

Article XX
International Researcher Visas

A. The University shall offer all International Academic Researchers the option of any visa category they are eligible for, as long as it meets DHS and USCIS regulations.

B. Visa Fees

1. All fees associated with applying for or renewing a visa will be paid or reimbursed by the University on behalf of Academic Researchers. These costs include but are not limited to filing/consular fees including any additional required documentation, travel from/to the nearest consulate for appointments within the needed time frame, meals and accommodation for the duration of the visa interview and stamp processing, if required.
2. To avoid unnecessary delays that disrupt research, the University will pay the Premium Processing fee for all H-1B applications.

C. Travel

An Academic Researcher whose return to the U.S. is delayed by a U.S. government initiated background check or by the legal requirement that they return to their home country prior to readmission to the U.S. will consult with their Supervisor to determine if they can continue to perform work while awaiting readmission. An Academic Researcher who receives approval from their Supervisor may continue to work and to be paid for such work for the period of time approved by the Supervisor. Any period of time during which the Academic Researcher is not working with the approval of their Supervisor shall be deemed a Personal Leave of Absence in accordance with Article XX Leaves of Absence.

D. Visa and Immigration Appointments

The University shall grant Academic Researchers leave time, in accordance with Article XX – Leaves of Absence, when given one weeks' prior notice to attend any appointments and/or hearings scheduled by federal immigration officials or the U.S. Department of State with respect to immigration or citizenship status of the employee, spouse, domestic partner, child or parent. The University may require proof of the appointment and/or hearings and proof of the family relationship.

E. University Sponsorship of Employment-Based Permanent Residency Applications

1. Academic Researchers shall be eligible to apply for university sponsorship of an employment-based permanent residency application.
2. The University shall pay all fees associated with an employment-based permanent residency application including filing fees and legal assistance.