**Senate Resolution 21/22-08: Establishment of Protocols Guiding the Hiring of Foreign Nationals**

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History: Received on October 29, 2020 and introduced to the FSEC on November 5, 2020 at SB 457 Assigned to Personnel Committee in September 2021

Passed First Reading at FSEC November 11, 2021

Passed Second Reading in Faculty Senate on December 9, 2021.

Passed Third Reading in Faculty Senate on December 9, 2021.

**W**HEREAS, UAH engages in the hiring of foreign nationals in a variety of roles, from faculty to staff to researchers to administrators; and

**W**HEREAS, UAH does not currently have clearly outlined protocols providing guidance on the recruitment, hiring, and professional support of foreign nationals; and

**W**HEREAS, colleges and centers across campus regularly engage in hiring foreign nationals from a variety of backgrounds and countries of origin; and,

**W**HEREAS, it is essential that all units engaging in the hiring of such individuals be fully informed regarding the complex processes they must follow during recruitment, hiring, and support of colleagues who are foreign nationals; and,

**W**HEREAS, diversity is a recognized benefit to the institution’s mission;

**N**OW THEREFORE BE RESOLVED:

That the UAH administration will convene a task force, including at least one member of the Faculty Senate, to develop a clear policy and protocols to guide hiring units through the recruitment, hiring, and support stages for foreign nationals; and,

**B**E FURTHER RESOLVED:

That the resulting policy and protocols will be communicated clearly to all hiring units across campus; and,

**B**E FURTHER RESOLVED:

That any changes to the policy and protocols in the recruitment, hiring, and support for university employees who are foreign nationals will be regularly communicated to all hiring units across campus.

