

## Faculty Visa and Permanent Residence Sponsorship Policy Statement

The University seeks to recruit and retain a diverse faculty who are engaged and committed to teaching, learning, and research. To accomplish this mission, faculty might

children under the age of 21 may be eligible to apply for H-4 status. Any H-4 related fees will be paid by the faculty member.

Foreign national tenure-track faculty will not be considered for permanent residence sponsorship until they have been given a positive third-year review by their respective dean. At that time, a tenure-track faculty member may request University sponsorship of their permanent residence application. Only counsel chosen by the University may represent the University in a permanent residency application. The University will pay fifty percent of the legal fees (not including filing fees or other costs). An assessment will be made by the University's counsel as to the best course of action and most appropriate type of application to file. The faculty member's second third-year contract will include the University's commitment (as noted above) as well as a timeline for initiating the permanent residence process. It should be noted that many such applications will require advertisements to be placed in a good faith effort to recruit U.S. workers for the positions.

If a school is considering an offer of a tenure-track position and extenuating circumstances deem the H-1B renewal process too lengthy, the school may wish to offer a temporary position, such as a clinical faculty appointment on a J-1 visa. This will enable the University to obtain H-1B visa status for the individual after arrival.

Any exception(s) to this policy must be approved by the Provost in consultation with the University's Office of the General Counsel.

Since a tenured appointment is an appointment without limit of time, the only status appropriate for such an appointment is permanent residence or other indefinite U.S. employee status. A tenured appointment cannot be conferred by the University until the individual has obtained permanent resident or U.S. employee status.

Obtaining permanent residence takes considerable time, on average 18-24 months at the time of this publication. In some cases Immigrant Visa quotas are backlogged and processing times can be drastically delayed. In these cases, tenure contracts will be negotiated on a case-by-case basis.

Effective February 2024