

**Faculty Senate Task Force on Faculty Visas  
Final Report and Recommendations  
April 9, 2021**

**Task Force Composition**

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- Office of Global Engagement
- General Counsel
- Personnel, Labor & Government Relations
- Provost's Office

The faculty members on this Task Force offered their experiences of the visa process, conducted the review of the policies and best practices at New Jersey institutions and put forth suggestions for improving the process at Stockton. The representatives from the administrative offices played a consultative role, discussing the potential for incorporating the suggestions made by faculty members. The final recommendations included in this report have been drafted by the faculty participants of this Task Force.

### **Background information and Research on Comparable policies in New Jersey Institutions**

- Option to choose from a list of designated outside legal counsel. Currently all faculty have to avail the services of one designated firm (Green & Spiegel) and therefore are unable to obtain competitive pricing for the out-of-pocket costs.
- Clear and transparent explanation of procedures for incoming international faculty including a designated point of contact

As a comparison, the Task Force surveyed the practices at other institutions in New Jersey. Regarding the H1-B work visa support, Stockton and other New Jersey public colleges are similar in providing full support for H1-B petition for the faculty members. Regarding the Lawful Permanent Resident (LPR) process, typically Stockton contributes partially towards the total cost. Among our sister institutions, six institutions (Montclair, NJIT, Ramapo, Rowan, Rutgers, and WPUNJ) have told us that they may provide full financial support for their faculty in the green card application (including filing and legal fees). Three of these six institutions have their policies

- 3) The Task Force recommends that there should be designated individuals who are points of contact for foreign employees for periodic updates and questions about the process. The designated individual should be clearly indicated and should be accessib

**Appendix I Visa sponsorship practices of NJ public universities**

| NJ Public Uni / College                                  | International Faculty # (2020 Spring)   | Sponsored visa type  | Sponsor payer   | Financial support \$ for Green Card  | Point of contact for Faculty visa | Must use designated attorney?   | Total Enrollment # <sup>i</sup> |
|--|---|--|---|--|-----------------------------------|---|---------------------------------|
| <p>Kean University</p> <p>Montclair State University</p> | <p>&gt;0</p> <p>78 work visa (asst/assoc prof: 19, instructor: 1, adjunct: 30-35; managerial/professional staff: 23-28)</p> <p>152 green card holders (most obtained LPR via Montclair sponsorship)</p> | <p>H1-B filing and legal fees (premium processing fee is paid by faculty, unless it's Kean's fault to delay.)</p> <p>H-1B, O-1, J-1, F-1, TN, E-3, E-3D, Green</p> | <p>Academic Affairs (\$1500 inc. legal, which is \$2490 cheaper than Stockton HR-reported \$3990)</p> | <p>Kean pays the filing + attorney fee for permanent labor certification (\$2,500). The I-140 &amp; I-485 application fees (\$1925) + legal fees (\$4200) are paid by faculty.</p> | <p>1 HR designated person</p>     | <p>No. But Kean has contract with <a href="#">Klasko</a> (I-140 legal fee=\$1700, I-485 legal fee=\$2500, totaling \$4200, which is \$3850 cheaper than Stockton-designated Green &amp; Spiegel quote on legal fee of \$8050)</p> | <p>14056</p>                    |

