6 months or more and no backlog issues* 

Lawful Permanent Residence “Green card” 

Special handling: 
Filing of the I-140 by UCR within 18 months of hire date 

Procedure for H-1B: 
1. New Faculty member provides ISC with CV, passport and diploma copies 
2. UCR department provides filing fees, letter of employment and administers job posting requirements 
3. ISC files with USCIS the H-1b Petition and Labor Condition Application which states new faculty is paid the prevailing wage as determined by the DOL 

H-1B or O-1 approved, if within 18 months of offer letter, then Special Handling 

Procedure for O-1: new faculty member provides ISC with evidence of outstanding ability as a researcher or lecturer as outlined by federal guidelines. The O would be most advantageous for a faculty member barred from employment in the US due to a recent J program. Once advocacy letter is prepared by ISC, filing of the O-1 petition and filing fees made to the USCIS. Premium Processing fees may be paid to expedite processing once filed to 15 days. 

H-1B or O-1 approved and more than 18 months since appointment letter 

Green card options exist such as the Outstanding Researcher petition and the EB2 petition, each situation must be evaluated by the ISC for determination of best option 

*If the new faculty member is a national of a country subject to backlog (e.g.: China, India, Korea), UCR must sponsor a nonimmigrant visa before applying for LPR status. 

Visa Selection for New Faculty 

Newly Appointed Faculty with Immigration Concerns 

How much time remains until begin date of employment? 

Less than 6 months 

UCR sponsors an H-1B (other options for nonimmigrant visa exist, determined on a case-by-case basis) 

H-1B and O-1 visas require 4-5 months to process. Processing time for H-1Bs can be reduced to 6 weeks to 2 months through Premium Processing (fee: $1000). 

Procedure (2 to 3 months): 
1. UCR department provides attorney with documents from recruitment including one print ad and recruitment report 
2. Mandatory recruitment posting posted for 10 days 
3. After 30 day cooling off period after posting, attorney files for labor certification 
4. After labor certification complete, attorney files I-140 with certification 
5. Depending on the new faculty member’s nationality, concurrent filing of the I-485 adjustment of status may be made to procure employment authorization while waiting for approval and a visa number