



### **3344-60-03 Employer-sponsored immigration.**

Cleveland state university recognizes that its mission is strengthened by hiring the most qualified scholars and administrative professionals, including international faculty and staff. This rule describes the circumstances under which the university will sponsor employees for non-immigrant and immigrant (permanent residency) status.

(A) General requirements for sponsorship.

CSU will only sponsor a petition for employment-based non-immigrant or immigrant status under the following conditions:

- (1) Sponsorship is in the best interests of the university and fulfills an institutional need;
- (2) Proposed rates of pay are equal to actual wage levels paid to all other individuals employed in similar positions or the applicable prevailing wage for the position being filled, whichever is higher;
- (3) The individual whose employment is being sponsored and the employing department cooperate with the center for international services and programs (CISP) in the process by providing all requested documents and information within a reasonable amount of time. The department will be responsible for filing fees related to the petition for the employee; the individual will be responsible for filing fees related to any family members who will accompany the individual; and
- (4) All federal law requirements for sponsorship are met.

(B) Non-immigrant status

- (1) CSU will sponsor petitions for non-immigrant status, usually an H-1B visa, for tenure-track or tenured faculty members. The university may sponsor petitions for non-immigrant status for visiting, research, or post-doctoral appointments if the sponsorship is approved by the provost prior to advertising the position. The university may also sponsor petitions for non-immigrant status for professional staff positions that require a high degree of expertise or experience when such sponsorship is approved by the senior vice president for business affairs and finance prior to the advertising of the position.

- (2) Non-immigrant status is temporary. Before sponsoring a petition for such status, the department must confirm to CISP either the temporary nature of the position, or the eligibility of the position for sponsorship for immigrant status.
- (C) Immigrant (permanent residency) status
- (1) CSU will sponsor tenure-track and tenured faculty members for permanent residency at the request of the employing department, when there is a reasonable expectation of continued employment (subject to all requirements of promotion and tenure) and all other federal law requirements are met.
  - (2) CSU will sponsor professional staff for permanent residency in rare cases when a determination is made by the senior vice president for business and financial affairs that it is in the best interest of the university to do so.
- (D) CISP shall develop guidance for the implementation of this rule.

**Policy Name:** Employer-sponsored immigration.  
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