

Determining the Appropriate Visa Type

Situation 1:

"We're inviting someone to campus from abroad and we'd like to pay an honorarium and/or reimburse expenses..."

(Reimbursements alone do not require SSN or ITIN, if paid an honorarium SSN or ITIN is required)

	Visa type	Allows
Recommended	J-1 Short-term Scholar*	Any type of payment Application for SSN
Alternate	B-1/B-2 or Visa Waiver	Limitations exist regarding honorarium and period of stay. Individual must have an SSN /ITIN

Situation 2:

"We're hiring an international student graduating from a U.S. institution..."

	Visa type	Allows
Recommended	F-1 Optional Practical Training	May have authorized employment from 12 to 29 months post graduation. Must apply with the student advisor on the campus they graduated from
Alternate	J-1 Academic Training*	Up to 18 months of employment in field of study or up to 36 mo. as postdoctoral researcher

Situation 3:

"We're hiring a non US Citizen or Resident for non-tenured teaching/research position..."

	Visa type	Allows
Recommended	J-1 Short-term Scholar* TN (Canadian or Mexican Citizen) J-1 Scholar/ Researcher/Professor	6 month maximum 1 year increments (indefinite) 5 years maximum
Alternate	H-1B Temporary Worker	6 years maximum

Situation 4:

"We're hiring a non US Citizen or Permanent Resident for a tenure-track or tenured position..."

	Visa type	Allows
Recommended	H-1B Temporary Worker	6 years maximum
Alternate	O-1	If H-1B isn't available If H-1B isn't available

*** Individuals may be subject a two year physical presence requirement**