November 22, 2019

ACADEMIC SENATE
DEANS
DEPARTMENT AND PROGRAM CHAIRS
VICE PROVOSTS

RE: Proposed Revisions to Campus Academic Personnel Manual (CAPM) 102.530: Recruitment and Appointment of Noncitizens

Dear Colleagues:

I invite your comments on proposed revisions to Campus Academic Personnel Manual (CAPM) 102.530: Recruitment and Appointment of Noncitizens. Please facilitate this review process by consulting with individuals in your division or department who may be affected by the proposed changes.

Due to the extensive format and wording edits, a redline version is not provided. The substantive changes are as follows:

- The title is changed to Sponsorship of Immigration and Work Authorization.

- A hiring unit’s ability to sponsor permanent residency for foreign national employees is expanded to include the Teaching Professor (Lecturer with Security of Employment) series; Continuing Lecturers with full year appointments; and all ranks of the Professional Research, Project __ (e.g. Scientist), and Specialist series.

- The policy reflects recently-implemented changes that streamline the process for requesting an exception to sponsor an H-1B Nonimmigrant Worker in a Specialty Occupation visa instead of a J-1 Exchange Visitor visa for a Postdoctoral Scholar.

- The current policy allows for H-1B, E-3, O-1, and TN sponsorship only “when J-1 is not appropriate or available.” Revisions clarify that the J-1 visa category is appropriate for the following academic title series only: Visiting Professor, Visiting Researcher, Visiting Project Scientist, and Visiting Specialist (APM 230); Visiting Scholar, Visitor-Graduate Student, Visitor-Undergraduate Student (APM 430); Research Associate and Research Fellow (APM 355); Postdoctoral Scholar (APM 390); Pre-six Lecturer and Continuing Lecturers with 9/9 appointments (CAPM 516.000); and academic student titles. J-1 visas are not appropriate for appointees in other academic title series, regardless of the appointment percent or duration.

- Information that pertained to non-employment visa categories B-1 and WB has been removed because it is out of scope of this policy. No changes to the use of these categories are proposed.
Please direct feedback on the proposed revisions to apo@ucsc.edu no later than January 10, 2020.

Sincerely,

Lori Kletzer
Interim Campus Provost and
Executive Vice Chancellor

cc:
International Student & Scholar Services Director Calabrese
Assistant Vice Provost- Academic Personnel McClintock
Academic Senate Director Mednick
Department Managers
Divisional Academic Personnel Coordinators