



Human Resource Services

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Date: September 11, 2025
To: NMSU Benefit-Eligible Employees
From: Celeste Uzueta, Director, Benefit Services
Subject: Updates on 2026 Benefits & Open Enrollment

Dear NMSU employees,

As you may know, New Mexico State University offers medical and dental insurance coverage through the State of New Mexico. The state is making changes that will affect our open enrollment timelines, and while many details are still being finalized, we want to keep you as informed as possible.

The state is currently finalizing an RFP for its dental and vision plans. NMSU participates in the dental plan (not the vision plan). Because those contracts won't be finalized in time for the traditional October 1 start, the open enrollment period will begin later this year on **October 20**. To ensure NMSU has enough time to prepare enrollment files and the state can process elections, our campus deadline will be **October 31**.

At the same time, the state is shifting the plan year from **January–December to July–June**. That means this October enrollment will cover a shortened plan year from **January–June 2026**, followed by another open enrollment in **spring 2026** for the new plan year beginning **July 1, 2026**.

Here's what we know so far:

- **Open Enrollment Dates:** This year's open enrollment will run from **October 20–31**, a shorter window than usual.
- **Coverage Elections:** Employees will make elections for state medical, prescription, and dental plans, as well as NMSU-administered plans.
- **Plan Year Shift:** The October enrollment will cover a shortened plan year from **January–June 2026**. Another open enrollment will take place in **spring 2026** for the new plan year starting **July 1, 2026**.
- **Voluntary Benefits:** Voluntary benefits through **Unum** (accident, critical illness, and hospital) have been renewed with **lower rates** and **expanded hospital coverage**.

We know employees will have questions, and we ask for your patience as our Benefits team adapts processes for these changes. Updates will be shared by email, in the Hotline newsletter, and on the [Benefits website](#). Please check the site often for the most up-to-date information.

Thank you for your attention as we work through this transition together.