

Faculty Visa and Permanent Residence Sponsorship Policy Statement

The University seeks to recruit and retain a diverse faculty who are engaged and committed to teaching, learning, and research. To accomplish this mission, faculty might be recruited from abroad to fulfill an individual department's needs. The guidelines set out below cover the J-1, H-1B, O-1, E-3 and TN visas, and Permanent Residence sponsorship for tenure-track and non-tenure track faculty. These guidelines are based on current regulation, and the University reserves the right to revise them in its discretion. The University does not guarantee the success of any application.

Non-Tenure Track Faculty:

Yeshiva University will facilitate an initial J-1 Exchange Visitor visa application for a non-tenure track or visiting professor for a contract duration not to exceed two years. At the conclusion of the two-year contract, the University will determine if another contract ranging between one to three years will be issued. Currently, J-1 sponsorship is possible for a maximum of five years, inclusive of time spent at prior institutions. Individuals who spend more than six months in J status and then leave the U.S., must wait two years before they become eligible to return to the U.S. in J-1 status and to return to our institution. An exception may be made for short-term appointments of less than six months.

The University will assist a faculty member's dependents in obtaining a J-2 dependent visa application during the duration of the respective spouse/parent's contract.

All non-immigrant visa and SEVIS fees are to be paid by the faculty member unless otherwise specified in their appointment letter.

Non-tenure track faculty will not be eligible for permanent residence while in J-1 status. If a non-tenure track faculty member is offered a tenure-track faculty position, the guidelines below must be followed.

Before accepting an appointment with J-1 visa status, it is up to the faculty member to discern if they will become subject to the two-year home residency requirement that can be associated with the J-1 visa.

Tenure-Track Faculty:

As per the Yeshiva University faculty handbook (https://www.yu.edu/sites/default/files/inline-files/January_2022_Faculty_Handbook.pdf), tenure-track faculty are generally offered a three-year contract as part of the six-year tenure-track process. Per the policy, Yeshiva University will sponsor tenure-track faculty

for an H-1B visa.¹ All initial and/or renewal H-1B visa processing and legal fees for the faculty member will be paid by the sponsoring school, as per this policy. Spouses and children under the age of 21 may be eligible to apply for H-4 status. Any H-4 related fees will be paid by the faculty member.

At that time, a tenure-track faculty member may request University sponsorship of their permanent residence application. An assessment will be made by the University's counsel as to the best course of action and most appropriate type of permanent residency application to file. The University will pay up to \$5,000 of legal fees (and advertising costs, when applicable) related to a PERM application, provided the faculty member uses the University's chosen outside legal counsel. If the faculty member, instead, decides to pursue an EB1B application and is successful, the University will reimburse the faculty member for up to \$5000 of legal fees, provided the faculty member uses the University's outside legal counsel. The faculty member's second three-year contract will include a statement of the University's commitment (as noted above).

Any exception(s) to this policy must be approved by the Provost in consultation with the University's Office of the General Counsel.

Important Points Regarding Permanent Residence Status:

Since a tenured appointment is an appointment without limit of time, the only status appropriate for such an appointment is permanent residence or other indefinite U.S. employment status. While tenure can be offered while the individual has obtained or is in the process of becoming a permanent resident, continued employment and acceptance of a tenured appointment will be dependent on obtaining that status.

- **Updated November 2025**

¹ As of September 2025, the University will not be sponsoring H-1Bs for new applicants who are living outside the US while the USCIS fee is \$100,000.