

Fostering a climate of respect and inclusion

Quarterly Status Report



Overview

In June 2019, the UNM School of Medicine launched the Learning Environment Office (LEO) to enhance institutional efforts to prevent, reduce, and address mistreatment, and ultimately, improve learning environments.

In an effort to promote both transparency and confidentiality, LEO is producing quarterly reports that share aggregated data to enhance the overall understanding of learning environments as well as protect anonymity.

These reports also consist of data on exemplary teachers and mistreatment incidents as well as information about LEO's activities.

Have you experienced or witnessed mistreatment?

Click here to report the incident.

LEO's 1st Quarter Accomplishments

- Engaged in over 130 meetings with SOM stakeholders
- Created online reporting tool
- Created new response process for mistreatment reports
- Prepared response to LCME
- Prepared response to ACGME
- Launched the Acknowledge Teaching Excellence initiative

130

stakeholder meetings



LEO'S ACKNOWLEDGE TEACHING EXCELLENCE INITIATIVE

In November, LEO kicked off its new campaign to Acknowledge Teaching Excellence at the UNM SOM.

LEO has sent thank you cards and apple lapel pins as small tokens of appreciation to over 300 teachers (faculty, residents, and fellows) across the school.

We deeply appreciate you and thank you for being at UNM!

314
RECIPIENTS



If you would like to acknowledge an exemplary teacher, please go to our [website](#) and click the "Acknowledge Teaching Excellence" button.

SAVE THE DATES!

LEO'S LEARNING ENVIRONMENT SPEAKER SERIES 12-1p

We hope you can join the following workshops. Be on the lookout for more information via email.

- Jan 13: Creating a Positive Learning Environment**
– Elizabeth Lawrence, MD & Patrick Rendon, MD, Dept of Internal Med
- Feb 10: Psychological Safety**
– Rebecca Williams-Karnesky, MD, PhD, Dept of Surgery
- March 9: Teaching Across Dimension of Diversity: the RESPECT Model**
– Felisha Rohan-Minjares, MD, Dept of Family and Community Medicine
- April 13: The Role of Teacher & Learner Wellness in Maintaining Positive Learning Environments**
– Elizabeth Lawrence, MD, Dept of Internal Medicine
- May 11: A Strengths Based Approach to Addressing Learner Mistreatment**
– Anthony Fleg, MD, Dept of Family Medicine
- June 8: Listening to Learners: Perspectives on Mistreatment (Photovoice Project: Residents and Students)**
– Brenda Pereda, MD, Dept of ObGyn

INTERESTED IN GETTING INVOLVED WITH LEO?

LEO is Seeking Members for its Advisory Committee

The Learning Environment Advisory Committee will meet every 2 months to advise and give feedback on the ongoing work of the Learning Environment Office.

Meetings will be held on the 3rd Monday of January, March, May, July, September, and November of 2020 from 12 – 1pm. Lunch will be provided.

Learning Environment Advisory Committee Members will:

- Attend and participate in meetings
- Serve as a voice for their respective community
- Advise on the design of LEO activities
- Demonstrate commitment to LEO's mission, values, and goals

We are soliciting statements of interest from all medical students, residents, fellows, teaching faculty, and staff who would like to join this working group. We ask for a brief statement about you, your role(s) as a learner and/or teacher, and why you are interested in being a part of LEO's work.

If you are interested, please send your statement to Felisha Rohan-Minjares at frohan-minjares@salud.unm.edu by December 6.

The LEO team will review statements of interest and will notify the new Learning Environment Advisory Committee team in early 2020.

ADDRESSING MISTREATMENT

34 REPORTS

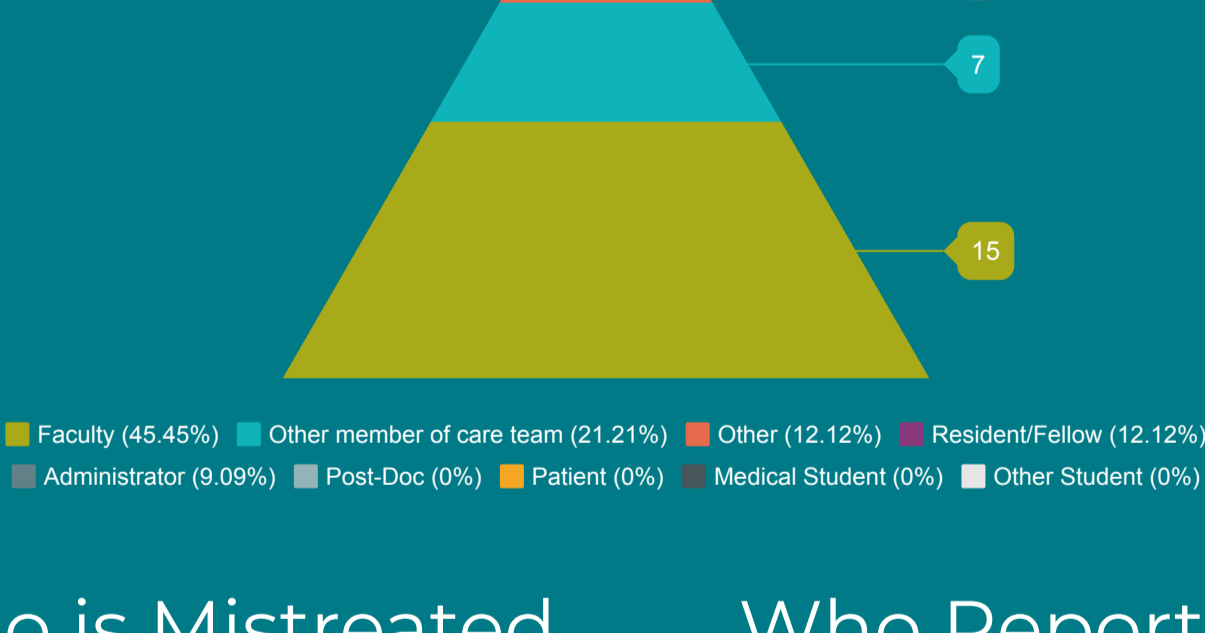
From July 24 - October 31

Types of Mistreatment

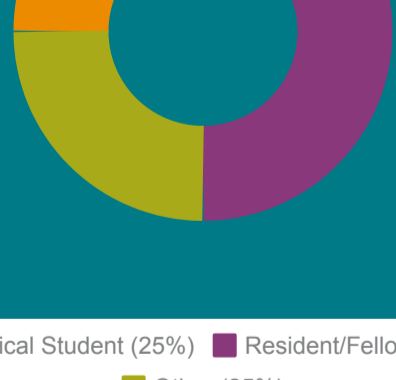


Note: more than one type of mistreatment can be selected.

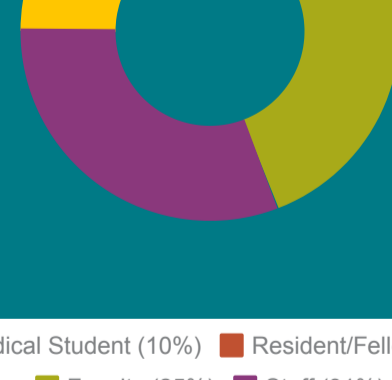
Sources of Mistreatment



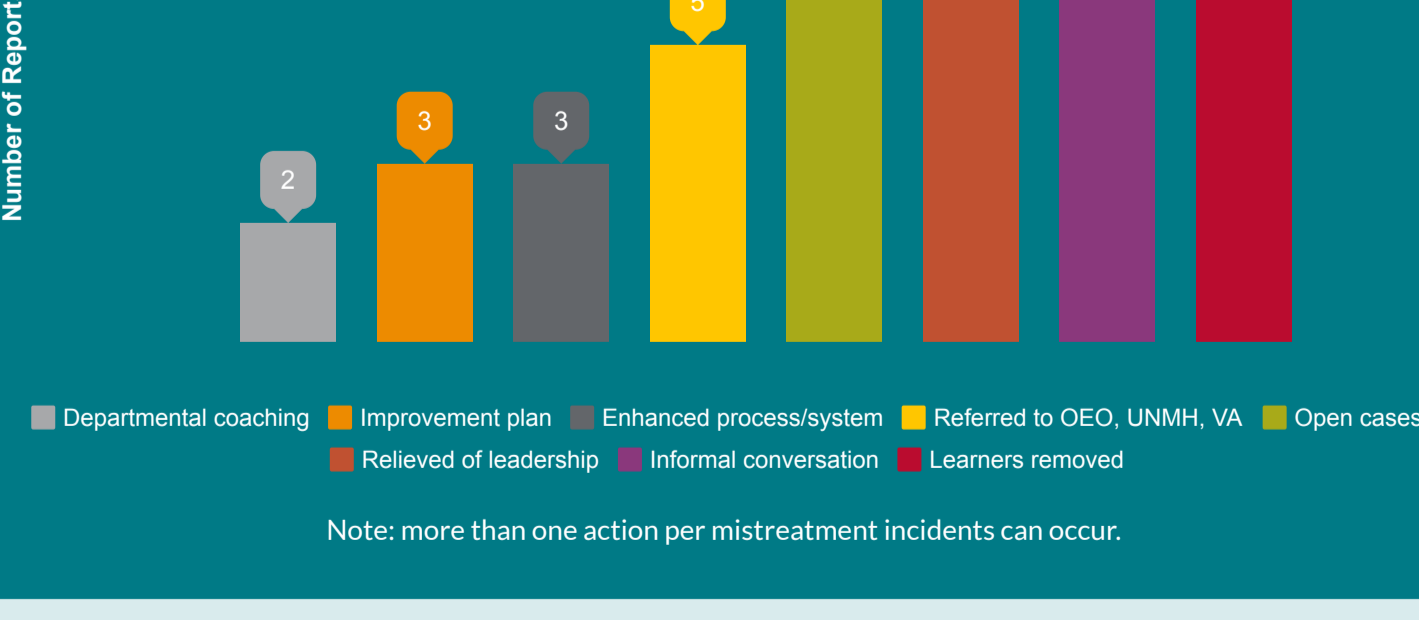
Who is Mistreated



Who Reports



Actions Taken



Note: more than one action per mistreatment incidents can occur.

To report mistreatment, or to seek guidance:

Click here to report the incident.

Or consult us:

Diana Martínez, MPH, LEO Director:
deemb@salud.unm.edu or 505.272.7861

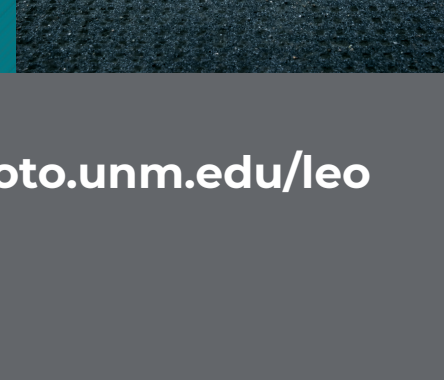
Felisha Rohan-Minjares, MD, Assistant Dean of Undergraduate Medical Education:
frohan-minjares@salud.unm.edu or 505.272.8429

Joanna R. Fair, MD, PhD, DIO, Associate Dean of Graduate Medical Education:
jfair@salud.unm.edu or 505.272.6225

More to Come!

As we move into our second quarter, we invite you to be on the lookout for...

- Ideas Portal on LEO Website
- Learner Engagement
- Re-examined & enhanced Policies
- New Team Members!



To learn more about LEO, visit us at: goto.unm.edu/leo