



- Estimate the fiscal impact to New Mexico and public higher education institutions.
- Provide possible funding approaches, including state, federal, and private sources.
- Provide information on the impacts on quality of life and financial stability of faculty and graduate students.
- Provide information on the impact on recruitment and retention of faculty and graduate students, workforce stability, and student-facing outcomes due to staffing continuity.
- Recommend data collection and reporting standards to ensure comparable, statewide tracking of health coverage and costs.

The report is to be completed no later than October 1, 2026.

### **FISCAL IMPLICATIONS**

Indeterminate. The entities involved in the study will have impacts on their staff.

### **SIGNIFICANT ISSUES**

New Mexico's public higher education institutions receive their health care coverage from different sources: the health care authority, New Mexico Public School Insurance Authority (NMPSIA), private insurance, and self-insured. The employee health insurance programs can vary significantly among institutions.

### **OTHER SUBSTANTIVE ISSUES**

It is unclear if the HM 4 study includes higher education institution staff employees.

Many New Mexico public higher education institutions provide NMPSIA health care insurance to their employees. NMPSIA is not included in the named organizations.