



## STAFF ASSOCIATION

### University of New Mexico – Valencia Staff Council 2026 Resolution #1

**Name:** Resolution to Reduce the Impact of Increased 2026-2027 Healthcare Costs on UNM-Valencia Staff

**Authors:** Sarah Clawson, President

**Adopted by Staff Council:**

1. Whereas, the 2023 Basic Needs Project staff survey indicates that 86% of staff are enrolled in the medical insurance benefit; and<sup>1</sup>
2. Whereas, the 2023 Basic Needs Project staff survey indicates that 28% of staff demonstrate anxiety related to food insecurity; a strong indication of financial distress; and<sup>1</sup>
3. Whereas, inflation has been significant in the last 5 years leading to flat or decreased disposable income for staff; and<sup>2,3</sup>
4. Whereas, the expected rise in medical insurance costs in 2026-2027 is significant; and<sup>4</sup>
5. Whereas, the staff of the University of New Mexico play an essential role in supporting the academic and personal growth of students, and often face high levels of stress and burnout in their work; and
6. Whereas, the current practice of leaving positions vacant has necessitated existing staff increased workloads; and
7. Whereas, making it affordable for staff to maintain their current positions supports UNM-Valencia strategic goals of College Culture and Employee Success; and
8. Resolved, that the Staff Association requests that UNM hold the staff harmless whose overall wages will be reduced by the planned insurance premium increase.
9. Resolved, that the University of New Mexico administration be urged to allocate the necessary funds and resources to ensure that medical insurance remain affordable to staff or that cost-of-living increases match the rising cost of care.

Copies of this Resolution shall be sent to UNM-Valencia Interim Chancellor and Dean of Students Laura Musselwhite; Chief Financial Officer Rick Goshorn; Director of Enrollment Management Armando Bustamante; Faculty Assembly President Andisheh Dadashi; UNM Staff Council President Damion Terrell; UNM-Gallup Staff Council President Shana Arviso, UNM-Taos Staff Council President Madelynn Gonzales-Mascarenas

**Sources:**

1. New Mexico Basic Needs Project Higher Education Institution Survey Tableau site.  
<https://public.tableau.com/app/profile/basic.needs/viz/NewMexicoBasicNeedsInsecurity/BasicNeedsInsecurity>

2. United States Congress Joint Economic Committee New Mexico Inflation Update. [https://www.jec.senate.gov/public/vendor/\\_accounts/JEC-R/inflation-updates/New%20Mexico%20Inflation%20Update.pdf](https://www.jec.senate.gov/public/vendor/_accounts/JEC-R/inflation-updates/New%20Mexico%20Inflation%20Update.pdf)
3. Senator Martin Heinrich Press Release, January 26, 2026 <https://www.heinrich.senate.gov/newsroom/press-releases/new-report-new-mexico-families-spent-over-1355-more-because-of-inflation-during-trumps-first-year>
4. John Hopkins Bloomberg School of Public Health, *The Downstream Effects of Rising Health Insurance Costs*, January 29, 2026. <https://publichealth.jhu.edu/2026/navigating-an-unaffordable-health-insurance-market#:~:text=Health%20insurance%20premiums%20rise%20as,11%25%2C%E2%80%9D%20Anderson%20says.>