

Overview of Visa Categories and Corresponding Titles

NOTE: Academic Appointments are Fellow or Faculty titles; individuals not paid by UMB can only be sponsored under the J-1 visa.

Visa Type	Criteria
J-1 Student Intern	<p>Appointment not required, but official invitation is required (Research Fellow/Visiting Research Fellow may be possible). No clinical contact.</p> <p>Student has not yet earned bachelor’s degree AND Will earn credit from school overseas for the internship</p> <p>Maximum duration: One Year.</p>
J-1 Scholars	<p>Academic Appointments (faculty/fellows), except tenure track faculty, no clinical contact.</p> <p>Scholar must hold bachelor’s degree at a minimum.</p> <p>Short term Scholars - Maximum duration: Six Months Research Scholars – Maximum duration: Five years</p>
H-1B	<p>Academic Appointments Employed by UMB or Staff Positions</p> <p>Position must be a specialty occupation (<i>requiring the theoretical and practical application of a body of highly specialized knowledge in a field of study</i>) AND Require at least a bachelor’s degree in a specific field of study AND Offered wage must meet or exceed the prevailing wage (<i>See “Department of Labor Issues”</i>)</p> <p>Maximum Duration: Six Years (except in certain cases when there is a pending green card application); request in up to three-year increments.</p> <p>Department must pay petition fees to USCIS (<i>See “H-1B timing and associated fees chart”</i>)</p>
E-3	<p><u>Individuals with Australian citizenship only.</u></p> <p>Same position, and labor requirements as H-1B.</p> <p>Request in up to two-year increments, no maximum duration. <i>(Employee will need to prove non-immigrant intent, so over time this may be more difficult to prove.)</i></p>
TN	<p><u>Individuals with Canadian or Mexican citizenship only</u></p> <p>Academic Appointments Employed by UMB or Staff Positions</p> <p>Request in up to three-year increments, no maximum duration. <i>(Employee will need to prove non-immigrant intent, so over time this may be more difficult to prove.)</i></p>

Inquiries about Permanent Residency or O-1 petitions should be directed to ois-info@umaryland.edu. These requests require the use of immigration attorneys approved by the Maryland State Attorney General's Office.

Other Common Work Authorization Types

NOTE: OIS does not need to be contacted regarding hiring of individuals in these statuses. While on visas, individuals with the work authorizations listed below are often not under UMB's immigration sponsorship.

Work Authorization Type	Definition
F-1 on-campus	<p>UMB F-1 students are permitted to work at UMB for up to 20 hours a week during enrollment periods; they may work full-time during official school breaks. Student's I-20 issued by the UMB OIS is evidence of this work authorization. Are usually employed in student employee categories (Empl Class 14 or 16). This is only applicable to students enrolled in degree programs at UMB.</p> <p>**If you are hiring an F-1 student from another university, they will need either CPT authorization, OPT authorization, or a letter of authorization from student's international office</p>
F-1 CPT	F-1 student has obtained work authorization from the international office at the school they attend because of a tie between their curriculum and the work being done. Student would show an I-20 with CPT authorization on page 2.
F-1 OPT	<p>F-1 Student has obtained an EAD card from USCIS to be used to gain training in their field of study.</p> <p>Duration is commonly 12 months, but may be less in some cases.</p>
F-1 STEM OPT	<p>F-1 student has obtained (or will obtain) an extension of their F-1 OPT for an additional 24 months to gain additional training in their STEM field of study</p> <p>The Supervisor will need to complete form I-983 Training Plan and is required to attest to certain conditions (See "What is STEM OPT?" for details).</p>
J-2 EAD	A J-2 is a spouse of a J-1. J-2s are eligible to apply to USCIS for work authorization, for which they will obtain an EAD card. A J-2 with an EAD may work anywhere in the U.S.
Pending PR EAD	Individuals who are in the process of adjusting to permanent residency may receive an EAD from USCIS that allows them to work.
EAD in other category	Generally speaking, if an individual has a valid EAD they may work for UMB without involvement from the OIS.