



Non-Immigrant Sponsorship Opportunities Wake Forest Univ. Employees

Disclaimer: This document is not a guarantee of sponsorship, but outlines the general procedures for WFU Reynolda Campus employees. Hiring units cannot promise immigrant sponsorship (Lawful Permanent Residency) or the attainment of any other non-immigrant visa (such as H-1B, TN, E-3, O-1, etc.) to any candidate during the recruitment process. Any 'promise' of H-1B or other immigration status is not binding and eligibility for H-1B sponsorship is determined by ISS and the university's contracted outside legal counsel.

Non-Immigrant

Wake Forest University (WFU) is eligible to sponsor an employee for certain non-immigrant visas (H-1B, TN, E-3, O-1, etc.) to provide work authorization. Availability of this sponsorship is determined based on the position, departmental budgets, and overall university considerations and priorities. Sponsorship requests are at the discretion of WFU and will be handled on a case-by-case basis, subject to review by the Center for Immigration Services & Support (ISS), the university's general counsel, and the university's contracted external immigration counsel. The final adjudication for any immigration petition is determined by the U.S. Citizenship and Immigration Services (USCIS). According to the Department of Justice, an employer is not required to sponsor any visa for a prospective or current employee.

At Wake Forest University these positions include, but are not limited to:

- Assistant, Associate, or Full Professors
 - Lecturers/Instructors or Teaching Professionals
 - Professional Research Assistants, Research Associates
 - Other Professional Exempt Staff where a specific degree is a minimum requirement for the position
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Faculty Positions

- After consultation with ISS and contracted outside immigration counsel, a unit may request an H-1B be filed on behalf of the university.
- It is generally advised to utilize all available immigration benefits for employment (such as F-1 OPT) prior to filing the H-1B, but it is not required, and a unit may determine to request H-1B sponsorship based on business need prior to exhausting all available benefits.

Non-Faculty/Staff Positions

- IF the employee has no other immigration benefit that allows them to work in the U.S. as determined by ISS and contracted outside immigration counsel, THEN a unit may request an H-1B be filed on behalf of the university
 - WFU required the employee to utilize all available immigration benefits for employment (such as F-1 OPT) prior to filing the H-1B, etc.



Immigrant Sponsorship Opportunities Wake Forest University Employees

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Immigrant

Wake Forest University (WFU) is eligible to sponsor U.S. Lawful Permanent Residency (LPR), also known as a "green card", for international employees. Each sponsorship request is at the discretion of the university and will be handled on a case-by-case basis subject to review by the Center for Immigration Services & Support (ISS), the university's general counsel, and the university's contracted external immigration counsel. The final adjudication for any immigration petition is determined by the U.S. Citizenship and Immigration Services (USCIS). WFU will assist with LPR for eligible full-time permanent employees.

At Wake Forest University these positions include, but are not limited to:

- Assistant, Associate, or Full Professors
- Other Professional Exempt Staff at Director level or above
- Other Professional Exempt Staff not listed (with Dean, AVP, or equivalent Approval)

Faculty Positions:

- After consultation with ISS and contracted immigration counsel, a unit may request the permanent residency process begin after the employee has begun their employment at WFU.
 - For faculty with teaching duties, it is important to start on this process quickly as there is an 18 month from offer requirement for the special handling LPR petition.

Non-Faculty/Staff Positions

1. The end of the third year of H-1B status of the 6 year limit.
 - It can take 2-3 years to successfully navigate the first two phases of the green card process. Setting this expectation, the employee and any dependents are less likely to have an interruption in their employment and dependent status.
2. If the employee has no other immigration benefit that allows them to work in the U.S. as determined by ISS and contracted outside immigration counsel.
 - If an employee is within their last 2-3 years of H-1B status, the university would need to begin the LPR process as soon as possible to ensure that the employee can continue working.