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9-24-86			
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TENURE-TRACK FACULTY AND REGULAR STAFF POSITIONS

A. Recruitment

Applications for tenure track faculty positions and regular staff positions will be accepted from immigrants lawfully admitted to the United States, from non-immigrants present in the United States pursuant to a lawful, temporary visa, and from aliens living in foreign countries who desire to immigrate to the United States.

However, the University will not solicit or encourage applications for such positions from non-immigrants present in the United States pursuant to a lawful, temporary visa or from aliens living in foreign countries who desire to immigrate to the United States, unless and until all reasonable efforts have been made to recruit available, qualified United States workers (including those immigrants lawfully permitted to work permanently in the United States).

B. Appointment

No appointment for a tenure track faculty position or regular staff position will be made by the University to a non-immigrant present in the United States pursuant to a lawful, temporary visa, or to an alien living in a foreign country who desires to immigrate to the United States, unless and until all reasonable efforts to recruit a qualified United States worker have been unsuccessful. Moreover, an appointment will not be made unless the University, in its estimation, believes that immigrant status can be obtained prior to the first day of scheduled employment.

Any appointment of a non-immigrant to a tenure track faculty or permanent staff position will be conditioned upon the non-immigrant's ability to secure immigrant status such that he/she is lawfully permitted to work permanently in the United States prior to the first day of scheduled employment. Although the University will cooperate with the non-immigrant in his/her endeavors to secure lawful status, the non-immigrant must agree to assume full responsibility for all costs (including legal fees and filing fees) associated with securing such approval.

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TEMPORARY FACULTY OR STAFF POSITIONS

A. Recruitment

Applications for temporary faculty or staff positions will be accepted from immigrants lawfully admitted to the United States, from non-immigrants present in the United States pursuant to a lawful, temporary visa, and from aliens living in foreign countries who desire to immigrate to the United States.

B. Appointment

No appointment for a temporary faculty or staff position will be made by the University to a non-immigrant present in the United States pursuant to a lawful, temporary visa, or to an alien living in a foreign country who desires to work in the United States, unless, in the estimation of the University, the non-immigrant is qualified to receive a valid, temporary visa which will qualify the non-immigrant for lawful employment in the temporary faculty or staff position offered. Moreover, an appointment will not be made unless the University, in its estimation, believes that the temporary visa can be obtained by the non-immigrant prior to the first day of scheduled employment.

Any appointment of a non-immigrant to a temporary faculty or staff position will be conditioned upon the non-immigrant's ability to secure the proper visa status prior to the first day of scheduled employment. Although the University will cooperate with the non-immigrant in his/her endeavors to secure- lawful status, the non-immigrant must agree to assume full responsibility for all costs (including legal fees and filing fees) associated with securing such approval.

Authority for Creation or Revision

Minutes of the Board of Regents, September 24, 1986; para. .3375M.