

1. Faculty hired with no search will not be eligible for making a permanent residency application, which means that no person requiring visa sponsorship (OPT or H-1B) will be hired with no search.
2. Faculty hired in a tenure-track position must file a permanent residency application within eighteen months of receiving their H-1B visa, which means that they begin this process through ISU human resources within twelve months (so that documentation can be assembled to meet immigration deadlines), or forfeit their tenure track position.
3. The university will not sponsor a visa for those foreign nationals who have TN status. Further, the TN visa must remain in valid force during the individual's employment (it may not be allowed to lapse) and only acceptable confirmation documents will be accepted by the University.
4. Non-instructional employees will likely not be eligible for permanent residency application based solely on their employment at ISU, so that individual expectations are realistic.
5. Search committees must make themselves aware of the U.S. DOL salary level that would be required to make application for permanent residency to ensure equal opportunity in the hiring process. Alternatively, if the university cannot afford the DOL stated level, then the advertisement must state that the university will not sponsor a visa for the position.
6. A determination must be made in advance of hiring, regarding the willingness of the university to consider for employment those who have a requirement to return home under OPT status. The question of whether we are willing to risk not obtaining a waiver must be addressed. In the event a waiver is not granted by the country of origin, the individual may have to leave the country mid-semester.