

1 A MEMORIAL

2 REQUESTING THE LEGISLATIVE FINANCE COMMITTEE TO STUDY AND
3 REPORT ON OPTIONS TO EXPAND HEALTH INSURANCE ACCESS FOR ALL
4 PUBLIC HIGHER EDUCATION EDUCATORS AND GRADUATE STUDENT
5 EMPLOYEES.

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7 WHEREAS, New Mexico's public higher education
8 institutions rely on educators and education workers,
9 including full-time faculty, temporary part-time faculty and
10 graduate student employees, to provide instruction, research,
11 student support and essential campus operations; and

12 WHEREAS, stable access to affordable health insurance
13 supports workforce well-being, instructional continuity and
14 the ability of educators and education workers to remain in
15 their positions; and

16 WHEREAS, the availability and affordability of employer-
17 supported health insurance vary across New Mexico's public
18 higher education institutions, creating uneven access to
19 medical care depending on where a worker is employed; and

20 WHEREAS, available New Mexico data indicate that the
21 university of New Mexico is the only public higher education
22 institution in New Mexico providing employer-funded medical
23 insurance for graduate student employees, and no public
24 higher education institution provides employer-funded dental
25 or vision coverage for graduate student employees; and

1 WHEREAS, survey findings regarding higher education
2 workers indicate significant financial insecurity and rent
3 burdens, conditions that can make health insurance premiums
4 and out-of-pocket medical costs unaffordable without employer
5 support; and

6 WHEREAS, New Mexico has an interest in understanding the
7 fiscal impact, administrative requirements and equity
8 implications of expanding health insurance coverage options
9 for public higher education educators and education workers
10 across institutions, including faculty, temporary part-time
11 faculty and graduate student employees;

12 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF
13 REPRESENTATIVES OF THE STATE OF NEW MEXICO that the
14 legislative finance committee be requested to conduct a
15 comprehensive study and to issue a report, in collaboration
16 with the higher education department, the department of
17 finance and administration, the health care authority, the
18 public higher education institutions and higher education
19 employer and employee stakeholder organizations, on options
20 to expand access to health insurance to all public higher
21 education educators and graduate student employees; and

22 BE IT FURTHER RESOLVED that the study and report, at
23 minimum, evaluate health insurance availability and
24 affordability across institutions and the full range of
25 appointment types, including faculty, temporary part-time

1 faculty and graduate student employees engaged in
2 instruction, instructional support, research or
3 degree-related academic work, and identify gaps in
4 eligibility, affordability and coverage; and

5 BE IT FURTHER RESOLVED that the report include findings
6 and recommendations on:

7 A. options, including eligibility standards for
8 providing employer-supported medical coverage, and, where
9 feasible, dental and vision coverage for faculty, part-time
10 faculty and graduate student employees;

11 B. estimated fiscal impacts to the state and
12 public higher education institutions under multiple coverage
13 scenarios, including premium contributions, cost sharing,
14 administrative costs and phased implementation options;

15 C. potential funding approaches, including from
16 state, federal or private sources;

17 D. expected impacts on quality of life and
18 financial stability for affected workers, including access to
19 preventive care, continuity of care and mental health
20 services;

21 E. expected impacts on recruitment and retention,
22 workforce stability and student-facing outcomes tied to
23 staffing continuity; and

24 F. recommended data collection and reporting
25 standards to ensure comparable, statewide tracking of health

1 coverage and costs across public higher education
2 institutions over time; and

3 BE IT FURTHER RESOLVED that the report be completed no
4 later than October 1, 2026 and be provided to the governor,
5 legislative finance committee, legislative education study
6 committee, higher education department, department of finance
7 and administration and health care authority; and

8 BE IT FURTHER RESOLVED that copies of this memorial be
9 transmitted to the governor, legislative finance committee,
10 legislative education study committee, higher education
11 department, department of finance and administration and
12 health care authority.

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