

Visa Options and Factors to Consider when Hiring International Employees

Please Note: Each International Employee’s situation is unique, so please consult with the IPO before selecting which visa type is the best fit

Factors	F-1 Student on OPT and/or STEM OPT (Optional Practical Training)	J-1 Student on AT (Academic Training)	J-1 Short-Term Scholar	J-1 Research Scholar/Professor	TN NAFTA Professionals/ Temporary Workers	H-1B Employee
Employment	Authorized by School of Record AND USCIS Approval	Authorized “incident to status” by the Program Sponsor (School of Record)	Authorized “incident to status” by the Program Sponsor (IPO Staff)	Authorized “incident to status” by the Program		