

## Leading institutions that provide support for permanent residency applications for NTT Faculty

### 1. Iowa State

<http://www.hrs.iastate.edu/r&e/docs/VisaGuidelines.doc>

Lecturers, Clinicians, Senior Lecturers, Senior Clinicians, Adjunct Faculty<sup>1</sup>. For a department to consider sponsoring a non-tenure-track faculty member for permanent residence, all of the following must be in place.

- There must be a regular hiring process, with at least one print ad in a newspaper of general circulation or in a professional publication and a national search.
- The ad must specify a three-year contract for a hire at the lecturer/clinician level and a five-year contract for any hire at the senior lecturer/senior clinician level.
- The position must include significant teaching and/or research responsibilities and the ad should state specific needs and qualifications.
- Except in unusual circumstances, the ad will specify one open position.
- The position must be full time.
- The department chair and the dean must submit to the Provost a memo of support in which they state that they fully expect that the term appointment will be renewed after the non-tenure-track faculty member undergoes review. When the initial hire is at the lecturer/clinician level, the chair should verify that the candidate appears also to have a good future chance for advancement to Senior Lecturer/Senior Clinician. When the initial hire is in an adjunct faculty line, the chair should verify that the candidate appears also to have a chance for advancement to the next adjunct faculty rank.

### 2. U of Illinois Chicago

<http://www.ois.uic.edu/index.php?section=ifa&page=pr-guidelines.pi>

UIC will consider sponsorship for tenured, tenured track, or clinical discipline track appointments. In addition, Academic Professional positions (non-tenure track and non-teaching) will be considered for immigrant visa sponsorship only when the appointment titles are either Research Assistant Professor or Research Associate Professor and they meet the special circumstances as described below in section B of the criteria. Under exceptional circumstances the Dean's office in collaboration with the Office of International Services may make limited exceptions to this policy. Exceptional circumstances are considered to exist when long-term services of an employee are deemed to be in the best interest of the University and would serve to further the University's mission.

### 3. Northwestern

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<http://www.northwestern.edu/international/New%20Website/Website%20Sections/Faculty/Attachments/HIRING%20INTERNATIONAL%20FACULTY%20AND%20STAFF%20WORDF3%20-%20revised%203-6-07.pdf>

Positions That Qualify For Sponsorship By NU:

1. All tenure and tenure-track faculty & clinical faculty (Feinberg)
2. Research Assistant Professor
3. Research Associate Professor
4. Research Associate
5. Staff and other non-tenure teaching faculty positions must be approved by appropriate Dean or Vice President and the Provost's Office as per university policy

3. University of Colorado at Boulder

<http://www.colorado.edu/oie/iss/permres.html>

The ISSS office at the University of Colorado at Boulder assists departments in obtaining green cards (permanent residency status) through employment based immigration for their international hires if they are hired into permanent positions. Permanent positions are defined as those in a tenure or tenure-track stream, or a permanent research position (i.e. long term and indefinite).

4. MIT

<http://web.mit.edu/scholars/administrators/sponsorshipolicy.html>

In order to be sponsored, faculty members must meet the criteria for the first preference classification, "Outstanding Professor/Researcher;" or for the second preference classification under the "college or university professor" provisions. Researchers must meet criteria for a first preference classification, "Outstanding Professor/Researcher" or "Extraordinary Ability." Labor certification will not be pursued for research positions.

Decisions regarding MIT support of an immigrant visa application are made in the ISO after consulting with the Department, Laboratory, or Center head. Typically, tenure-track faculty members are eligible for sponsorship assuming DOL and/or USCIS criteria can be met. A number of factors are considered when deciding whether MIT will support an immigration application for research positions. These include: the permanence of the position and the likelihood of long-term employment at MIT, the level and certainty of funding for the position, the level of the position itself (Research Scientist or above may qualify), how long the scholar has been at MIT (at least three years for consideration), the search that was conducted to fill the position, the availability of qualified American citizens and permanent resident workers in the field, the qualifications of the scholar, and the department head's support for the case.

5. UC Irvine

<http://www.ap.uci.edu/programs/intl/PRinstr.pdf>

For other eligible academic appointees:

The campus will sponsor employment-based petitions for academic appointees in the following titles:

Associate and full Professors In Residence

Associate and full Professors of Clinical "X"

Associate and full ranks of the Adjunct Professor series

Associate and full ranks of the Clinical Professor series

Associate and full ranks of the Professional Research series

For academic appointees in other series or at a different rank, prior approval to authorize sponsorship is required. Requests for exceptions should be fully justified and include a commitment of a minimum of three years of support for the position. Such requests should be made in writing to the Associate Executive Vice Chancellor and sent through the Chair and Dean to the Office of Academic Personnel.

## 6. UC Davis

<http://siss.ucdavis.edu/PR%20Dept%20Request%20form%203-07.rtf>

Generally, to qualify for UCD permanent residency sponsorship, the position offered must be full-time and permanent. Tenured or tenure-track faculty positions normally meet the position requirement. For other academic titles including the professional research and project scientist titles, the Dean (or Vice Provost's) approval is required and the following conditions must be met:

1. Funding to support the position must be available for at least three years;
2. There is a reasonable expectation that funding and employment will be renewed beyond the three-year minimum;
3. The department intends to continue to employ the foreign national beyond the three-year minimum;
4. The foreign national is expected to stay at UCD for more than three years; and
5. The department provides a satisfactory explanation to the Dean as to why pursuing permanent residency for a non-tenure-track position is appropriate based on an expectation of continued employment. In addition to factors 1-4 above, the qualifying criteria should be set by the Dean's office (and may include factors such as university needs vs. costs, importance of employment to the mission of the college/school/unit, unavailability of US workers,

departmental policy, etc.). \* Please attach an explanation as to why UC sponsorship is appropriate for this position/scholar.\*

7. Drexel University:

“The University offers permanent residence sponsorship to full-time, regular foreign national employees in academic job classifications at the University. These positions include professor, associate professor, assistant professor and research associate. (A department must have funding for at least three years in the future for the University to sponsor a research associate).

Details at:

[http://www.drexel.edu/provost/policies/permanent\\_residency\\_applications.asp](http://www.drexel.edu/provost/policies/permanent_residency_applications.asp)

8. University of Pennsylvania:

The University offers permanent residence sponsorship to full-time, regular foreign national employees in academic job classifications at the University. These positions include professor, associate professor, assistant professor and research associate (a department must have secure funding for at least three years in the future for the University to sponsor a research associate).

<http://www.upenn.edu/oip/iss/penn/sponsorship.html>

9. Brandeis University:

Immigration regulations stipulate that employers may sponsor foreign national employees for Permanent Residence status only if both of the following conditions exist:

- (1) The position is permanent (expected to last at least two years into the future);
- (2) The employee intends to remain in the position indefinitely.

Grant-funded positions may be considered “permanent” as long as grant funds are available for at least two years into the future.

Details: [www.brandeis.edu/isso/administrators/PRpolicy.pdf](http://www.brandeis.edu/isso/administrators/PRpolicy.pdf)

10. Tufts University:

Sponsoring Department must provide adequate documentation to the Dean confirming that the offer of employment is long-term, permanent in nature, and expected to last at least three years into the future. Many Post-Doctoral positions are typically offered for a two-year term. In these instances, the Principal Investigator would need to wait until the third year to apply for sponsorship of permanent residency.

Tufts U. will consider sponsorship of these positions only at the end of the person's second year at Tufts and only if the employment is expected to last at least three years into the future in a Research Associate rank or higher.

Sponsorship for permanent residence does not constitute a guarantee of lifetime employment or of tenure.

Details:

<http://ase.tufts.edu/center/currentImmigrationFacultyPermResidencyPolicy.htm>

11. University of Illinois:

UI “sponsors Tenure, tenure-track, and long-term non-tenure track researchers. If a position is not tenured or tenure-track, department must expect to have funding for five years”.

For details:

<http://www.ips.uiuc.edu/ISSS/pages/index.php?catID=3&pageID=59>

12. Ohio State University:

University departments may wish to sponsor other individuals for permanent residency who do not hold tenure-track faculty teaching positions.

For any university department to sponsor an individual for permanent residency, the following criteria must be met:

- the position must be full-time;
- the position must be defined as "regular" by the Office of Human Resources;
- postdoctoral researcher and fellow positions are not "regular" university positions and therefore cannot be used as a basis for permanent residency sponsorship;
- the salary must be 100% paid by OSU;
- there must be no set end date to the employment arrangement;
- the foreign national must have no plans to cease employment at the university throughout the process;
- the position must require at least a bachelor's degree in a specific field (or fields) of study; and
- the department must be prepared to write a letter of offer stating that the employment is indefinite (i.e., permanent)—US Citizenship and Immigration Services (USCIS) uses the term "permanent" to contrast with employment that has a definite end date. "Permanent" does not mean "forever."

Details in:

<http://www.oie.ohio-state.edu/internationalscholars/currentscholars/guidelinesforpermanent.aspx>

13. The University of Tennessee, Knoxville

A petition for permanent residence may be filed for an employee in a permanent, full-time professional position. “Professional” is defined to be any position which clearly requires a four-year Bachelor’s Degree or higher. “Permanent” is defined to be a tenure-track or tenured faculty

position or any regular position that is expected to continue indefinitely, and in which the employee intends to remain indefinitely. [Note that Post-doctoral Research Associate positions are not considered permanent.]

For persons employed as teaching faculty, the permanent resident application process should begin within eighteen months after the official job offer has been made. For all other positions (including research faculty), the conditions below must be satisfied before the University begins any paperwork related to a permanent resident petition.

- The employee must normally be employed by The University of Tennessee, Knoxville for a minimum of two years before the University will sponsor him/her for permanent residence.
- The hiring department must already have secured a minimum of three additional years of funding (after the Permanent Resident paperwork has begun) and must clearly demonstrate that continued funding beyond the three years is highly probable for an indefinite period.
- Exceptions to the above requirements may be made only with approval of the Office of the Vice Chancellor for Academic Affairs.

Details: <http://web.utk.edu/~globe/scholars/residency.php>

14.

Related information:

Colorado State University recently finished its strategic planning. The Discovery Team Final Report can be found at:

[http://president.colostate.edu/strategicplanning/index.asp?page=discovery\\_final](http://president.colostate.edu/strategicplanning/index.asp?page=discovery_final)

It calls for both bridge funds and multi-year contracts for NTT faculty.

- Establish bridge fund sources that allow programs to bridge non-tenure track researchers between grants as appropriate.
- Multiyear contracts available for non-tenure track Discovery faculty members who show exemplary promise following one year of employment.