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## Visa Options for International Faculty and Researchers

Yale international scholars generally hold J-1 or H-1B status, with the vast majority using the J-1 research scholar/professor status. For a smaller number of scholars, there will be several other options, such as E-3, F-1 OPT, O-1 or TN. Listed below (by Yale position) are the visa categories most often used by Yale international scholars. The first visa category listed under the position is the one that is primarily used, with additional options listed below.

This is a general guide with suggestions about the best visa status for particular titles. The final decision about which visa status to use often comes after a discussion between the hiring unit, OISS and the scholar. If you have questions about the most appropriate status, [contact your OISS adviser](#) [1]. If you are not familiar with sponsoring international scholars, please review [Appointment Dates and Funding](#) [2].

Click on the title to jump directly there:

### Tenure-Track Faculty

- [Assistant Professor](#)
- [Associate Professor](#)
- [Professor](#)

### Other Academic Positions

- [Associate Research Scientist](#)
- [Instructor](#)
- [Lab Associate](#)
- [Lector](#)
- [Lecturer](#)
- [Senior Lector](#)
- [Senior Lecturer](#)
- [Visiting Faculty](#)
- [Postdoctoral Associate](#)
- [Postdoctoral Fellow](#)
- [Postgraduate Associate](#)
- [Postgraduate Fellow](#)
- [Visiting Fellow](#)

### Other Positions

- [Short-term Visitors](#)
- [Staff \(M&P\) Position](#)
- [Visiting Undergraduate Participating in Research or Clinical Activities \(J-1 Student Intern\)](#)

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## Assistant Professor

[H-1B Temporary/Specialty Occupation Worker](#) [3]

### [H-1B Temporary/Specialty Occupation Worker](#) [4]

**Duration:**

6-year maximum in 3-year increments

**Processing Information:**

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

**Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

**Considerations:**

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

### [Other Options](#)

### [F-1 Optional Practical Training \(OPT\)](#) [6]

### [F-1 Optional Practical Training \(OPT\)](#) [7]

**Duration:**

12-month maximum

**Processing Information:**

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- USCIS processing of OPT applications can take up to 90 days.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow

- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

[Hiring Student Visa Holders](#) [7]

## [F-1 STEM Optional Practical Training \(STEM OPT\)](#) [8]

### [F-1 STEM Optional Practical Training \(STEM OPT\)](#) [7]

#### Duration:

24-month extension to OPT (36 months total)

#### Processing Information:

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- The department must complete parts of [form I-983](#) [9].
- USCIS processing of OPT applications can take up to 90 days.

#### Use at Yale:

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- Yale employees with a STEM degree and working in a STEM field can use this category to initiate employment or for positions that are shorter than the duration of F-1 STEM OPT (36 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must be eligible for STEM OPT, have authorization from USCIS, and work in a STEM field related to major field of study.
- Must consult with OISS about plans for Yale employment beyond OPT time.

[Hiring Student Visa Holders](#) [7]

## [TN USMCA Free Trade Agreement](#) [10]

### [TN USMCA Free Trade Agreement](#) [11]

**Duration:**

Authorized in 1-year increments but can be renewed annually as long as position is temporary

**Processing Information:**

- Can be done relatively quickly

**Use at Yale:**

- Canadian Citizens
- Mexican Citizens

**Considerations:**

- Yale job (profession) offer must be on the [USMCA list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

## [O-1 Extraordinary Ability](#) [13]

### [O-1 Extraordinary Ability](#) [14]

**Duration:**

Initial O-1 may be filed for up to 3 years, extensions for 1-year increments

**Processing Information:**

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

**Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Tenure-Track Faculty
- Instructor

**Considerations:**

- Must demonstrate sustained **extraordinary** national or international acclaim and recognition for achievements in their field.
- Specific to job and employer in the USCIS petition.
- Other employment not permitted.

[About O-1 Extraordinary Ability](#) [14]

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## Associate Professor

### [H-1B Temporary/Specialty Occupation Worker](#) [3]

#### [H-1B Temporary/Specialty Occupation Worker](#) [4]

##### **Duration:**

6-year maximum in 3-year increments

##### **Processing Information:**

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

##### **Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

##### **Considerations:**

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

### [Other Options](#)

### [F-1 Optional Practical Training \(OPT\)](#) [6]

### [F-1 Optional Practical Training \(OPT\) \[7\]](#)

**Duration:**

12-month maximum

**Processing Information:**

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- USCIS processing of OPT applications can take up to 90 days.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

**Considerations:**

- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

### [Hiring Student Visa Holders \[7\]](#)

### [F-1 STEM Optional Practical Training \(STEM OPT\) \[8\]](#)

#### [F-1 STEM Optional Practical Training \(STEM OPT\) \[7\]](#)

**Duration:**

24-month extension to OPT (36 months total)

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- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

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- Must be eligible for STEM OPT, have authorization from USCIS, and work in a STEM field related to major field of study.
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[Hiring Student Visa Holders](#) [7]

## [TN USMCA Free Trade Agreement](#) [10]

### [TN USMCA Free Trade Agreement](#) [11]

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#### Processing Information:

- Can be done relatively quickly

#### Use at Yale:

- Canadian Citizens
- Mexican Citizens

#### Considerations:

- Yale job (profession) offer must be on the [USMCA list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

## [O-1 Extraordinary Ability](#) [13]

### [O-1 Extraordinary Ability](#) [14]

**Duration:**

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**Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Tenure-Track Faculty
- Instructor

**Considerations:**

- Must demonstrate sustained **extraordinary** national or international acclaim and recognition for achievements in their field.
- Specific to job and employer in the USCIS petition.
- Other employment not permitted.

[About O-1 Extraordinary Ability](#) [14]

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## Associate Research Scientist

### [J-1 Research Scholar/Professor](#) [15]

#### [J-1 Research Scholar/Professor](#) [16]

**Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

**Use at Yale:**

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate



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- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

## [Other Options](#)

### [H-1B Temporary/Specialty Occupation Worker](#) [3]

#### [H-1B Temporary/Specialty Occupation Worker](#) [4]

##### Duration:

6-year maximum in 3-year increments

##### Processing Information:

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

##### Use at Yale:

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

##### Considerations:

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

### [F-1 Optional Practical Training \(OPT\)](#) [6]

#### [F-1 Optional Practical Training \(OPT\)](#) [7]

**Duration:**

12-month maximum

**Processing Information:**

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- USCIS processing of OPT applications can take up to 90 days.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

**Considerations:**

- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

[Hiring Student Visa Holders](#) [7]

### [F-1 STEM Optional Practical Training \(STEM OPT\)](#) [8]

#### [F-1 STEM Optional Practical Training \(STEM OPT\)](#) [7]

**Duration:**

24-month extension to OPT (36 months total)

### Processing Information:

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- The department must complete parts of [form I-983](#) [9].
- USCIS processing of OPT applications can take up to 90 days.

### Use at Yale:

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- Yale employees with a STEM degree and working in a STEM field can use this category to initiate employment or for positions that are shorter than the duration of F-1 STEM OPT (36 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must be eligible for STEM OPT, have authorization from USCIS, and work in a STEM field related to major field of study.
- Must consult with OISS about plans for Yale employment beyond OPT time.

[Hiring Student Visa Holders](#) [7]

## [TN USMCA Free Trade Agreement](#) [10]

### [TN USMCA Free Trade Agreement](#) [11]

#### Duration:

Authorized in 1-year increments but can be renewed annually as long as position is temporary

#### Processing Information:

- Can be done relatively quickly

#### Use at Yale:

- Canadian Citizens
- Mexican Citizens

#### Considerations:

- Yale job (profession) offer must be on the [USMCA?list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

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## Instructor

### [H-1B Temporary/Specialty Occupation Worker \[3\]](#)

### [H-1B Temporary/Specialty Occupation Worker \[4\]](#)

**Duration:**

6-year maximum in 3-year increments

**Processing Information:**

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

**Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

**Considerations:**

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000 \[5\]](#).
- H-4 spouse cannot work.

### [About H-1B Visas \[4\]](#)

## [Other Options](#)

### [F-1 Optional Practical Training \(OPT\) \[6\]](#)

### [F-1 Optional Practical Training \(OPT\) \[7\]](#)

**Duration:**

12-month maximum

**Processing Information:**

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- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- USCIS processing of OPT applications can take up to 90 days.

### Use at Yale:

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

[Hiring Student Visa Holders](#) [7]

## [J-1 Academic Training](#) [22]

### [J-1 Academic Training](#) [7]

#### Duration:

18-36 month maximum

#### Processing Information:

- Authorization issued by the J-1 program that had jurisdiction over the academic program.
- Process is undertaken by the individual and requires no involvement from OISS. However, a consultation with OISS before extending the offer is advisable as some appointments cannot be accommodated by J-1 academic training.

### Use at Yale:

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- Yale employees who have completed study in J-1 status working in a field related to their field of study can use this category to initiate employment or for positions that are shorter than the duration of J-1 Academic Training (AT).
- Visa sponsorship beyond the duration of AT may be possible but only if it is a faculty or research position.
- Individuals with a J-1 two-year home country residence requirement may/will have difficulties continuing employment beyond the Academic Training period.
- Must consult with OISS about plans for Yale employment beyond J-1 Academic Training.

[Hiring Student Visa Holders](#) [7]

## [O-1 Extraordinary Ability](#) [13]

### [O-1 Extraordinary Ability](#) [14]

#### Duration:

Initial O-1 may be filed for up to 3 years, extensions for 1-year increments

#### Processing Information:

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

#### Use at Yale:

- Assistant Professor
- Associate Professor
- Professor
- Tenure-Track Faculty
- Instructor

#### Considerations:

- Must demonstrate sustained **extraordinary** national or international acclaim and recognition for achievements in their field.
- Specific to job and employer in the USCIS petition.
- Other employment not permitted.

[About O-1 Extraordinary Ability](#) [14]

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## Lab Associate

## [J-1 Research Scholar/Professor](#) [15]

### [J-1 Research Scholar/Professor](#) [16]

**Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

**Use at Yale:**

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

**Considerations:**

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

### [Other Options](#)

### [J-1 Short-Term Scholar](#) [23]

### [J-1 Short-Term Scholar](#) [16]

**Duration:**

6 months

**Processing Information:**

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- Processed by OISS
- Allow 6 to 8 weeks\* for OISS to process and send immigration document to scholar

\*Does not include [time waiting for a visa appointment](#) [17] and USCIS's visa processing time

### Use at Yale:

- Lab Associate
- Visiting Faculty
- Visiting Fellow
- Postdoctoral Appointment (if < 6 months)
- Postgraduate (if < 6 months)

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Not be subject to the [12 or 24 month bar](#) [18], which they would be if using the J-1 Research Scholar/Professor category.
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers.

[About J-1 Visas](#) [21]

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## Lector

### [J-1 Research Scholar/Professor](#) [15]

#### [J-1 Research Scholar/Professor](#) [16]

##### Duration:

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

##### Processing Information:

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

### Use at Yale:

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist



- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

## [Other Options](#)

### [F-1 Optional Practical Training \(OPT\)](#) [6]

#### [F-1 Optional Practical Training \(OPT\)](#) [7]

##### Duration:

12-month maximum

##### Processing Information:

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- USCIS processing of OPT applications can take up to 90 days.

##### Use at Yale:

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

##### Considerations:

- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).

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- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

[Hiring Student Visa Holders](#) [7]

### [H-1B Temporary/Specialty Occupation Worker](#) [3]

#### [H-1B Temporary/Specialty Occupation Worker](#) [4]

**Duration:**

6-year maximum in 3-year increments

**Processing Information:**

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

**Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

**Considerations:**

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

### [J-1 Academic Training](#) [22]

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**Duration:**

18-36 month maximum

**Processing Information:**

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- Authorization issued by the J-1 program that had jurisdiction over the academic program.
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- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
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- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- Yale employees who have completed study in J-1 status working in a field related to their field of study can use this category to initiate employment or for positions that are shorter than the duration of J-1 Academic Training (AT).
- Visa sponsorship beyond the duration of AT may be possible but only if it is a faculty or research position.
- Individuals with a J-1 two-year home country residence requirement may/will have difficulties continuing employment beyond the Academic Training period.
- Must consult with OISS about plans for Yale employment beyond J-1 Academic Training.

[Hiring Student Visa Holders](#) [7]

## [TN USMCA Free Trade Agreement](#) [10]

### [TN USMCA Free Trade Agreement](#) [11]

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#### Processing Information:

- Can be done relatively quickly

#### Use at Yale:

- Canadian Citizens
- Mexican Citizens

#### Considerations:

- Yale job (profession) offer must be on the [USMCA list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

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## Lecturer

### [J-1 Research Scholar/Professor](#) [15]

### [J-1 Research Scholar/Professor](#) [16]

**Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

**Use at Yale:**

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

**Considerations:**

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
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### [F-1 Optional Practical Training \(OPT\) \[7\]](#)

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- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

### [Hiring Student Visa Holders \[7\]](#)

## [H-1B Temporary/Specialty Occupation Worker \[3\]](#)

### [H-1B Temporary/Specialty Occupation Worker \[4\]](#)

**Duration:**

6-year maximum in 3-year increments

**Processing Information:**

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

**Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

### Considerations:

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

## [J-1 Academic Training](#) [22]

### [J-1 Academic Training](#) [7]

#### Duration:

18-36 month maximum

#### Processing Information:

- Authorization issued by the J-1 program that had jurisdiction over the academic program.
- Process is undertaken by the individual and requires no involvement from OISS. However, a consultation with OISS before extending the offer is advisable as some appointments cannot be accommodated by J-1 academic training.

#### Use at Yale:

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

#### Considerations:

- Yale employees who have completed study in J-1 status working in a field related to their field of study can use this category to initiate employment or for positions that are shorter than the duration of J-1 Academic Training (AT).
- Visa sponsorship beyond the duration of AT may be possible but only if it is a faculty or research position.
- Individuals with a J-1 two-year home country residence requirement may/will have difficulties continuing employment beyond the Academic Training period.
- Must consult with OISS about plans for Yale employment beyond J-1 Academic Training.

[Hiring Student Visa Holders](#) [7]

### [TN USMCA Free Trade Agreement](#) [10]

#### [TN USMCA Free Trade Agreement](#) [11]

**Duration:**

Authorized in 1-year increments but can be renewed annually as long as position is temporary

**Processing Information:**

- Can be done relatively quickly

**Use at Yale:**

- Canadian Citizens
- Mexican Citizens

**Considerations:**

- Yale job (profession) offer must be on the [USMCA list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

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## Postdoctoral Associate

### [J-1 Research Scholar/Professor](#) [15]

#### [J-1 Research Scholar/Professor](#) [16]

**Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

### Use at Yale:

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

### [Other Options](#)

## [H-1B Temporary/Specialty Occupation Worker](#) [3]

### [H-1B Temporary/Specialty Occupation Worker](#) [4]

#### Duration:

6-year maximum in 3-year increments

#### Processing Information:

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

### Use at Yale:

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

### Considerations:



- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

## [F-1 Optional Practical Training \(OPT\)](#) [6]

### [F-1 Optional Practical Training \(OPT\)](#) [7]

#### **Duration:**

12-month maximum

#### **Processing Information:**

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- USCIS processing of OPT applications can take up to 90 days.

#### **Use at Yale:**

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

#### **Considerations:**

- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

[Hiring Student Visa Holders](#) [7]

## [F-1 STEM Optional Practical Training \(STEM OPT\)](#) [8]

### [F-1 STEM Optional Practical Training \(STEM OPT\) \[7\]](#)

**Duration:**

24-month extension to OPT (36 months total)

**Processing Information:**

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- The department must complete parts of [form I-983](#) [9].
- USCIS processing of OPT applications can take up to 90 days.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

**Considerations:**

- Yale employees with a STEM degree and working in a STEM field can use this category to initiate employment or for positions that are shorter than the duration of F-1 STEM OPT (36 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must be eligible for STEM OPT, have authorization from USCIS, and work in a STEM field related to major field of study.
- Must consult with OISS about plans for Yale employment beyond OPT time.

### [Hiring Student Visa Holders \[7\]](#)

## [J-1 Academic Training \[22\]](#)

### [J-1 Academic Training \[7\]](#)

**Duration:**

18-36 month maximum

**Processing Information:**

- Authorization issued by the J-1 program that had jurisdiction over the academic program.
- Process is undertaken by the individual and requires no involvement from OISS. However, a consultation with OISS before extending the offer is advisable as some appointments cannot be accommodated by J-1 academic training.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate

- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- Yale employees who have completed study in J-1 status working in a field related to their field of study can use this category to initiate employment or for positions that are shorter than the duration of J-1 Academic Training (AT).
- Visa sponsorship beyond the duration of AT may be possible but only if it is a faculty or research position.
- Individuals with a J-1 two-year home country residence requirement may/will have difficulties continuing employment beyond the Academic Training period.
- Must consult with OISS about plans for Yale employment beyond J-1 Academic Training.

[Hiring Student Visa Holders](#) [7]

## [J-1 Short-Term Scholar](#) [23]

### [J-1 Short-Term Scholar](#) [16]

#### Duration:

6 months

#### Processing Information:

- Processed by OISS
- Allow 6 to 8 weeks\* for OISS to process and send immigration document to scholar

\*Does not include [time waiting for a visa appointment](#) [17] and USCIS's visa processing time

#### Use at Yale:

- Lab Associate
- Visiting Faculty
- Visiting Fellow
- Postdoctoral Appointment (if < 6 months)
- Postgraduate (if < 6 months)

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Not be subject to the [12 or 24 month bar](#) [18], which they would be if using the J-1 Research Scholar/Professor category.
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers.

[About J-1 Visas](#)<sup>[21]</sup>

### [TN USMCA Free Trade Agreement](#) [10]

#### [TN USMCA Free Trade Agreement](#) [11]

**Duration:**

Authorized in 1-year increments but can be renewed annually as long as position is temporary

**Processing Information:**

- Can be done relatively quickly

**Use at Yale:**

- Canadian Citizens
- Mexican Citizens

**Considerations:**

- Yale job (profession) offer must be on the [USMCA list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

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## Postdoctoral Fellow

### [J-1 Research Scholar/Professor](#) [15]

#### [J-1 Research Scholar/Professor](#) [16]

**Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

### Use at Yale:

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

### [Other Options](#)

### [J-1 Short-Term Scholar](#) [23]

#### [J-1 Short-Term Scholar](#) [16]

##### Duration:

6 months

##### Processing Information:

- Processed by OISS
- Allow 6 to 8 weeks\* for OISS to process and send immigration document to scholar

\*Does not include [time waiting for a visa appointment](#) [17] and USCIS's visa processing time

### Use at Yale:

- Lab Associate
- Visiting Faculty
- Visiting Fellow
- Postdoctoral Appointment (if < 6 months)
- Postgraduate (if < 6 months)

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Not be subject to the [12 or 24 month bar](#) [18], which they would be if using the J-1 Research Scholar/Professor category.
- Dependents hold J-2 status and can apply for work?authorization.
- May be subject to the [two year home country resident?requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers.

[About J-1 Visas](#) [21]

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## Postgraduate Associate

### [J-1 Research Scholar/Professor](#) [15]

#### [J-1 Research Scholar/Professor](#) [16]

##### **Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

##### **Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

##### **Use at Yale:**

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

##### **Considerations:**

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work?authorization.
- May be subject to the [two year home country resident?requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers

and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

### [Other Options](#)

## [F-1 Optional Practical Training \(OPT\)](#) [6]

### [F-1 Optional Practical Training \(OPT\)](#) [7]

**Duration:**

12-month maximum

**Processing Information:**

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- USCIS processing of OPT applications can take up to 90 days.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

**Considerations:**

- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

[Hiring Student Visa Holders](#) [7]

## [F-1 STEM Optional Practical Training \(STEM OPT\)](#) [8]

### [F-1 STEM Optional Practical Training \(STEM OPT\) \[7\]](#)

**Duration:**

24-month extension to OPT (36 months total)

**Processing Information:**

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- The department must complete parts of [form I-983](#) [9].
- USCIS processing of OPT applications can take up to 90 days.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

**Considerations:**

- Yale employees with a STEM degree and working in a STEM field can use this category to initiate employment or for positions that are shorter than the duration of F-1 STEM OPT (36 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must be eligible for STEM OPT, have authorization from USCIS, and work in a STEM field related to major field of study.
- Must consult with OISS about plans for Yale employment beyond OPT time.

### [Hiring Student Visa Holders \[7\]](#)

## [J-1 Academic Training \[22\]](#)

### [J-1 Academic Training \[7\]](#)

**Duration:**

18-36 month maximum

**Processing Information:**

- Authorization issued by the J-1 program that had jurisdiction over the academic program.
- Process is undertaken by the individual and requires no involvement from OISS. However, a consultation with OISS before extending the offer is advisable as some appointments cannot be accommodated by J-1 academic training.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate



- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- Yale employees who have completed study in J-1 status working in a field related to their field of study can use this category to initiate employment or for positions that are shorter than the duration of J-1 Academic Training (AT).
- Visa sponsorship beyond the duration of AT may be possible but only if it is a faculty or research position.
- Individuals with a J-1 two-year home country residence requirement may/will have difficulties continuing employment beyond the Academic Training period.
- Must consult with OISS about plans for Yale employment beyond J-1 Academic Training.

[Hiring Student Visa Holders](#) [7]

## [J-1 Short-Term Scholar](#) [23]

### [J-1 Short-Term Scholar](#) [16]

#### Duration:

6 months

#### Processing Information:

- Processed by OISS
- Allow 6 to 8 weeks\* for OISS to process and send immigration document to scholar

\*Does not include [time waiting for a visa appointment](#) [17] and USCIS's visa processing time

#### Use at Yale:

- Lab Associate
- Visiting Faculty
- Visiting Fellow
- Postdoctoral Appointment (if < 6 months)
- Postgraduate (if < 6 months)

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Not be subject to the [12 or 24 month bar](#) [18], which they would be if using the J-1 Research Scholar/Professor category.
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers.

[About J-1 Visas](#)<sup>[21]</sup>

## [TN USMCA Free Trade Agreement](#) [10]

### [TN USMCA Free Trade Agreement](#) [11]

**Duration:**

Authorized in 1-year increments but can be renewed annually as long as position is temporary

**Processing Information:**

- Can be done relatively quickly

**Use at Yale:**

- Canadian Citizens
- Mexican Citizens

**Considerations:**

- Yale job (profession) offer must be on the [USMCA list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

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## Postgraduate Fellow

### [J-1 Research Scholar/Professor](#) [15]

#### [J-1 Research Scholar/Professor](#) [16]

**Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

### Use at Yale:

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

### [Other Options](#)

## [F-1 Optional Practical Training \(OPT\) \[6\]](#)

### [F-1 Optional Practical Training \(OPT\) \[7\]](#)

#### Duration:

12-month maximum

#### Processing Information:

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- USCIS processing of OPT applications can take up to 90 days.

### Use at Yale:

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

### Considerations:

- For those in F-1 status who have completed study in the U.S. and have received authorization from USCIS to work in a field related to their field of study.
- Yale employees can use this category to initiate employment or for positions that are shorter than the duration of F-1 OPT (12 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must consult with OISS about plans for Yale employment beyond OPT, such as STEM OPT or another visa type.

[Hiring Student Visa Holders](#) [7]

## [F-1 STEM Optional Practical Training \(STEM OPT\)](#) [8]

### [F-1 STEM Optional Practical Training \(STEM OPT\)](#) [7]

#### Duration:

24-month extension to OPT (36 months total)

#### Processing Information:

- Process is undertaken by the individual and requires no involvement from OISS or the hiring department.
- The department must complete parts of [form I-983](#) [9].
- USCIS processing of OPT applications can take up to 90 days.

#### Use at Yale:

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

#### Considerations:

- Yale employees with a STEM degree and working in a STEM field can use this category to initiate employment or for positions that are shorter than the duration of F-1 STEM OPT (36 months).
- Visa sponsorship beyond the duration of F-1 OPT is allowed only if it is a faculty or research position.
- Must be eligible for STEM OPT, have authorization from USCIS, and work in a STEM field related to major field of study.
- Must consult with OISS about plans for Yale employment beyond OPT time.

[Hiring Student Visa Holders](#) [7]

### [J-1 Academic Training \[22\]](#)

#### [J-1 Academic Training \[7\]](#)

**Duration:**

18-36 month maximum

**Processing Information:**

- Authorization issued by the J-1 program that had jurisdiction over the academic program.
- Process is undertaken by the individual and requires no involvement from OISS. However, a consultation with OISS before extending the offer is advisable as some appointments cannot be accommodated by J-1 academic training.

**Use at Yale:**

- Assistant Professor
- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Lecturer
- Lector
- Staff (M&P) Position (if approved for sponsorship)
- C&T Position (if approved for sponsorship)

**Considerations:**

- Yale employees who have completed study in J-1 status working in a field related to their field of study can use this category to initiate employment or for positions that are shorter than the duration of J-1 Academic Training (AT).
- Visa sponsorship beyond the duration of AT may be possible but only if it is a faculty or research position.
- Individuals with a J-1 two-year home country residence requirement may/will have difficulties continuing employment beyond the Academic Training period.
- Must consult with OISS about plans for Yale employment beyond J-1 Academic Training.

#### [Hiring Student Visa Holders \[7\]](#)

### [J-1 Short-Term Scholar \[23\]](#)

#### [J-1 Short-Term Scholar \[16\]](#)

**Duration:**

6 months

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks\* for OISS to process and send immigration document to scholar

## Visa Options for International Faculty and Researchers

Published on Office of International Students & Scholars (<https://oiss.yale.edu>)

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\*Does not include [time waiting for a visa appointment](#) [17] and USCIS's visa processing time

### Use at Yale:

- Lab Associate
- Visiting Faculty
- Visiting Fellow
- Postdoctoral Appointment (if < 6 months)
- Postgraduate (if < 6 months)

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Not be subject to the [12 or 24 month bar](#) [18], which they would be if using the J-1 Research Scholar/Professor category.
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers.

[About J-1 Visas](#) [21]

## [TN USMCA Free Trade Agreement](#) [10]

### [TN USMCA Free Trade Agreement](#) [11]

#### Duration:

Authorized in 1-year increments but can be renewed annually as long as position is temporary

#### Processing Information:

- Can be done relatively quickly

#### Use at Yale:

- Canadian Citizens
- Mexican Citizens

#### Considerations:

- Yale job (profession) offer must be on the [USMCA list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

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## Professor

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## [H-1B Temporary/Specialty Occupation Worker \[3\]](#)

### [H-1B Temporary/Specialty Occupation Worker \[4\]](#)

**Duration:**

6-year maximum in 3-year increments

**Processing Information:**

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

**Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

**Considerations:**

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000 \[5\]](#).
- H-4 spouse cannot work.

[About H-1B Visas \[4\]](#)

## [Other Options](#)

## [O-1 Extraordinary Ability \[24\]](#)

### [O-1 Extraordinary Ability \[14\]](#)

**Duration:**

Three years initially with possibility of annual renewal thereafter

**Processing Information:**

- Assembling application (done by department and applicant) and OISS preparation takes considerable time (sometimes months).
- Premium USCIS processing once submitted is 4 to 6 weeks.

**Use at Yale:**

- Assistant Professor
- Associate Professor

## Visa Options for International Faculty and Researchers

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- Associate Research Scientist
- Professor

### Considerations:

- Must be a Yale employee who can demonstrate sustained national and/or international acclaim and recognition.
- Option if not able to use H-1B.
- No time limit as long as appointment is temporary.
- O-3 spouse cannot work.
- Must provide substantial evidence of eligibility.
- USCIS filing fees total \$2960.

[About O-1 Extraordinary Ability](#) [14]

## [O-1 Extraordinary Ability](#) [13]

### [O-1 Extraordinary Ability](#) [14]

#### Duration:

Initial O-1 may be filed for up to 3 years, extensions for 1-year increments

#### Processing Information:

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

#### Use at Yale:

- Assistant Professor
- Associate Professor
- Professor
- Tenure-Track Faculty
- Instructor

#### Considerations:

- Must demonstrate sustained **extraordinary** national or international acclaim and recognition for achievements in their field.
- Specific to job and employer in the USCIS petition.
- Other employment not permitted.

[About O-1 Extraordinary Ability](#) [14]

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## Senior Lector

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### [J-1 Research Scholar/Professor \[15\]](#)

#### [J-1 Research Scholar/Professor \[16\]](#)

**Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

**Use at Yale:**

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

**Considerations:**

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

### [Other Options](#)

### [H-1B Temporary/Specialty Occupation Worker \[3\]](#)

#### [H-1B Temporary/Specialty Occupation Worker \[4\]](#)

**Duration:**

6-year maximum in 3-year increments

### Processing Information:

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

### Use at Yale:

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

### Considerations:

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

## [TN USMCA Free Trade Agreement](#) [10]

### [TN USMCA Free Trade Agreement](#) [11]

#### Duration:

Authorized in 1-year increments but can be renewed annually as long as position is temporary

#### Processing Information:

- Can be done relatively quickly

#### Use at Yale:

- Canadian Citizens
- Mexican Citizens

#### Considerations:

- Yale job (profession) offer must be on the [USMCA?list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

## Senior Lecturer

### [J-1 Research Scholar/Professor \[15\]](#)

### [J-1 Research Scholar/Professor \[16\]](#)

**Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

**Use at Yale:**

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

**Considerations:**

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [?12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [?two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

### [Other Options](#)

### [H-1B Temporary/Specialty Occupation Worker \[3\]](#)

### [H-1B Temporary/Specialty Occupation Worker](#) [4]

**Duration:**

6-year maximum in 3-year increments

**Processing Information:**

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

**Use at Yale:**

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

**Considerations:**

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

### [TN USMCA Free Trade Agreement](#) [10]

### [TN USMCA Free Trade Agreement](#) [11]

**Duration:**

Authorized in 1-year increments but can be renewed annually as long as position is temporary

**Processing Information:**

- Can be done relatively quickly

**Use at Yale:**

- Canadian Citizens
- Mexican Citizens

**Considerations:**

- Yale job (profession) offer must be on the? [USMCA?list](#) [12].
- TD spouse cannot work.

[Trade USMCA Status \(TN\)](#) [11]

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## Short-term Visitors

[B Visitor Visa \(B-1, B-2, WB, WT\)](#) [25]

[B Visitor Visa \(B-1, B-2, WB, WT\)](#) [26]

**Duration:**

Very limited duration – no more than 9 days if there is honorarium and/or reimbursement

**Processing Information:**

- With letter of invitation individual can apply for a visa or if has one in possession can proceed to the U.S.
- OISS can assist departments with letter of invitation.

**Use at Yale:**

- Short-Term Visitors

**Considerations:**

- For short-term visitors (e.g those giving a lecture, participating in a conference, conducting independent research).
- Not to be used for Yale employees.
- Restrictive criteria? [on payment of honoraria and/or reimbursement of expenses](#) [27].
- Requires a letter of invitation from inviting department.
- Can be fairly quick if individual already has a B-1/B-2 visa or is eligible for ESTA.

[B Visitor Visa and Visa Waiver Program](#) [26]

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## Staff (M&P) Position

[H-1B Temporary/Specialty Occupation Worker](#) [3]

[H-1B Temporary/Specialty Occupation Worker](#) [4]

**Duration:**

6-year maximum in 3-year increments

### Processing Information:

- 4 to 6 months in total with expedited processing.
- Internal requirements must be met prior to submission to USCIS.

### Use at Yale:

- Assistant Professor
- Associate Professor
- Professor
- Instructor
- Associate Research Scientist
- Staff (M&P) Position (if approved for sponsorship)

### Considerations:

- Specific to job and employer in the USCIS petition.
- Other employment not permitted.
- Salary offered must meet Department of Labor (DOL) Prevailing Wage.
- [USICS initial filing fees typically exceed \\$3000](#) [5].
- H-4 spouse cannot work.

[About H-1B Visas](#) [4]

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## Visiting Faculty

### [J-1 Research Scholar/Professor](#) [15]

#### [J-1 Research Scholar/Professor](#) [16]

##### Duration:

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

##### Processing Information:

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

##### Use at Yale:

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate

- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]

## [Other Options](#)

### [J-1 Short-Term Scholar](#) [23]

#### [J-1 Short-Term Scholar](#) [16]

##### Duration:

6 months

##### Processing Information:

- Processed by OISS
- Allow 6 to 8 weeks\* for OISS to process and send immigration document to scholar

\*Does not include [time waiting for a visa appointment](#) [17] and USCIS's visa processing time

##### Use at Yale:

- Lab Associate
- Visiting Faculty
- Visiting Fellow
- Postdoctoral Appointment (if < 6 months)
- Postgraduate (if < 6 months)

### Considerations:

- Fastest non-immigrant option; takes the least amount of time to process.
- Not be subject to the [12 or 24 month bar](#) [18], which they would be if using the J-1 Research Scholar/Professor category.
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers.

[About J-1 Visas](#) [21]

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## Visiting Fellow

### [J-1 Research Scholar/Professor](#) [15]

#### [J-1 Research Scholar/Professor](#) [16]

##### **Duration:**

Maximum of 5 years<sup>1</sup>

<sup>1</sup> Yale appointment maximum duration may differ

##### **Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks<sup>2</sup> for OISS to process and send immigration document to scholar

<sup>2</sup> Does not include [time waiting for a visa appointment](#) [17]

##### **Use at Yale:**

- Postdoctoral Associate
- Postdoctoral Fellow
- Postgraduate Associate
- Postgraduate Fellow
- Associate Research Scientist
- Visiting Fellow
- Lab Associate
- Lector
- Lecturer
- Senior Lector
- Senior Lecturer
- Visiting Faculty

##### **Considerations:**

- Fastest non-immigrant option; takes the least amount of time to process.
- Will be subject to the [12 or 24 month bar](#) [18].
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers and must all be within the five-year maximum.

[About J-1 Visas](#) [21]



### [Other Options](#)

### [J-1 Short-Term Scholar](#) [23]

#### [J-1 Short-Term Scholar](#) [16]

**Duration:**

6 months

**Processing Information:**

- Processed by OISS
- Allow 6 to 8 weeks\* for OISS to process and send immigration document to scholar

\*Does not include [time waiting for a visa appointment](#) [17] and USCIS's visa processing time

**Use at Yale:**

- Lab Associate
- Visiting Faculty
- Visiting Fellow
- Postdoctoral Appointment (if < 6 months)
- Postgraduate (if < 6 months)

**Considerations:**

- Fastest non-immigrant option; takes the least amount of time to process.
- Not be subject to the [12 or 24 month bar](#) [18], which they would be if using the J-1 Research Scholar/Professor category.
- Dependents hold J-2 status and can apply for work authorization.
- May be subject to the [two year home country resident requirement](#) [19].
- May [transfer](#) [20] between different U.S. schools inside the U.S but there can be no gap between employers.

### [About J-1 Visas](#) [21]

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## Visiting Undergraduate Participating in Research or Clinical Activities (J-1 Student Intern)

### [J-1 Student Intern](#) [28]

#### [J-1 Student Intern](#) [29]

**Duration:**

12-months or duration of Visiting Student in Research (VSR) program, whichever is shorter

## Visa Options for International Faculty and Researchers

Published on Office of International Students & Scholars (<https://oiss.yale.edu>)

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### Processing Information:

- Processed by OISS
- Allow 6 to 8 weeks\* for OISS to process and send immigration document to scholar

\*Does not include [time waiting for a visa appointment](#) [17]

### Use at Yale:

- Visiting Undergraduates Participating in Research of Clinical Activities (J-1 Student Intern)
- Intern (in established intern program)

### Considerations:

- Only option for participants in the Visiting Undergraduates Participating in Research or Clinical Activities program, or other approved internship programs.
- Visiting students who qualify for VAR, Special Student or Postgraduate Fellow positions are not eligible for this category.
- Requires a detailed contract-type document (DS-7002) and a formal evaluation to be completed at the beginning, middle, and end of the internship.

[Next Steps for J-1 Student Intern](#) [30]

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### Source

URL:<https://oiss.yale.edu/for-departments/visa-options-for-international-faculty-and-researchers?ref=blog.freelancersunion.org>

### Links

[1] <https://oiss.yale.edu/about/connect-with-oiss> [2] <https://oiss.yale.edu/for-departments/inviting-a-scholar/appointment-dates-and-funding> [3] <https://oiss.yale.edu/position-title/h-1b-temporaryspecialty-occupation-worker> [4] <https://oiss.yale.edu/for-departments/visa-options-for-international-faculty-and-researchers/about-h-1b-visas> [5] <https://oiss.yale.edu/for-departments/inviting-a-scholar/next-steps-for-h-1b/fee-requirements> [6] <https://oiss.yale.edu/position-title/f-1-optional-practical-training-opt> [7] <https://oiss.yale.edu/for-departments/hiring-international-students> [8] <https://oiss.yale.edu/position-title/f-1-stem-optional-practical-training-stem-opt> [9] <https://www.ice.gov/sites/default/files/documents/Document/2016/i983.pdf> [10] <https://oiss.yale.edu/position-title/tn-usmca-free-trade-agreement> [11] <https://oiss.yale.edu/immigration/other-visa-options/trade-usmca-status-tn> [12] [http://www.nafsa.org/\\_file/\\_amresource/8cfr2146.htm](http://www.nafsa.org/_file/_amresource/8cfr2146.htm) [13] <https://oiss.yale.edu/position-title/o-1-extraordinary-ability-0> [14] <https://oiss.yale.edu/immigration/o-1-extraordinary-ability-overview> [15] <https://oiss.yale.edu/position-title/j-1-research-scholarprofessor> [16] <https://oiss.yale.edu/for-departments/visa-options-for-international-faculty-and-researchers/about-j-visas> [17] <https://travel.state.gov/content/travel/en/us-visas/visa-information-resources/wait-times.html> [18] <https://oiss.yale.edu/immigration/j-1-scholars/understanding-j-1-status/understanding-the-12-and-24-month-bars> [19] <https://oiss.yale.edu/immigration/j-1-scholars/understanding-j-1-status/two-year-home-country-residence-requirement> [20] <https://oiss.yale.edu/immigration/j-1-scholars/transferring-leaving-yale> [21] <https://oiss.yale.edu/for-departments/visa-options-for-international-faculty-and-researchers/about-j-1-visas> [22] <https://oiss.yale.edu/position-title/j-1-academic-training> [23] <https://oiss.yale.edu/position-title/j-1-short-term-scholar> [24] <https://oiss.yale.edu/position-title/o-1-extraordinary-ability> [25] <https://oiss.yale.edu/position-title/b-visitor-visa-b-1-b-2-wb-wt> [26] <https://oiss.yale.edu/immigration/other-visa-options/b-visitor-visa-and-visa-waiver-program> [27] <https://your.yale.edu/policies-procedures/policies/3415-payments-individuals-who-are-neither-citizens-nor-permanent> [28] <https://oiss.yale.edu/position-title/j-1-student-intern> [29] <https://oiss.yale.edu/for-departments/inviting-a-scholar/j-1-student-intern> [30] <https://oiss.yale.edu/for-departments/inviting-a-scholar/next-steps-for-j-1-student-intern>

[steps-for-j-1-student-intern](#)