



**THE GEORGE
WASHINGTON
UNIVERSITY**
WASHINGTON, DC

Responsible University Official:
Provost and Executive Vice President for
Academic Affairs

Responsible Office: Office of the Provost

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ELIGIBILITY FOR EMPLOYMENT-BASED SPONSORSHIP OF FOREIGN NATIONALS FOR TEMPORARY AND PERMANENT WORK AUTHORIZATION

Policy Statement

The university offers employment-based visa sponsorship, which confers the right to work for a U.S. employer in the United States on a temporary or permanent basis. This sponsorship is only offered for certain eligible position classifications at GW. Authorized employees within the Office of the Provost, including its International Services Office (ISO), the Division of University Human Resources, and the Office of the Senior Vice President and General Counsel (OGC) are the only individuals with authority to represent to a current or prospective employee that the university will sponsor the foreign national for an employment-based non-immigrant or immigrant visa. Any such commitments made by unauthorized departments or individuals are not considered binding. OGC is the only GW office authorized to retain private attorneys in connection with sponsorship applications. Attorneys representing individual faculty and researchers are not authorized to file employment-based petitions on behalf of the university.

Reason for Policy

When GW sponsors foreign nationals for temporary or permanent work authorization, it is subject to applicable federal laws and regulations. Failure to adhere to such laws subjects the university to potentially serious penalties.

Who is Governed by this Policy

Faculty, researchers, research scientists, post-doctoral scientists, visiting teaching and research scholars, staff and students

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Policy

In accordance with its mission to attract and retain diverse and skilled employees, the university offers employment-based visa sponsorship to foreign nationals in certain teaching and research positions, as set forth in this Policy.

The visa types available most frequently to appoint eligible nonimmigrant faculty, scholars and researchers on a temporary basis are the H, J, and TN. The university may also agree to transfer an H from a prior employer to GW and to sponsor foreign nationals in certain teaching and research positions for U.S. Permanent Resident status (PR) (also known as the “green card”), which confers the right to work in the U.S. indefinitely and for any employer. In some cases, the university may elect to sponsor positions that would otherwise be ineligible for sponsorship under this Policy. Dependent sponsorship may also be possible.

While a department or prospective employee’s wishes may be taken in to consideration, the university makes the decision as to which visa category is appropriate. The International Services Office (ISO), in conjunction with other university offices, will weigh several factors in deciding on an appropriate

sponsorship category to help ensure success of any visa sponsorship application to U.S. government agencies. To optimize chances for success, departments should initiate requests for sponsorship to ISO with sufficient lead time, as described on ISO's website and using the [designated form](#).

Once GW's ISO confirms the position is eligible for sponsorship, ISO and GW's external immigration counsel will work directly with the department on the relevant applications and will keep the department informed on progress. The university and any external immigration counsel it engages cannot guarantee success of any application, or that an application will be approved in time for the foreign national to begin by a specific date. Federal government authorities have the ultimate authority to approve or disapprove any visa sponsorship application and control the timing of such approvals or disapprovals.

Departments should consult with ISO for any questions concerning this Policy.

The chart below details eligibility for GW employment-based visa sponsorship.

Sponsorship for New Hire H-1Bs

Eligible positions:

- Regular active status faculty with title of University Professor, Professor, Associate Professor and Assistant Professor
- Certain contract-teaching faculty positions
- Research Faculty
- Research Scientists
- Senior Research Scientists
- Lead Research Scientists
- Post-Doctoral Scientists

Ineligible positions:

Current students, staff (includes administrative, technical and library staff), Research Assistants, Senior Research Assistants, Research Associates and Senior Research Associates, Instructors, Visiting and Limited Service Faculty

Sponsorship for J Exchange Visitor Visa

Eligible positions:

- J Students
- Post-Doctoral Scientists
- Research Scientists
- Senior Research Scientists

- Lead Research Scientists
- Faculty other than tenure-track appointments

The determination as to whether the J or H-1B is more appropriate for those who are eligible for such sponsorship will be made by ISO, taking into account any remaining employment authorization eligibility within the J status.

Sponsorship for Permanent Resident (PR)

Eligible positions:

- Regular active status faculty, as defined above
- Research Scientists
- Senior Research Scientists
- Lead Research Scientists
- Research Faculty

Ineligible positions:

Students, Staff, Research Assistants, Senior Research Assistants, Research Associates, Senior Research Associates and Postdoctoral Scientists

Special Note on Sponsorship of Foreign Resident Physicians

GW's Graduate Medical Education program accepts foreign medical residents sponsored on the J-1 visa by the Educational Commission for Foreign Medical Graduates (ECFMG) only. GW does not sponsor foreign physicians for graduate medical education for the H- 1B in accordance with recommendations by the American Medical Association and the American Association Medical Colleges. Foreign resident physicians are also ineligible for permanent residence sponsorship.

Further information is available on [ISO's website](#).

Forms

[GW Sponsorship Form](#)

Related Information

[ISO Website](#)

Contacts

Contact	Telephone	Email
International Services Office	202-994-4477	iso@gwu.edu
Office of the Provost	202-994-6510	gwprovost@gwu.edu

Document History

- **Last Reviewed Date:** August 28, 2018
- **Last Revised Date:** August 28, 2018
- **Policy Origination Date:** October 2, 2002

Who Approved This Policy

Bob Miller, Vice President for Research

Forrest Maltzman, Provost and Executive Vice President for Academic Affairs

Beth Nolan, Senior Vice President and General Counsel

This policy, as well as all [university policies](#), are located on the [Office of Compliance and Privacy's](#) home page.