



Human Resource Services

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March 31, 2026

Dear Benefit-eligible Employees,

Open Enrollment for the upcoming plan year will begin **April 6 and run through April 30, 2026**. This year's Open Enrollment is especially important. The university is transitioning from a calendar-year plan to a **fiscal-year plan (July 1 – June 30)**. As part of this change, all current coverage for medical, dental, vision, FSA, and supplemental health plans will end on **June 30, 2026**.

Action Required

This will be an **active Open Enrollment**, meaning:

- **All benefit-eligible employees must make elections**
- Elections must be made between April 6, 2026 and April 30, 2026 through the online enrollment system or with a benefit counselor
- Employees who do not enroll by April 30 will **not have coverage effective July 1, 2026**

What to Expect This Year

We anticipate several changes to benefit plans, including:

- New dental carrier and plan options
- Updates to medical plan offerings
- Potential changes to medical and prescription vendors

We are still awaiting final details from the state and will share additional information as soon as it becomes available.

Open Enrollment Event – April 10

Because of the number of upcoming changes, we strongly encourage you to attend our Open Enrollment event on **April 10 at Hardman Jacobs Center**.

- Insurance carriers will provide **live presentations** explaining plan options and key differences
- Representatives will be available for **one-on-one conversations** at information tables
- A **Zoom option** will be available for remote employees

This event is the best opportunity to hear directly from the carriers, get your questions answered in real time, and feel confident in your benefit decisions before enrollment begins. Details will be shared prior to the event.

What You Can Do Now

While plan details are being finalized, you can begin preparing:

- Review your current benefit elections and consider any changes for the upcoming year
- If you plan to add dependents, be prepared to provide documentation (e.g., marriage or birth certificates) by April 30, 2026

- Set aside time during the Open Enrollment period to review your options and complete your elections

Benefits Not Affected by Open Enrollment

The following benefits are not part of Open Enrollment and will continue as-is:

- Group Life
- Voluntary Life
- Long-Term Disability
- Retirement plans

Additional details, including plan comparisons and enrollment instructions, will be shared soon.

Thank you for taking the time to prepare and participate in this important process.

Celeste Uzueta

Director, Benefit Services

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