

COMMON VISA CATEGORIES USED TO HIRE/PAY INTERNATIONAL EMPLOYEES AT CU BOULDER (EXCLUDING STUDENT JOB CLASSES)

TYPE OF VISA (IMMIGRATION STATUS)	TYPE OF PAYMENTS ALLOWED	ELIGIBILITY CRITERIA	MAXIMUM LENGTH OF STAY IN US	ADVANTAGES	DISADVANTAGES	SUPPORTING DOCUMENTATION NEEDED	PROCESSING TIME REQUIRED	FEES INVOLVED
B-1 VISITOR FOR BUSINESS	Reimbursement for travel and subsistence possible, but no salary. Honoraria can be paid to B1 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 5 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	N/A. Visitor must obtain the B1 visa; there may be a wait for a visa appointment/ issuance of the visa	Visa application fee , usually paid by visitor. Visa issuance reciprocity fee , if applicable
WB (WAIVER FOR BUSINESS) —	Same as B-1	Same as B-1, but: must be from a designated visa waiver country , must have a machine readable passport and evidence of a return ticket home.	90 days	No need to visit US Consulate for a visa	WB: see B-1 No extensions or change of immigration status possible	WB: see B-1 Must have a machine readable passport, valid Electronic System for Travel Authorization (ESTA) approval, and evidence of a return ticket home.	N/A	NONE
J-1 EXCHANGE VISITOR IN SCHOLAR CATEGORIES (PROFESSOR, RESEARCHER, SHORT TERM SCHOLAR, OR SPECIALIST)	Can be paid by CU for work on campus in pursuit of academic objective as stated on the DS2019 form, either as employee or contractor.	Invitation to teach, lecture or conduct research; indication of adequate financial support for length of program	5 years for Professor/ Research Scholars. 6 months for Short Term Scholars 1 year for Specialists	Relatively easy and quick to obtain; 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 Exchange Visitor visa requirements	2 weeks 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.	SEVIS I-901 Fee Visa application fee and, if applicable, Visa issuance reciprocity fee Or Change of Status application fee \$200 fee may apply if scholar is already in US and filing for a change of status

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H-1B TEMPORARY WORKER IN SPECIALTY OCCUPATIONS	Must be on CU payroll as a CU Boulder employee.	Possession of at least a Bachelor's degree. Position must be one that requires a body of specialized knowledge	6 years maximum. Department can only request up to 3 years at a time however.	May have long term intent to immigrate.	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 Specialty Occupation visas	3 months or more. 15 days if expedite requested upon payment of extra fee. If overseas, wait time for visa appt and issuance.	H-1B Filing Fees <ul style="list-style-type: none"> Filing Fee Govt Fraud Detection (initial petitions) Premium Processing, if applicable
O-1 ALIEN OF EXTRAORDINARY ABILITY IN THE SCIENCES, ARTS, EDUCATION, BUSINESS	Must be on CU payroll as a CU 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.	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. Speak to ISSS for more details.	3 months or more. 15 days if expedite requested upon payment of extra fee. If overseas, wait time for visa appt and issuance.	See above for H-1B.
TN TRADE NAFTA FOR CANADIANS/ MEXICANS	Must be on CU payroll as a CU employee.	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 3 years; renewable 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 support from hiring department; See NAFTA Professional Workers	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.	Change of Status application fee , if applicable for initial status or extension. \$50 fee if Canadian obtaining TN status by crossing the border . Visa application fee for Mexicans.
E-3 TEMPORARY WORKERS IN SPECIALTY OCCUPATIONS (AUSTRALIANS)	Must be on CU payroll as a CU 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.	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 Certain Specialty Occupation Professionals from Australia	2-3 months if requesting a change of status within US. If overseas, wait time for visa appt and issuance.	Visa application fee, if overseas Change of Status application fee , if applicable

It is common for departments to hire 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 can get, which does not necessitate any work on the part of CU Boulder (unless they are a CU Boulder student):

TYPE OF VISA/IMMIGRANT STATUS	TYPE OF PAYMENT ALLOWED FROM CU	TYPE OF WORK PERMISSION	LENGTH OF VALIDITY	PROCESS
<p align="center"><u>F-1</u></p> <p>F-1 STUDENT ON OPTIONAL PRACTICAL TRAINING (OPT)</p>	<p>Can be a CU 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 CU student).</p> <p>I-765 Application Fee, typically paid by the student.</p>
<p align="center"><u>F-1</u></p> <p>F-1 STUDENT ON CURRICULAR PRACTICAL TRAINING (CPT)</p>	<p>Can be a CU 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.</p> <p>There is no fee for this authorization.</p>
<p align="center"><u>J-1</u></p> <p>J-1 STUDENT ON ACADEMIC TRAINING (AT)</p>	<p>Can be a CU 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 postdoc 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 CU student).</p> <p>There is no fee for this authorization.</p>