

University Titles

- Asst. Professor
- Assoc. Professor
- Professor

...and Corresponding Visa Types Permitted under University Visa Sponsorship Policy

Temporary or Permanent Visa Sponsorship if Tenure-Track or Tenure-Level*

For initial employment:

- University [H-1B](#) sponsorship

For long-term or permanent employment:

- University sponsorship for [permanent residence](#) via “PERM Labor Certification” or, if qualified, “Outstanding Professor/Researcher.”

* *Permanent residence, a.k.a. green card, is required before tenure can be granted, but a favorable tenure decision may be made prior to the faculty member obtaining a green card.*

- Post Doctoral Associate
- Post Doctoral Fellow
- Research Associate
- PTL

Temporary* Visa Sponsorship Only

- University [J-1](#) or [H-1B](#) sponsorship (*Postdoctoral Fellows not eligible for H-1B*); OR
- May instead be employed or begin employment on [F-1 OPT or J-1 Academic Training](#) obtained through the individual’s degree-granting institution.
- No H-1B Sponsorship for PTL (See “Research Associate” and “Research Assistant” options, below).

* *No permanent residence sponsorship for post docs, Research Associates, or PTLs.*

- Research Asst. Professor
- Research Assoc. Professor
- Research Professor

Temporary* Visa Sponsorship Only

- University [J-1](#) or [H-1B](#) sponsorship. (J-1 sponsorship is the default unless employee has specific reason for wanting H-1B status, such as avoiding a 2-year home residence requirement that may apply.)
- May instead be employed or begin employment on [F-1 OPT or J-1 Academic Training](#) obtained through the individual’s degree-granting institution.

* *No permanent residence sponsorship for research prof. titles (Asst., Assoc., or Prof.) with rare exception, as follows: The University will occasionally consider requests to support permanent residence sponsorship for Research Assistant/Associate Professors based on the following criteria: (1) the individual has already been employed at Rutgers in one of these titles for at least 3 years; (2) the department and appropriate dean’s office guarantee funding for the employee for at least 5 years into the future and document their ability and intent to employ the individual for at least that long; (3) the department provides a strong case as to why no one else is qualified to fill the position; (4) the employee meets the regulatory criteria for an “Outstanding Professor/Researcher” petition (*in no case will a PERM labor certification be filed for grant-funded employees*); and (5) the department or dean’s office pays a premium fee for the cost to the University of processing the permanent residence paperwork by exception.*

- Research Assistant
(full-time non-student position)

Temporary* Visa Sponsorship Only

- University [J-1](#)** sponsorship only
- May instead be employed or begin employment on [F-1 Practical Training or J-1 Academic Training](#) obtained through the individual’s degree-granting institution.

* *No permanent residence sponsorship for Research Assistants.*

** *The University will consider requests to support [H-1B](#) sponsorship in occasional cases in which the following can be documented: (1) the individual does not want a J-1 visa because it will subject him or her to a “2- year home residence requirement” (note: not all J-1 visa holders are subject to this requirement) or the individual has used up all time permitted on the J-1 visa; and (2) in giving the individual a “Research Associate” appointment, the department would be paying the foreign national a significantly higher salary than other postdoctoral researchers of similar experience and qualifications currently working for the department. Departments wishing to put forward a request for an exception to this University policy and can document both (1) and (2) above may request an exception from the VP on a “Request to Approve Research Assistant Title and H-1B Sponsorship on an Exceptional Basis” form (available from CIFSS on request).*

Additional University titles by VP exception in rare cases only:

- some senior computing titles at IT grade 08 or above
- some senior A/P/S positions at grade 09 or above

Temporary* Visa Sponsorship Only

- University [H-1B](#)* sponsorship only (J-1 regulations bar use of J-1 for staff positions)
- May instead be employed or begin employment on [F-1 OPT or J-1 Academic Training](#) obtained through the individual’s degree-granting institution.

* *Upon thorough documentation that no minimally qualified U.S. candidates applied for the position, University sponsorship for permanent residence via “Labor Certification” or, if qualified, “Alien of Extraordinary Ability” will be considered if department can provide a convincing case to the VPAA that the employee is critical to the academic mission of the University. Departments wishing to hire with promise of permanent residence sponsorship must document *prior* to making such promise that the case will meet criteria for “PERM Labor Certification” or “Alien of Extraordinary Ability.” Speak with CIFSS for further information.*

- Hourly employees:
Allowed only if engaged full-time in research at a scholarly level

Temporary* Visa Sponsorship Only

- University [J-1](#) sponsorship only; OR
- May instead be employed or begin employment on [F-1 OPT or J-1 Academic Training](#) obtained through the individual’s degree-granting institution.
- No H-1B sponsorship for hourly employees
- Requires certification of chair or director that position is full-time and entails research at a scholarly level.

* *No permanent residence sponsorship for hourly employees.*