

530-0 **Policy**

The employment of nonresidents by the University is governed by federal regulations enforced by U.S. Departments of Homeland Security, State, and Labor regarding various types of visas and work permits, and certain statutes of the State of California with which it has been the policy of The Regents to comply.

530-4 **Definition**

Nonresident as used in this section refers to a person who is not a citizen or permanent resident of the United States.

Work authorization is a legal status document giving information required for employment of an individual as issued by the U.S. Citizenship and Immigration Services (USCIS).

530-13 **Sponsorship of Work Authorization and Immigration**

Under current federal legislation, the University may, in certain circumstances, sponsor work authorization and/or permanent residency petitions for nonresidents. In undertaking such actions, the University assumes a responsibility of some magnitude.

Sponsorship shall be assumed only on behalf of individuals who contribute to the University's teaching, research, or public service mission. The Chancellor or the Chancellor's designee has authority to determine whether the University will undertake such sponsorship. If, in the Chancellor's or the Chancellor's designee's judgment, the University's interests would be served equally well by a temporary work status, the Chancellor or the Chancellor's designee will not authorize permanent residency procedures.

Following authorization by the Chancellor or the Chancellor's designee, the campus international students and scholars office or other staff having appropriate knowledge and training will take the lead in managing such sponsorship, such as permanent residency and nonresident work authorization petitions, in collaboration with other campus units.

Accordingly, without authorization by the Chancellor or Chancellor's designee, no employee or unit of the University may initiate sponsorship or correspond with any government agency in connection therewith.

530-20 **Condition of Employment**

Nonresidents sponsored for temporary work authorization and permanent residency are entitled to the rights and benefits attaching to the University employment title, and are subject to all University rules and policies.