

## **Troy University Non-immigrant Alien Visa Policy**

### **Policy Statement:**

Troy University will sponsor Visas in the following categories: H-1b, F-1 and J-1 for practical or academic training, TN, O-1, and Immigrant Visas. Visas will be sponsored only for full-time faculty and staff positions requiring a minimum of a Bachelor's level degree.

**Policy Objective:** Troy University must comply with federal regulations regarding the employment of foreign nationals (non-United States citizens and non-permanent residents). It is important to ensure that each foreign national employed or on academic appointment at Troy either has an immigration status which permits that affiliation or has been granted permission by the U.S. Citizenship and Immigration Services (USCIS).

**General Proviso:** Hiring supervisors will not issue faculty contracts or make commitments for employment that would exceed time limitations of the alien employee's current or planned Visa status.

### **Legislative Authority:**

Immigration and Naturalization Act, as amended.

Immigration Reform and Control Act of 1986.

The Mutual Educational and Cultural Exchange Act of 1961.

IRS Publication 518, Foreign Scholars and Educational and Cultural Exchange Visitors.

IRS Publication 519, United State Tax Guide for Aliens.

Deficit Reduction Act of 1984.

### **Additional Information**

Associated Troy University Non-immigrant Alien Employment Procedures are found on the Human Resource Department website.