

	PR sponsorship	NIV Sponsorship
<b>Tenure-track or tenured faculty:</b>	Departments must sponsor permanent residence -- unless the faculty member is in the final stages of the permanent residence process (i.e. approved I-140 petition and a filed/pending I-485 Adjustment application). The requirement to sponsor is a result of the permanency of the employment once tenure is granted, not as a result of any directly legal obligation.	Departments <u>must</u> sponsor the work visa <i>if needed to authorize employment</i> . If so, the posting and the position must have indicated "yes" to the sponsorship question.
<b>Clinical or Research faculty:</b>	ISS assumes the department wants to sponsor permanent residence, but department may opt out of sponsorship. There is no requirement to sponsor, but in the vast majority of cases permanent residence sponsorship is logical and cost-effective.	If the incoming employee already has an acceptable work authorization (for example, as spouse of a foreign national who is relatively far along in the permanent residence process but where the greencard is not yet issued), then we strongly recommend to the Department to process a work visa as a backup to the other authorization but we do not require it. In the vast majority of cases, Departments agree that the backup plan is desirable.
<b>Visiting faculty:</b>	Departments are not permitted to sponsor permanent residence. This is as a result of immigration law. Permanent residence cannot be sponsored for fundamentally temporary positions.	If the incoming employee has an unacceptable work authorization (for example, if the faculty member has F-1 OPT, which is incompatible with tenure-track employment) we require the Department to sponsor the work visa, and the position/posting must have indicated that sponsorship would be provided.
<b>Continuing Lecturers</b>	The department may choose to sponsor permanent residence if it wishes.	
<b>Visiting Lecturers</b>	Departments are not permitted to sponsor permanent residence. This is as a result of immigration law. Permanent residence cannot be sponsored for fundamentally temporary positions.	
<b>Other Staff position:</b>	The department may choose to sponsor permanent residence if it wishes, provided the appointment satisfies immigration laws relating to the "permanency" of the position. (Immigration law does not require perfectly "permanent" employment.)	
<b>Postdocs</b>	Departments are not permitted to sponsor permanent residence. This is as a result of immigration law. Permanent residence cannot be sponsored for fundamentally temporary positions.	