

Report to
University of Kentucky Senate
on
Green Card Processing for Faculty

October 12th, 2020

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Associate Provost for Internationalization

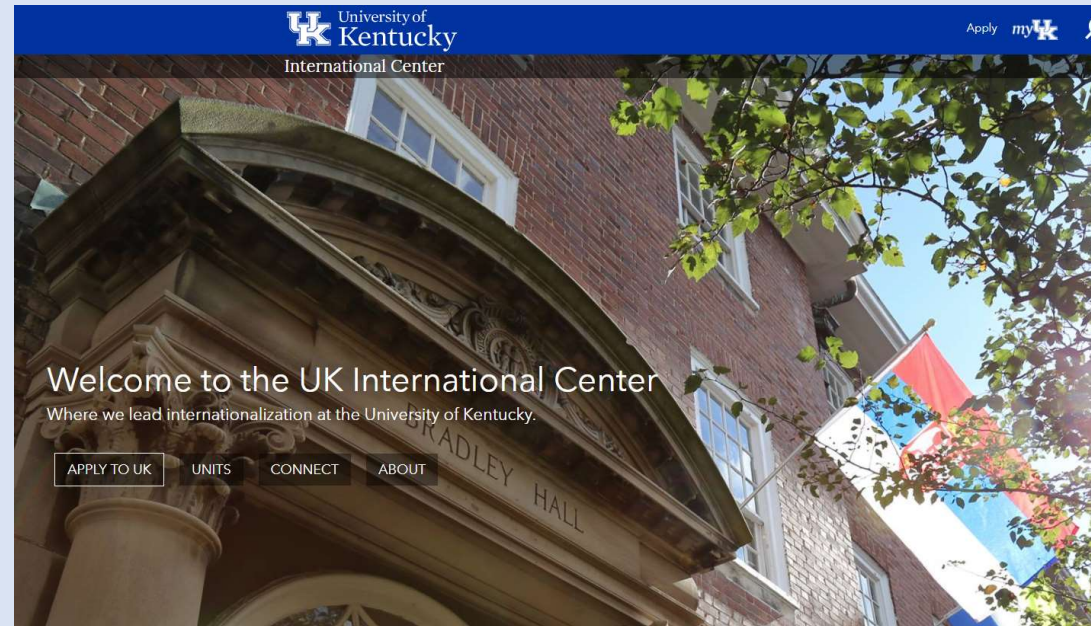


Outline

- The UK International Center – what we do
- The International Student & Scholar Services team
- Quick overview – current numbers
- Note on the current times and their particular stresses
- The H1-B to Permanent Residency (“Green Card”) process
- How we have responded to concerns raised in Senate Meeting (“Items from the floor”) September 14th, 2020
- Further discussion

Internationalization at UK

- UK is a globally-engaged research university
- UK International Center
- International Advisory Council



www.uky.edu/international



**PARTNERSHIPS &
RESEARCH**



**EDUCATION ABROAD &
EXCHANGES**



**INTERNATIONAL
STUDENT & SCHOLAR
SERVICES**



CONFUCIUS INSTITUTE



**THE OFFICE OF CHINA
INITIATIVES**



**GLOBAL HEALTH
INITIATIVES**



FACULTY RESOURCES



**INTERNATIONAL
HEALTH, SAFETY &
SECURITY**

International Student & Scholar Services (ISSS)

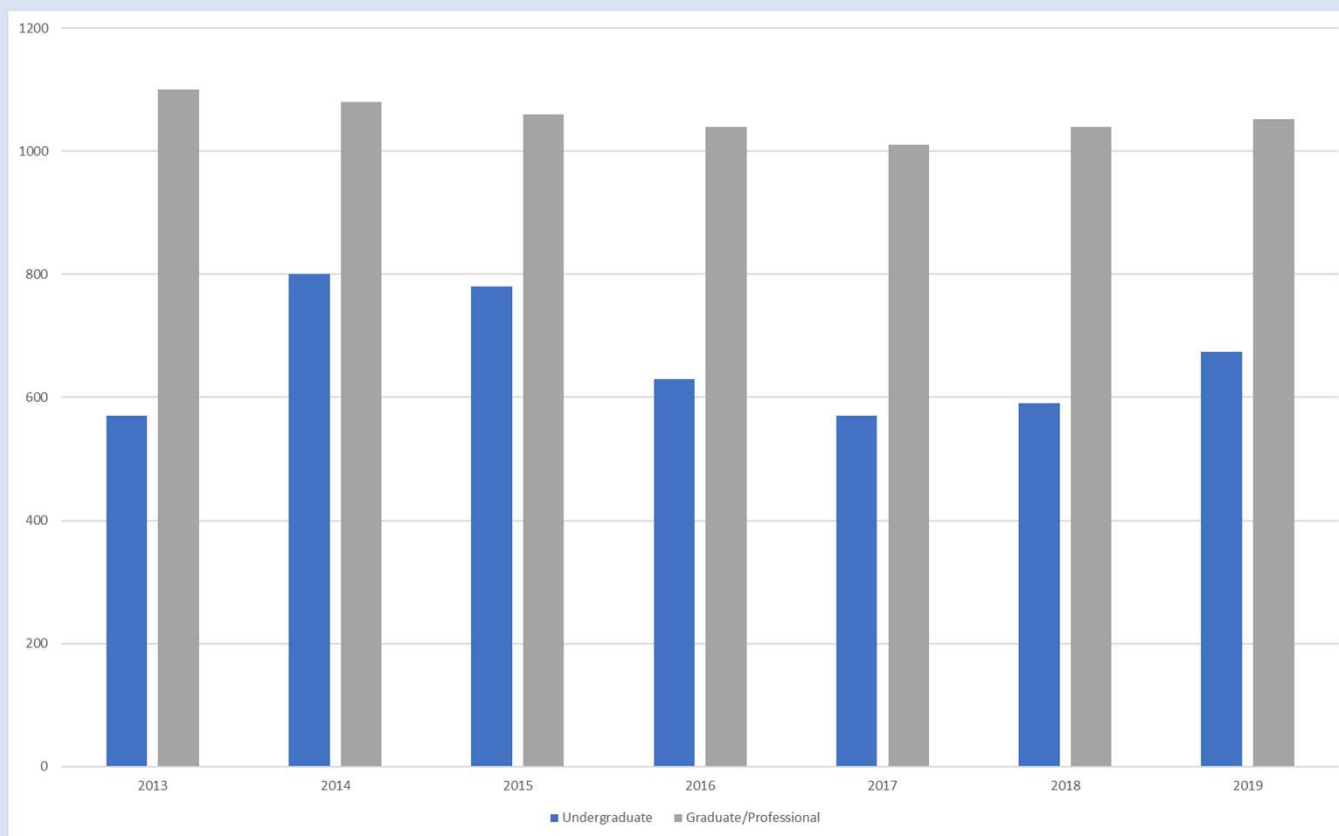
Immigration Advising
& Compliance

Student Success
& Retention

Intercultural & Social
Programming

Support for
Hosting & Hiring

International Students



Top-sending Countries

- China
- India
- South Korea

Colleges with the most international Students

- Engineering
- A&S
- CAFE
- Business

INTERNATIONAL STUDENT & SCHOLAR SERVICES



1,692

Total International
Students

303

Optional Practical Training
(OPT) Students

183

H-1B Faculty
& Staff

591

J-1 Exchange
Visitors

*Numbers reflect the 2019-2020 academic year

STUDENT SUPPORT SERVICES

Academic Success

- Retention & graduation rates
- Support to colleges & advisers
- International Student Leadership Team
- Workshops & training
- GoInGlobal - Career planning tool
- UK 101 international infused sections
- Introduction to U.S. academic culture

Belonging & Engagement

- International Student Orientation
- Events organized by student leaders
- Ongoing and special programs
- International Village LLP
- Advising international student orgs.
- International Hospitality Program
- Cross-cultural workshops

Health, Wellness & Financial Stability

- Introduction to U.S. healthcare
- Tax software support
- Financial need-based scholarships
- Sponsored programs w/ Counseling Center
- Advise & advocate on international perspectives related to health, wellness and financial stability

IMMIGRATION SERVICES

- Immigration benefits & advising
- Reporting to Department of Homeland Security / Exchange Visitor Program
- Education / training on immigration topics
- OPT / CPT requests
- Other advising (SSN, ITIN, DMV)
- Reports to Department of State / SEVIS
- Alerts, case management & reports

COLLEGE SUPPORT SERVICES

- Compliance Oversight (PDSO/RO)
- Onboarding international faculty & staff
- Campus training & outreach
- Advocacy & federal relations
- HR / Legal / Insurance
- Campus partnership development
- Filing immigration petitions: H-1B & Permanent Residency (green card)

CAMPUS-WIDE SERVICES

- Liaise with sponsoring student orgs.
- Tips for teaching and working with international students (CELT)
- Partner with advisors / DGSs
- Requests to host / invite / hire faculty
- Guidance for faculty grants
- Partner with Center for English as a Second Language (CESL)

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international.uky.edu/ISSS



The times we're living in...

- Immigration is highly politicized
- Volatile and unpredictable policy shifts and reversals
- Rumors and messages to the world
- UK students, scholars, faculty members, and staff impacted
- Prioritizing maintaining legal status and work authorization



INTERNATIONAL FACULTY & STAFF

183

**TOTAL H-1B
FACULTY & STAFF**

An H-1B visa status position is primarily held by faculty and staff in a regular full-time employment capacity engaged in teaching, research or other special occupations.

**Data reflects a snapshot of FY2018-19*

Note: for 2019-20 the number is 192



Top 5 H-1B Countries



Countries of Origin: H-1Bs



China	57	Nepal	2	Libya	1
India	47	Sweden	2	Malaysia	1
Canada	11	Bahrain	1	Morocco	1
South Korea	9	Cameroon	1	Oman	1
Spain	7	Chile	1	Peru	1
Brazil	6	Cyprus	1	Philippines	1
Iran	3	Ecuador	1	United Kingdom	1
Italy	3	Ethiopia	1	Uruguay	1
Romania	3	Germany	1	Venezuela	1
Argentina	2	Greece	1	Vietnam	1
Australia	2	Honduras	1	Zimbabwe	1
France	2	Indonesia	1		
Japan	2	Kenya	1		
Jordan	2	Kuwait	1		

H1-B to Green Card (Permanent Residency)

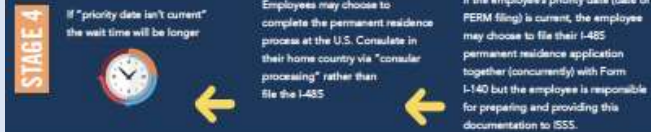
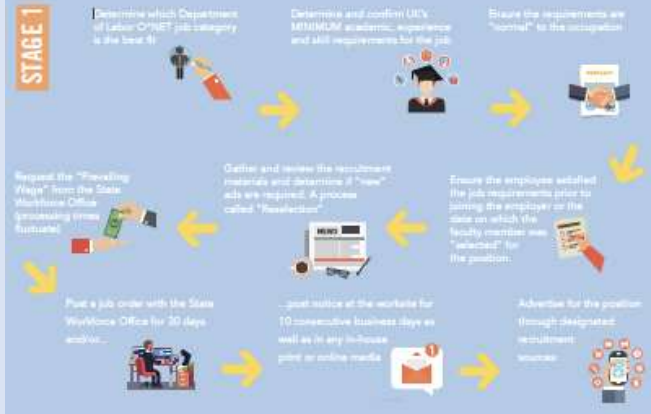


Some clarifications

- There are several pathways to applying for US Permanent Residency aka a “Green Card” and the whole complex process usually takes a long time
- The university (the employer) is responsible for doing the preliminary necessary steps to allow the faculty member (the employee) to apply for his or her “Green Card”
- The preliminary steps include the completing and filing the “PERM” application with the Department of Labor and filing the I-140 with USCIS (US Customs & Immigration Service)
- After these preliminary steps are all completed successfully, the faculty member may file their I-485 permanent residence application

Four Stages

GREEN CARD PROCESS FOR EB-2 - TEACHING FACULTY



How have we responded to concerns raised by Senator Shannon Oltmann?

- As soon as we learned of the issue, we investigated and communicated with stakeholders
 - Addressed immediate concerns
 - Met with college and departmental staff in A&S, Communications & Information, and Engineering about particular cases
 - Began comprehensive review of Green Card preliminary steps processes and procedures
 - Clarifying information (and web materials) regarding steps and expected timeline
 - Tightening internal tracking and review to ensure progress of cases is monitored regularly by ISSS Director Elizabeth Leibach
 - Developing “RACI” (Responsible; Accountable; Consult; Inform) charts for H-1B and Green Card preliminary processes to clarify who does what when.

Supporting stakeholders

- Recognize how complex and stressful the experience is, especially for the faculty members; intentionally approach all communications from this starting point
- Developing new approach to more fully engage and support (a) faculty members, (b) college/unit administrators, and (c) college/unit leaders throughout the process
- Developing programming to inform stakeholders (e.g., webinar/forum with leading immigration attorney)
- Working with Faculty Advancement to provide clear information regarding any T&P considerations

Supporting Stakeholders (continued)

- Setting up one on one meetings of H1-B Immigration Specialist William Arnold with college/unit administrators handling H1-B and Green Card cases
- Setting up regular (maybe monthly) meetings of college/unit administrators group (“iCAT users”) for updates, information sharing and feedback
- Forming Advisory Committee to continuously review and improve processes. Committee members to come from college/unit administrators group
- Revising department intake forms in iCAT to be more transparent and involve all stakeholders

Your questions, comments, suggestions?

If you would like to contact me:

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