

1. There will be no visa sponsorships (OPT or H-1B) for faculty hired in non-T/TT positions. Advertisements should state that individuals in non-T/TT positions (e.g., Instructors and Lecturers) must have authorization to work in the United States until the end of their appointment.

Approved language to use in our advertisements:

Applicants must be currently authorized to work in the United States on a full-time basis until the end of their appointment.

You may also ask the following pre-employment screening question:

Will you now or in the future require sponsorship for employment visa status (e.g., H-1B visa status)?

2. All T/TT searches should include the statement that ISU will not sponsor a visa for the position. If a Department wishes to consider applicants that require sponsorship, the Dean must get pre-approval from the Provost prior to the posting the position on ATS. The Dean must submit a proposal stating the rationale for considering a candidate that will require sponsorship.