Campus Colleague,

U.S. Citizenship and Immigration Services will be suspending expedited processing of H-1B applications starting April 3, 2017.  The University uses H-1B status for its highly-skilled international employees and typically requests expedited processing for spring faculty hires in order to ensure availability for fall term.  The freeze on expedited processing could delay the start date of international hires with start dates in Fall 2017.  We are writing to provide timelines and resource information regarding potentially affected open faculty recruitments:

Open Searches Nearing Completion:  International Employment Specialist Jennifer Doreen in Human Resources is currently reaching out to departments with open faculty recruitments that could be impacted by the freeze. We may be able to file expedited H-1B applications for successful international finalists following an accepted offer before the freeze takes effect. We anticipate that H-1B filings would need to be submitted by departments no later than March 20 in order to avoid delay of fall starts.

Future Searches:  The biggest impact of the freeze will likely be on positions with a Fall 2017 start date which have not yet been opened for recruitment or which are early in the recruitment process.  If an international candidate is hired into such positions, the UO may not be able to ensure the start date.  We encourage departments with positions with fall start dates to contact Jennifer at [jdoreen@uoregon.edu](mailto:jdoreen@uoregon.edu) prior to issuing unofficial offers of employment and to develop contingency and business continuity plans in case the employee is unable to start in Fall 2017. Additionally, if you have questions or concerns about current or future searches, please contact Jennifer.

Current H-1B Employees:  The freeze could also affect current H-1B employees that need to extend their H-1B status.  The freeze may make these employees ineligible to travel outside of the U.S. and could create a gap in employment eligibility during Fall 2017.  International Scholar Advisor Kate Comiskey in International Affairs has been contacting hiring managers of departments with current H-1B employees that may be impacted by the freeze, in an effort to file expedite requests before the freeze goes into effect.  If you have questions or concerns about current employees, please contact Kate at [comiskk@uoregon.edu](mailto:comiskk@uoregon.edu).

Please note it is inappropriate to inquire about candidates’ immigration status during the selection process or to consider candidate disclosures of need for sponsorship when making selection decisions. If candidates have disclosed their status and have asked about the university’s sponsorship practices, please refer them directly to Jennifer or Kate.

If you have any questions or concerns about the H-1B expedited processing freeze and its potential impact on your employees, feel free to contact Jennifer and Kate as indicated above.

Best,

Nancy Nieraeth

Director, Talent Acquisition

Human Resources

Dennis Galvan

Vice Provost for International Affairs

Professor, Political Science and International Studies