

# Common Visa Categories Used To Hire/Pay International Employees on Faculty/Staff Payroll at Binghamton University (Excluding Student Job Classes)

Visit <http://www.uscis.gov> for current information and fees.

TYPE OF VISA (IMMIGRATION STATUS)	TYPE OF PAYMENT ALLOWED FROM BU	ELIGIBILITY CRITERIA	MAXIMUM LENGTH OF STAY IN US	ADVANTAGES	DISADVANTAGES	SUPPORTING DOCUMENTATION NEEDED	PROCESSING TIME REQUIRED	FEES INVOLVED
<b><u>B-1 or B-2</u></b>  VISITOR FOR BUSINESS/ PLEASURE	Reimbursement for travel and expenses possible, but no salary. Honoraria can be paid to B1/B2 visitors, as long as that arrangement is for a single event or short series of events that lasts no more than 9 days on the campus and there is no more than 4 other payments from other institutions in the past 6 months.	Proof of academic or business purpose for visit to United States.	6 months - renewable to 12 months	Quick and relatively easy to obtain and use many times; no government form or petition required	Limited stay in US; may not be paid a salary. Cannot stay for more than 9 days at any one university if being paid.	Invitation letter with dates and purpose of visit; proof of adequate funds; evidence of return ticket.  More information at: <a href="http://travel.state.gov/visa/temp/types/types_1262.html">http://travel.state.gov/visa/temp/types/types_1262.html</a>	N/A.  Visitor must obtain the B1/B2 visa at a US visa post in his/her country of residence; there may be a wait for a visa appointment/ issuance of the visa	Yes, Visa application fee, paid by visitor.
<b><u>WB</u></b>  (WAIVER FOR BUSINESS)  Or  <b><u>WT</u></b>  (WAIVER FOR TOURIST)	Same as B-1/B-2	Same as B1/B2, but: <b>must be from a designated visa waiver country</b> , must have a machine readable passport, have registered in ESTA <a href="https://esta.cbp.dhs.gov/">https://esta.cbp.dhs.gov/</a> and evidence of a return ticket home.	90 days	No need to visit US Consulate for a visa	WB: see B-1 WT: see B-2  No extensions or change of immigration status possible	WB: see B-1 WT: see B-2  Must have a machine readable passport, have registered in ESTA <a href="https://esta.cbp.dhs.gov/">https://esta.cbp.dhs.gov/</a> and evidence of a return ticket home. See <a href="http://travel.state.gov/visa/temp/without/without_1990.html">http://travel.state.gov/visa/temp/without/without_1990.html</a>	N/A	NONE
<b><u>J-1</u></b>  EXCHANGE VISITOR IN SCHOLAR CATEGORIES  (PROFESSOR, RESEARCHER, SHORT TERM SCHOLAR, OR SPECIALIST)	Can be paid by BU or SUNY Research Foundation for work on campus in pursuit of academic objective as stated on the DS2019 form, either as employee or contractor. Can also be self-funded.	Invitation to teach, lecture or conduct research; indication of adequate financial support for length of program. Must have a minimum of a Bachelor's degree.	5 years for Professor/ Research Scholars.  6 months for Short Term Scholars  1 year for Specialists	Relatively easy and quick to obtain; sponsoring department does not have to pay any fees, may be self-funded; spouse may apply for work permission	May be subject to 2 year home residence requirement; cannot change program objective; limitation of stay	See <a href="http://iss.binghamton.edu/faculty/ds.html">http://iss.binghamton.edu/faculty/ds.html</a> .  Dept. must submit DS-2019 request form, proof of financial support, and appointment letter issued by Dean or by SUNY Research Foundation.	1 week for document issuance by ISSS.  If overseas, may be a wait for visa appointment/ issuance. Change of status within the US will take a few months.	Yes, SEVIS fee, in addition to visa fee paid by scholar.  Fee may apply if scholar is already in US and filing for a change of status.

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<b>H-1B</b> <b>TEMPORARY WORKER IN SPECIALTY OCCUPATIONS</b>	Must be on BU payroll as a BU employee.	Possession of at least a Bachelor's degree. Position must be one that requires a body of specialized knowledge	6 years maximum.  Employer may only request up to 3 years at a time however.	May have long term intent to immigrate;  Dual Intent Visa	Supporting documentation needed; must pay a prevailing wage. Scholars subject to 212(e) on a previous J program are not eligible for H status. Spouses are not eligible for work permission.	See: <a href="http://www.uscis.gov/portals/site/uscis/menuitem.5af9bb95919f35e66f614176543f6d1a/?vgnnextoid=c487d92e8003f010VgnVCM1000000ecd190aRCRD">http://www.uscis.gov/portals/site/uscis/menuitem.5af9bb95919f35e66f614176543f6d1a/?vgnnextoid=c487d92e8003f010VgnVCM1000000ecd190aRCRD</a>	3 months or more. 15 days if expedite requested upon payment of extra fee.  If overseas, wait time for visa appt and issuance.	Yes. filing fee. Anti Fraud Fee, for new petitions. Optional fee to expedite Processing, Visa fee, if overseas.
<b>O-1</b> <b>ALIEN OF EXTRAORDINARY ABILITY IN THE SCIENCES, ARTS, EDUCATION, BUSINESS</b>	Must be on BU payroll as a BU employee.	Possession of professional degree and skills; demonstration of extraordinary ability in the field and indication that position to be filled is an event that is temporary in nature	Indefinite.  Initial request can be for a maximum time of 3 years. Renewable annually for an indefinite period after that.	If previously or currently on a J-1 visa, not restricted by being subject to 212(e).	Extensive supporting documentation required to demonstrate that the beneficiary is extraordinary in their field. Spouses not eligible for work permission.	Letter of consultation from peer group; extensive documentation of sustained international acclaim.  Note , the ISSS does not do O apps.	3 months or more. 15 days if expedite requested upon payment of extra fee.  If overseas, wait time for visa appt and issuance.	Yes, see above for H1b.
<b>TN</b> <b>TRADE NAFTA FOR CANADIANS/ MEXICANS</b>	Must be on BU payroll as a BU employee.	Citizen of Canada or Mexico. Profession must be listed on the TN eligibility list, Possession of qualifying professional degree or licensure; indication that position to be filled is temporary in nature	Up to three years; renewable for another 3 years for an indefinite period	Canadian TN is quick and easy to obtain through border entry; Mexicans must apply for the TN visa.	Limited to Canadian and Mexican citizens Cannot be used for permanent positions. Spouses not eligible for work permission.	Proof of qualifying citizenship; original degree diploma; letter of offer from hiring department.  See: <a href="http://travel.state.gov/visa/temp/types/types_1274.html">http://travel.state.gov/visa/temp/types/types_1274.html</a>	2-3 months if requesting a change of status to TN within US.  Quick entry for Canadians at border.  Mexicans must obtain visa before entry.	Yes, filing fee, if filing for a change of status or an extension. Fee if Canadian obtaining TN status by crossing the border. Visa fee for Mexicans.
<b>E-3</b> <b>TEMPORARY WORKERS IN SPECIALTY OCCUPATIONS (AUSTRALIANS)</b>	Must be on BU payroll as a BU employee.	National of Australia, Possession of at least a Bachelor's degree and position that requires a body of specialized knowledge.	First period up to 2 years, renewable indefinitely.	If previously or currently on a J-1 visa, not restricted by being subject to 212(e). Spouse can apply for work permission.	Limited to Australian nationals. Cannot be used for permanent positions.	See: <a href="http://canberra.usembassy.gov/consular/visas/niv/e3.html">http://canberra.usembassy.gov/consular/visas/niv/e3.html</a>	2-4 months if requesting a change of status within US.  If overseas, wait time for visa appt and issuance.	Yes, filing fee, if filing for a change of status or an extension. Visa fee if overseas.

On occasion, departments hire (on the faculty/staff payroll) international students, who have just recently graduated from a US college/university, or are in their final phases of their US education. The following summarizes the work permission these students may obtain, which does not necessitate any work on the part of BU (unless they are a BU student).

TYPE OF VISA/IMMIGRANT STATUS	TYPE OF PAYMENT ALLOWED FROM BU	TYPE OF WORK PERMISSION	LENGTH OF VALIDITY	PROCESS
<p align="center"><b><u>F-1</u></b></p> <p><b>F-1 STUDENT ON OPTIONAL PRACTICAL TRAINING (OPT)</b></p> <p>See also: International Student and Scholar Services site:  <a href="http://isss.binghamton.edu/emp/index.html#four">http://isss.binghamton.edu/emp/index.html#four</a></p>	<p>Can be a BU employee, or hired as a contractor.</p>	<p>Optional Practical Training must be authorized by the Department of Homeland Security and the authorization takes the form of an Employment Authorization Document (EAD). Employment is valid as long as it is related to the student's field of study.</p>	<p>12 months</p>	<p>The F-1 student applies for the EAD, with help from the international office of the school they were attending.</p> <p>There is no paperwork on the part of the department, or ISSS (unless this is a BU student).</p> <p>Application Fee for the employment authorization is normally paid by the student.</p>
<p align="center"><b><u>F-1</u></b></p> <p><b>F-1 STUDENT ON CURRICULAR PRACTICAL TRAINING (CPT)</b></p> <p>See also: International Student and Scholar Services site:  <a href="http://isss.binghamton.edu/emp/index.html#five">http://isss.binghamton.edu/emp/index.html#five</a></p>	<p>Can be a BU employee, or hired as a contractor</p>	<p>CPT must be authorized by the international office where the student is attending school. Employment must be related to the student's field of study and takes the form of authorization listed on page 3 of the student's form I-20.</p>	<p>No limit as long as the student is enrolled in their program of study. (Not applicable if student has graduated).</p>	<p>The F-1 student applies for the work permission, which must be authorized by the international office of the school which the student is attending.</p> <p>There is no paperwork on the part of the department, or ISSS. (unless this is a BU student).</p>
<p align="center"><b><u>J-1</u></b></p> <p><b>J-1 STUDENT ON ACADEMIC TRAINING (AT)</b></p> <p>See also: International Student and Scholar Services site:  <a href="http://isss.binghamton.edu/emp/atregs.html">http://isss.binghamton.edu/emp/atregs.html</a></p>	<p>Can be a BU employee or hired as a contractor</p>	<p>AT must be authorized by the student's J program sponsor. Employment must be related to the student's field of study and takes the form of an authorization letter, which will state the period of authorized employment, employer name and location. The letter of authorization is signed by the student's J program sponsor.</p>	<p>18 months; 36 months of authorization is possible for Post - Doctoral positions.</p>	<p>The J-1 student applies for the work permission which is authorized by their J program sponsor.</p> <p>There is no paperwork on the part of the department or ISSS (unless it is a BU student).</p> <p>There is no fee for this authorization.</p>