number of reports dipped down to 253 in 2025.



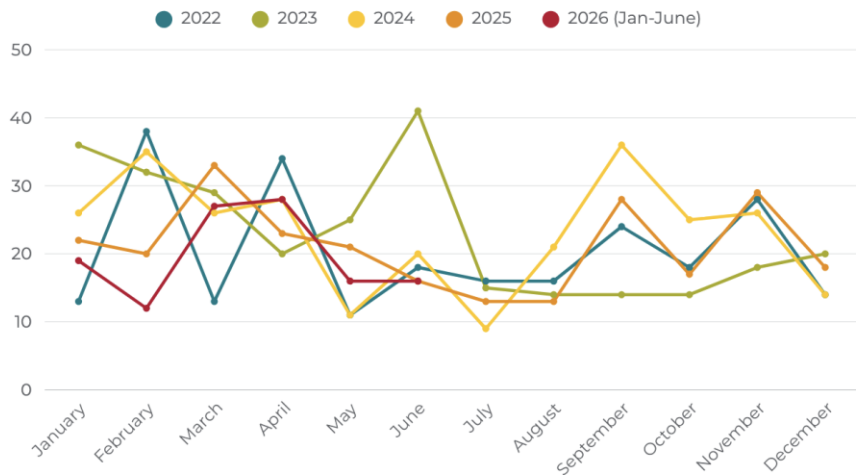
How many reports come to LEO each month?

n = 1,565 all reports to LEO, all years



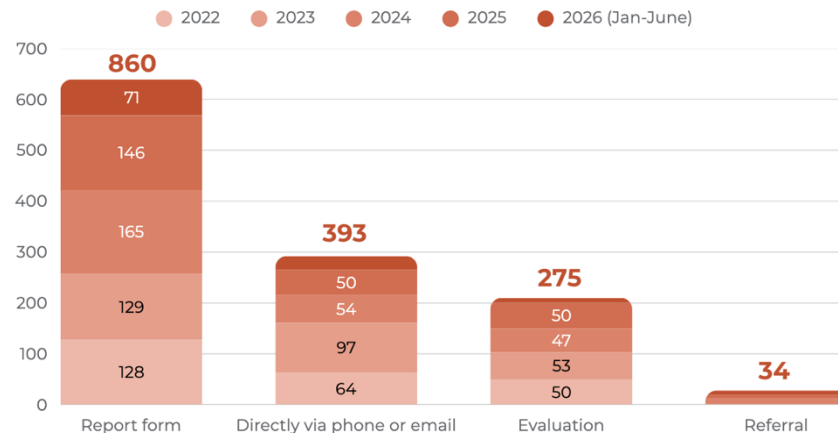
Is there a pattern to when reports are filed to LEO?

n = 1,170 reports to LEO, 2022-2026



How did the report come to LEO?

n = 1,169 all reports to LEO from Jan 1, 2022 - June 30, 2026

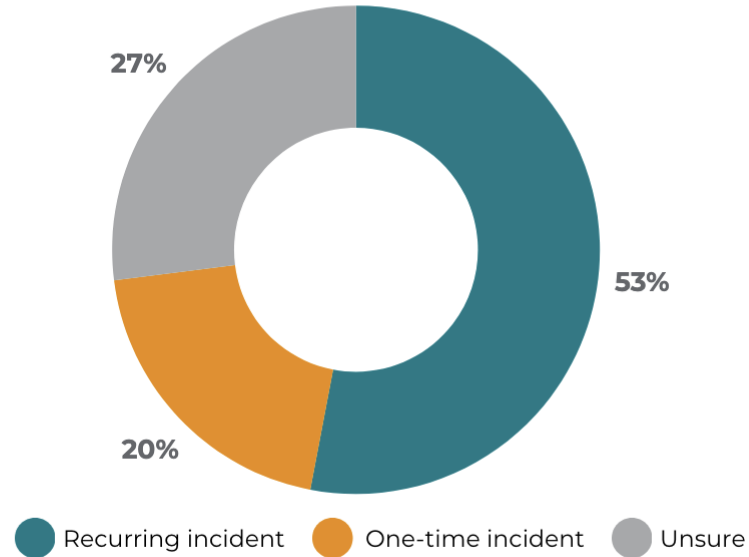


Is this a recurring incident?

n = 972 unique incidents of mistreatment, Jan 1, 2022 - Mar 31, 2026

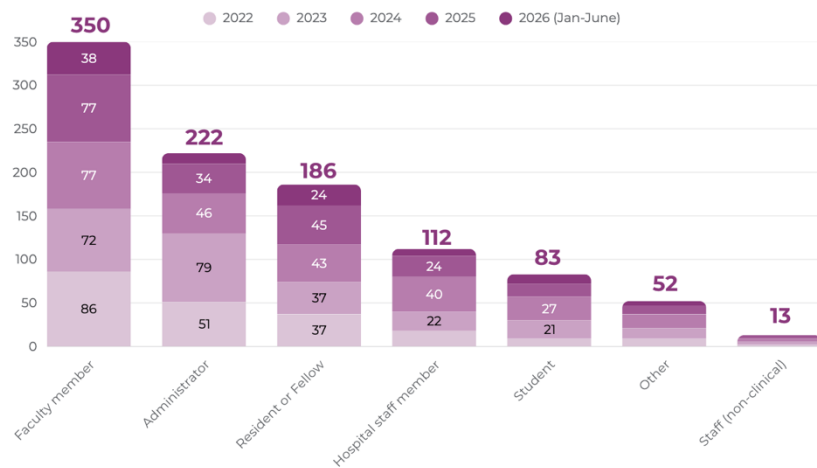
Only 20% of incidents reported to LEO are one-time issues.

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.



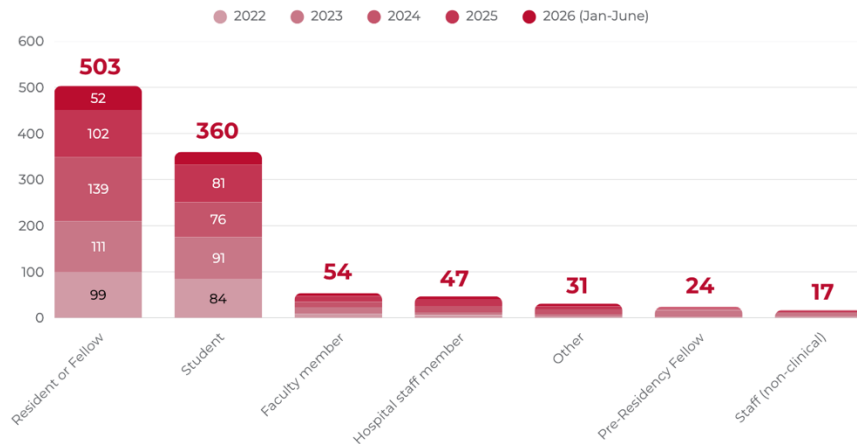
Who is reported for mistreating learners?

n = 972 unique incidents of mistreatment, Jan 1, 2022 - June 30, 2026



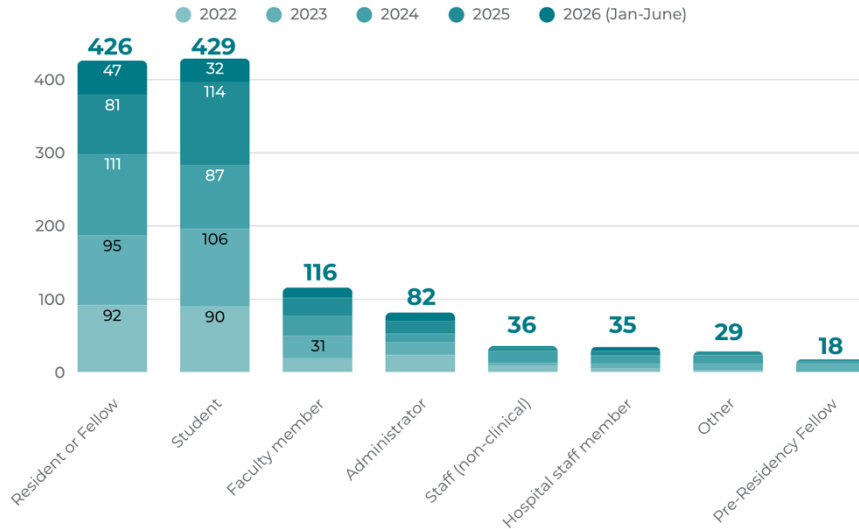
Who is mistreated?

n = 972 unique incidents of mistreatment, Jan 1, 2022 - June 30, 2026



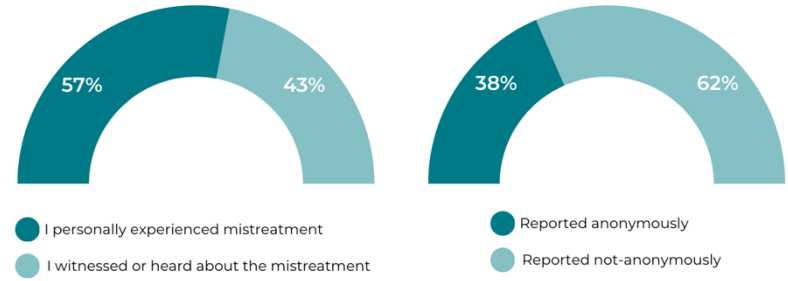
Who reports to LEO and how?

n = 1,171 all reports to LEO from Jan 1, 2022 - June 30, 2026



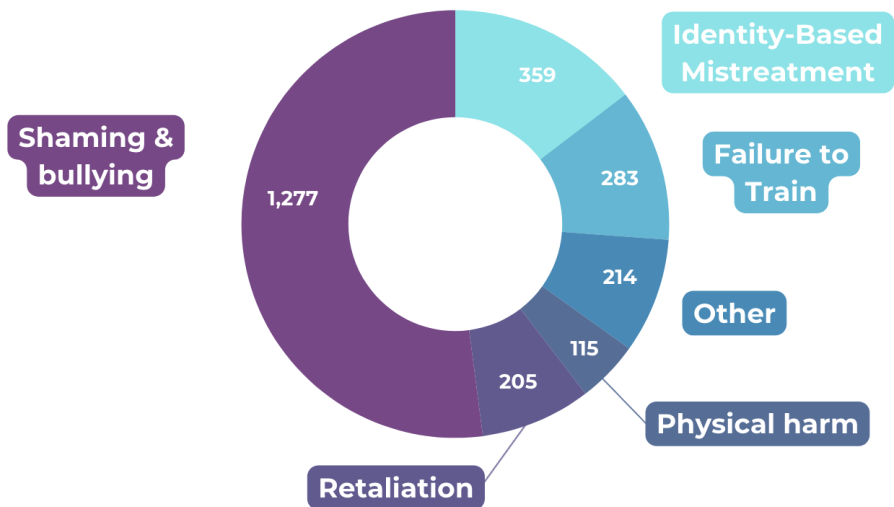
Who reports to LEO and how?

n = 1,171 all reports to LEO from Jan 1, 2022 - June 30, 2026



What types of mistreatment are reported?

Each incident can include multiple types of mistreatment
n = 972 unique incidents of mistreatment, Jan 1, 2022 - June 30, 2026



Shaming & Bullying

Toxic environment - 529
Public humiliation - 376
Verbal abuse - 325
Profanity creating a toxic environment - 47

Retaliation

Retaliation (threats or actual) - 160
Unfair remediation or dismissal - 45

Other

Other - 166
Inapprop response to mistreatment - 42
Made to perform personal services - 6

Identity-Based Mistreatment

Gender-based mistreatment - 135
Race/ethnicity-based mistreatment - 97
Disability-based mistreatment - 64
Personal belief-based mistreatment - 41
Inappropriate comments re: appearance - 27
Sexual orientation-based mistreatment - 15

Failure to Train

Inadequate training opportunities - 163
Neglect - 120

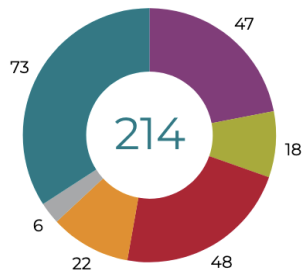
Physical Harm

Sexual harassment or advances - 73
Physical harm (threatened or actual) - 42

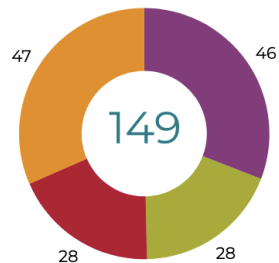
What types of identity-based mistreatment are reported?

n = 972 unique incidents of mistreatment, Jan 1, 2022 - June 30, 2026

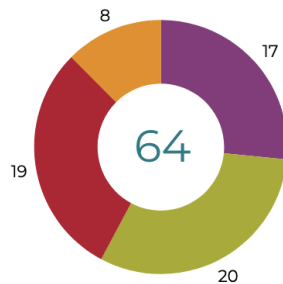
Gender & Gender Identity



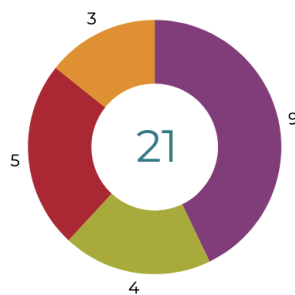
Race & Ethnicity



Disability



Sexual Orientation

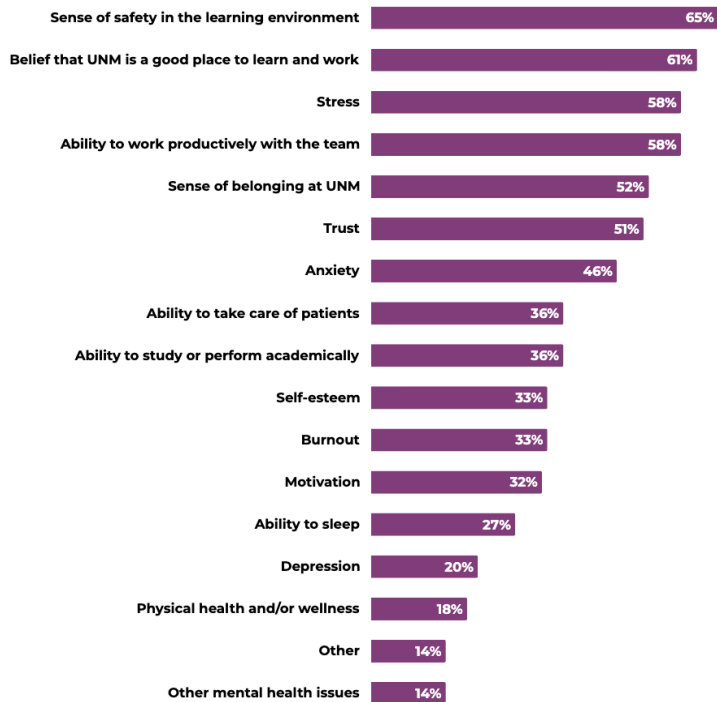


- Subjected to offensive remarks or names about identity
- Denied opportunities and/or received lower grades due to identity
- Differential treatment based on identity
- Other offensive behavior related to identity
- Differential treatment based on pregnancy and/or related conditions
- Subjected to unwanted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

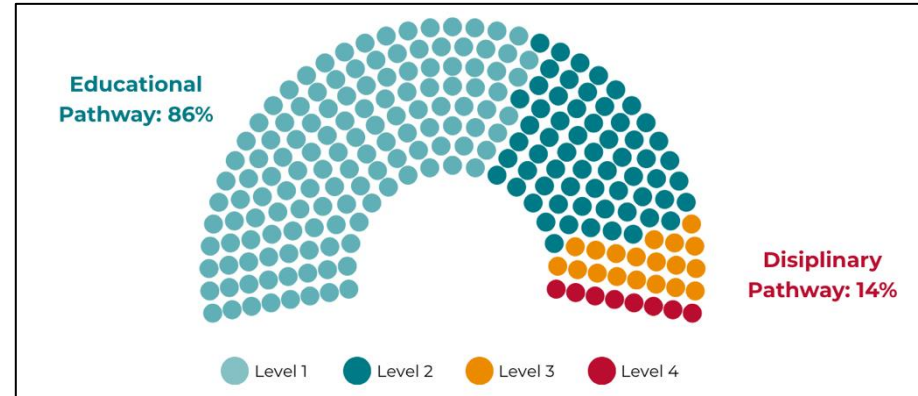
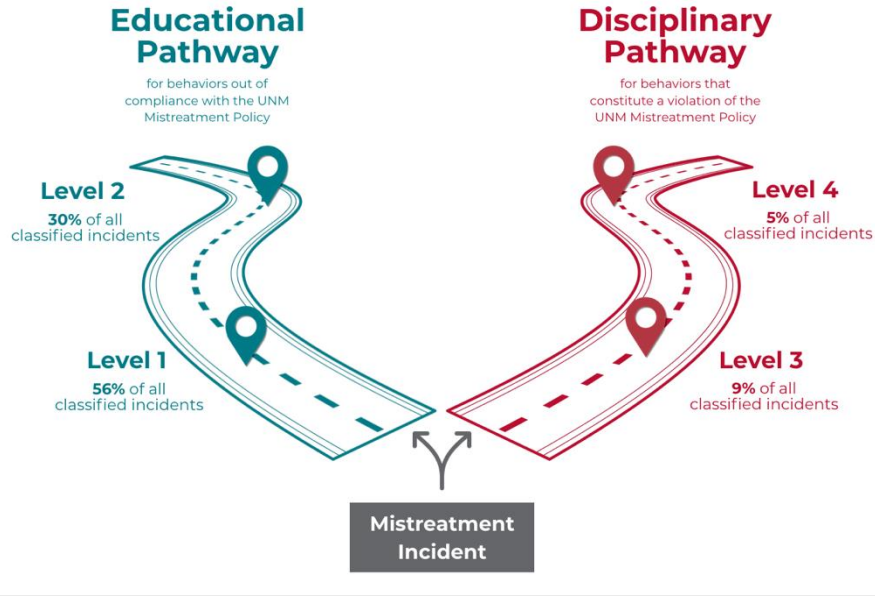
n = 633 unique incidents of mistreatment in which this question was answered, Jan 1, 2022 - June 30, 2026



How are incidents classified?

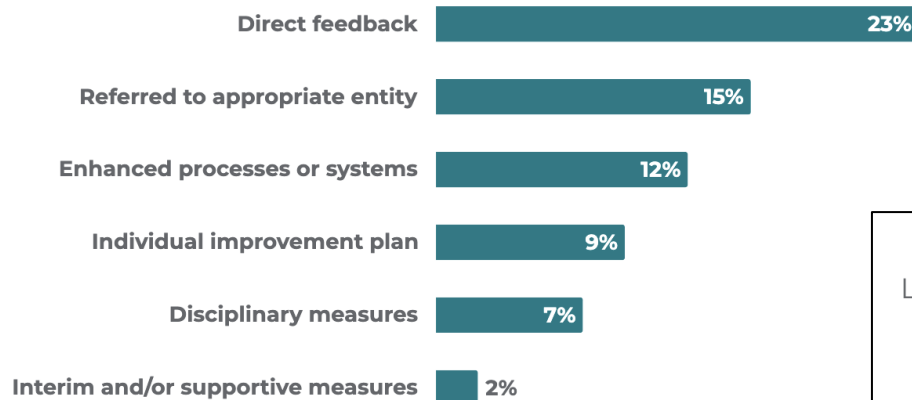
n = 188 classified incidents, Jan 1, 2022 - June 30, 2026

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



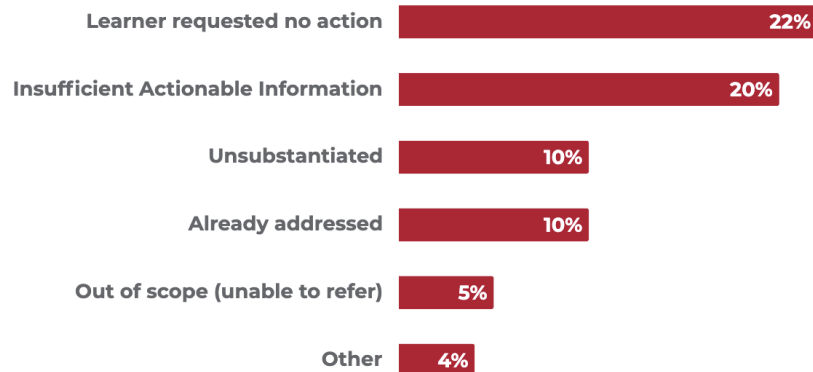
In **50% of unique mistreatment incidents**,
LEO is able to recommend actions. Those actions are:

n = 891 closed unique incidents of mistreatment, Jan 1, 2022 - June 30, 2026



In **50% of unique mistreatment incidents**,
LEO is unable to recommend actions for the following reasons

n = 891 closed unique incidents of mistreatment, Jan 1, 2022 - June 30, 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 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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