

St. John Fisher University desires to maintain the flexibility to recruit and retain the most talented faculty available. The University also values diversity, and believes that a diverse faculty provides a more enriching academic experience for its students. However, it must also be recognized that the decision to hire and support qualified foreign national employees requires a commitment of financial and other resources which must be balanced with the University's desire to support foreign nationals in the immigration process.

For these reasons, the University has adopted the following policy concerning immigration status. The University will support and provide assistance, consistent with this policy, for appropriately recommended and qualified tenure track faculty members or potential faculty members who desire to: (i) work at the University in TN or H-1B visa status; (ii) extend their TN or H-1B visa status; or (iii) obtain lawful permanent residence (a "Green Card").

1. Recruitment of Foreign Nationals for Tenure Track Positions.

If the University desires to hire a foreign national for a tenure track position, the University shall, to the extent it is required to do so by law, pay the legal fees and USCIS filing fees involved in obtaining TN or H-1B status for the individual. Whether the University decides to proceed requires unanimous approval of the Department Chair, the Dean of the affected School, the Provost, and the President.

Factors that shall be considered include the experience, performance and qualifications of the individual, whether such expertise can be found domestically, expenses to the University, the added value represented by the faculty member's diversity, and any other factors reasonably deemed relevant including whether the individual presents a "unique value to the institution" (collectively, the "Review Criteria")

2. Special Handling Labor Certifications.

The U.S. Department of Labor permits a "Special Handling" labor certification for university faculty. This exception allows an abbreviated process for obtaining lawful permanent residence. The Department of Labor requires that the Special Handling labor certification be filed within 18 months after the date of

fees and USCIS filing fees incurred in connection with the Special Handling labor certification process.

3. H-1B Status Extensions; Standard Sponsorship for Permanent Residence Status. The University prefers that the employee timely makes request for labor certification through the Special Handling exception. However, if the foreign national faculty member has not obtained a Green Card through the Special Handling labor certification process, such employee may request an H1-B status extension, and/or sponsorship for permanent residence status under the traditional standards.

(a) H-1B Status Extension

