

U-M Visa Category and Employment Eligibility Comparison Chart

As of 01/07

IMPORTANT: This chart provides a general overview of commonly used visa categories for employment-related activities at U-M. **To ensure compliance with U.S. Department of Homeland Security immigration regulations, please contact the U-M International Center at 734.764.9310 to discuss appropriate visa categories for your international visitor or employee.**

	H-1B	J-1	O-1	TN	B-1/B-2	Permanent Residency	F-1
Visa category	Temporary Worker in a Specialty Occupation	1. Researcher, Professor, Short-Term Scholar, or Specialist 2. Students (U-M and non-U-M)	Alien of Extraordinary Ability	Trade-NAFTA	Business or Tourist Visitor	Immigrant (Green Card)	1. F-1 Student On-Campus Employment 2. F-1 Student Optional Practical Training
How this visa is used at U-M	For faculty or staff	1. For short-term scholars, visiting research scholars, professors, and specialists 2. For undergraduate and graduate students (U-M and non-U-M, including doctoral), as well as Academic Training and internships	For faculty or staff	For faculty or staff who are Canadian or Mexican citizens	For temporary, short-term, business visitors in unpaid appointments*	For faculty or staff	For temporary employment of F-1 students during or after completion of academic program
Eligibility criteria	A bachelor's degree is a minimum entry-level requirement for the job	1. Letter of invitation from U-M department to teach or conduct research. Must show proof of adequate financial support for length of program and intent to return to home country. 2. Requires a job offer. Work must be related to the field of study.	Proof of nationally or internationally recognized scholarly, athletic, or artistic achievements	Proof of Canadian or Mexican citizenship. Position must be on the list of qualifying occupations.	Letter of invitation from U-M department.	Varies based on employment category used. Refer to detailed information on Permanent Residency.	On-Campus Employment: Student must be in valid F-1 status. OPT: Employment must be directly related to the student's field of study. Student must have completed 1 year of full-time study.

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Length of immigration status	Up to 3 years at a time (6 years maximum)	Short-term scholars: Up to 6 months Specialists: 3 weeks to 1 year Professors & research scholars: 3 weeks to 5 years Students: Duration of academic program. Academic Training 18 months and sometimes longer.	Up to 3 years	Up to 1 year	Up to 6 months (visa waiver may be available)	Indefinite	On-Campus Employment: Allowable through duration of academic studies OPT: Up to 12 months (cumulative)
Extensions of immigration status	Can extend past 6 years in 1-year or 3-year increments under limited circumstances	May require the individual to return to home country for 1 year before another J-1 visa is issued (12-month bar) or 2 years for repeat participation as professor or research scholar (24-month bar). May require the individual to return to home country for 2 years before changing status to H1B or Permanent Residency (212e).	Unlimited 1 year renewals	Unlimited 1 year renewals	6 months (visit cannot exceed 1 year)	Must renew green card every 10 years	OPT: Limited to 12 months
Dependents	May enroll in an academic institution. Cannot work in the U.S.	May enroll in an academic institution. Eligible to apply for authorization to work in the U.S.	May enroll in an academic institution. Cannot work in the U.S.	May enroll in an academic institution. Cannot work in the U.S.	Family members must apply for their own B-1/B-2 visas. Cannot enroll in an academic institution. Cannot work in the U.S.	May enroll in an academic institution. Eligible to work in the U.S. <u>after</u> an I-765 Application for Employment Authorization Document received.	Cannot enroll in an academic institution. Cannot work in the U.S.

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USCIS and U-M International Center processing times <i>(Estimated - varies throughout the year, depending on processing volume)</i>	4-5 months	2-3 weeks (U-M processing only)	3-4 months	Canadians are processed upon entry to the U.S. Mexicans must obtain a visa at their consulate. See U.S. Dept. of State at http://www.state.gov for visa processing times.	Requires processing by U.S. embassy or consulate. Processing time varies by country. May require an in-person interview.	Process is complex and lengthy. Actual visa may take years to receive. Refer to Permanent Residency at prvisa/index.html	On-campus employment: Allowable through duration of academic studies OPT: U-M processing – 2 weeks USCIS processing – 2-4 months
Consulate or embassy processing times for visa stamp	See U.S. Dept. of State www.state.gov	Varies from 1 to 3 months	See U.S. Dept. of State www.state.gov	Mexican citizens - refer to U.S. Dept. of State at http://www.state.gov for visa processing times	Varies from 1 to 3 months	No visa is required when the employee adjusts status in the United States	Varies from 1 to 3 months, if needed
When to begin the process	6 months before the requested start date	1. 4-5 months before the requested start date 2. Academic Training must be approved before completion of academic program	6 months before the requested start date	3 months before the requested start date	3-6 months before the requested start date	Contact the U-M International Center as early as possible. Processing times depend on the category and the need for a seventh year H-1B extension.	On-Campus Employment: 4-5 months before beginning studies OPT: 3-5 months before employment begins.
Fees	Fee Schedule http://www.umich.edu/~icenter/immig/forms/RetAttnyFees.pdf		Fee Schedule http://www.umich.edu/~icenter/immig/forms/RetAttnyFees.pdf	Fee Schedule http://www.umich.edu/~icenter/immig/forms/RetAttnyFees.pdf		Fee Schedule http://www.umich.edu/~icenter/immig/forms/RetAttnyFees.pdf	I-765 Application for Employment Authorization http://uscis.gov/graphics/formsfee/forms/i-765.htm

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<p>For more info...</p>	<p>H-1B Visa http://www.umich.edu/~icenter/immig/h1bvisal/index.html</p>	<p>J-1 Visa http://www.umich.edu/~icenter/immig/jvisal/index.html</p>	<p>O Visa http://www.umich.edu/~icenter/immig/ovisal/index.html</p>	<p>TN Visa http://www.umich.edu/~icenter/immig/tnvisal/index.html</p>	<p>B-1/B-2 Visa http://www.umich.edu/~icenter/immig/bvisal/index.html</p>	<p>Permanent Residency http://www.umich.edu/~icenter/immig/prvisal/index.html</p>	<p>On-Campus Employment http://www.umich.edu/~icenter/immig/fvisal/fj_emplcampus.html</p> <p>Optional Practical Training http://www.umich.edu/~icenter/immig/fvisal/f_opt.html</p>
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