

## Visa Guide for Departments Hiring International Faculty & Staff to DePaul University

### Which Visa Type is a better fit for you?

	<b>J-1 Exchange Visitor Visa</b>	<b>H1B Temporary Worker Visa</b>
<b>Purpose</b>	The purpose of the Program is to provide foreign nationals with opportunities to participate in educational and cultural programs in the United States and return home to share their experiences, and to encourage Americans to participate in educational and cultural programs in other countries. <sup>1</sup>	The purpose is to allow a foreign worker to enter the U.S. temporarily to perform services in a “specialty occupation” for a U.S. employer.
<b>Categories</b>	<ul style="list-style-type: none"> <li>▪ Professor - an individual primarily teaching &amp; lecturing</li> <li>▪ Research Scholar - an individual primarily conducting research. The research scholar may also teach or lecture</li> <li>▪ Short-Term Scholar - a professor or research scholar coming to the U.S. on a short-term visit</li> </ul>	Specialty occupations can be found in a variety of fields, but as a minimum require a Bachelor’s degree in a specific field.
<b>Tenure Track</b>	<ul style="list-style-type: none"> <li>▪ Tenure or tenure track positions are NOT ELIGIBLE for a J-1 visa.</li> <li>▪ Administrative staff positions are NOT ELIGIBLE for a J-1 visa</li> </ul>	<ul style="list-style-type: none"> <li>▪ Full-time administrative staff positions that require a bachelor’s degree are generally eligible.</li> <li>▪ Full-time, tenure and tenure-track faculty positions are eligible.</li> </ul>
<b>Duration</b>	<p>Minimum</p> <ul style="list-style-type: none"> <li>▪ Professor - (3 weeks)</li> <li>▪ Research Scholar - (3 weeks)</li> <li>▪ Short-Term Scholar - (n/a)</li> </ul> <p>Maximum</p> <ul style="list-style-type: none"> <li>▪ Professor - (5 year limit)</li> <li>▪ Research Scholar - (5 year limit)</li> <li>▪ Short-Term Scholar - (6 month limit)</li> </ul>	<p>Minimum: 1-3 years</p> <p>Maximum: 6 years (two 3-year periods)</p>

<sup>1</sup> 22 CFR 62.1 (b)

<b>Funding Source</b>	Funding may come from a variety of sources, including self-funding. Sponsoring departments however must provide office space and access to phone and library.	The employee must be on DePaul's payroll, and all costs related to the visa must be paid by the University.
<b>Insurance Requirements</b>	<ul style="list-style-type: none"> <li>▪ Required to have sickness, accident insurance, medical evacuation and repatriation insurance in effect for the duration of their exchange visitor program.</li> <li>▪ Minimum coverage is established by the Department of State and is mandatory for the J1 visa holder and any dependents accompanying him/her.</li> </ul>	Employee must receive University's standard employee benefits.
<b>Effects on Dependents (Spouse or Children)</b>	Dependents of J-1 visa holders (J-2 visa holders) are eligible to apply for work authorization provided they meet certain USCIS criteria.	Dependents of H-1B visa holders (H-4 visa holders) are not immediately eligible to apply for work authorization. Certain H-4 dependent spouses are eligible to obtain employment authorization once an application for legal permanent residence is pending and the employee has an approved I-140.
<b>Current Costs</b>	<a href="#">U.S. Visa Application Fees</a> Apply. <a href="#">SEVIS Fee</a> : \$180	<a href="#">Base filing fee</a> : \$325 <a href="#">Fraud Prevention and Detection Fee</a> : \$500 <a href="#">Premium Processing Fee</a> (optional): \$1,225  All costs must be covered by DePaul.
<b>Contact</b>	Office for International Students and Scholars (OISS)	Office of the General Counsel (OGC)
<b>Advantages</b>	J-2 Spouses can apply for work authorization. Form DS-2019 is issued internally by OISS Does not require consultation with the Department of Labor and USCIS	H-1B visas have a long potential duration and allow the beneficiary to have dual intent (both non-immigrant and immigrant). Beneficiary is not subject to a home residency requirement.
<b>Disadvantages</b>	May subject individual to 2 year home residency requirement	Application is a lengthy process (2 to 5 months). Cost to academic department or business unit is significant. H-4 spouses are not immediately eligible to apply for work authorization (see above).