

## Visa Sponsorship Matrix (as of Jan. 2024)

Researchers with M.D. or Ph.D.								
Job Code	Job Class	Benefits Profile	Title	Degree	Visa	Minimum/Maximum Salary	Maximum Time in Title	Maximum Term of Visa
0811	CLASS	Employee	Transitional Scholar	Enrolled in a foreign graduate degree program, foreign graduate student has submitted dissertation and completed research. Defense and official doctoral degree conferral to be completed within 12 months. Will apply for postdoc position once degree conferred.	J-1	Commensurate with Postdoc Pay Plan, eligible for up to \$5000 relocation expenses	1 year, then transfer to Postdoc position	5 yrs for J-1
4804	ATP	Employee	Postdoctoral Researcher	Terminal degree (Ph.D. or M.D. or equivalent) requiring 8+ yrs of education beyond high school	J-1 or H-1B	Commensurate with Postdoc Pay Plan	Limited to 6 yrs	5 yrs for J-1 6 yrs for H-1B
4806	ATP	Fellow if <50% FTE or Employee if ≥50%	Postdoctoral Researcher – Partial Paid Direct	Terminal degree (Ph.D. or M.D. or equivalent) requiring 8+ yrs of education beyond high school	J-1	Commensurate with Postdoc Pay Plan (Requires documentation of external funding if not paid by UTSW; no personal funds)	Limited to 6 yrs	5 yrs for J-1
PRHII	CWR	Fellow	Postdoctoral Research Fellow	Terminal degree (Ph.D. or M.D. or equivalent) requiring 8+ yrs of education beyond high school	J-1	<b><u>Not funded by UTSW</u></b> Commensurate with Postdoctoral Pay Plan (requires documentation of external funding; no personal funds)	Limited to 6 yrs	5 yrs for J-1
VSFEL	CWR	N/A	Visiting Senior Fellow	M.D. or Ph.D. holder who receiving or sharing specialized training at UTSW	J-1	<b><u>Not funded by UTSW</u></b> Commensurate with Postdoctoral Pay Plan (requires documentation of external funding; no personal funds)	1 year (unless exception approved)	J-1 Short Term Scholar – 6 months to J-1 Research Scholar – 5 yrs
0803	CLASS	Employee	Visiting Senior Researcher	M.D. or Ph.D. holder who receiving or sharing specialized training at UTSW	J-1	<b><u>Fully or partially funded by UTSW</u></b> Commensurate with Postdoctoral Pay Plan	1 year (unless exception approved)	J-1 Short Term Scholar – 6 months to J-1 Research Scholar – 5 yrs

### Visiting International Graduate Students

Job Code	Job Class	Benefits Profile	Title	Degree	Visa	Minimum/Maximum Salary	Maximum Time in Title	Maximum Term of Visa
VJFEL	CWR	N/A	Visiting Junior Fellow	Enrolled in foreign graduate degree program (Masters or Ph.D. programs only) Foreign graduate student doing thesis/dissertation research at UTSW to receive foreign degree. Student must receive academic credit from their home university.	J-1	Commensurate with UTSW graduate student salary: \$37,000/year  <b><u>Not funded by UTSW -</u></b> Documentation of external funding required; personal funds allowed only for visits of 3 months or less	1 year initially  Renewable annually with new application for up to a maximum of 3 yrs	J-1 Short Term Scholar – 6 months to J-1 Research Scholar – 5 yrs
0802	CLASS	Employee	Visiting Junior Researcher	Enrolled in foreign graduate degree program (Masters or Ph.D. programs only) Foreign graduate student doing thesis/dissertation research at UTSW to receive foreign degree. Student must receive academic credit from their home university.	J-1	Commensurate with UTSW graduate student salary: \$37,000/year.  <b><u>Fully or partially funded by UTSW -</u></b> Documentation of external funding required only if partially paid by UTSW	1 year initially  Renewable annually with new application for up to a maximum of 3 yrs	J-1 Short Term Scholar – 6 months to J-1 Research Scholar – 5 yrs
VGS	CWR	N/A	Visiting Graduate Student	International student enrolled at U.S. institution following mentor to UTSW	F-1	Paid by F-1 visa sponsor	Determined by Academic Program	Determined by Academic Program
0806	CLASS	Employee	Visiting Graduate Student	International student enrolled at U.S. institution following mentor to UTSW	F-1	Commensurate with UTSW graduate student salary: \$30,000/year.	Determined by Program	Determined by Program
STUIN	CWR	N/A	Student Intern (unpaid)	International student enrolled in undergraduate or graduate degree program in U.S.	F-1	Paid by F-1 visa sponsor	Temporary position limited to 120 days	120 days or less as needed for internship
0806	CLASS	Employee	Student Intern (paid)	International student enrolled in undergraduate or graduate degree program in U.S.	F-1	Undergraduate student: \$7.25 - \$12.00/hr. Graduate student: \$12.00 - \$15.00/hr	Temporary position limited to 120 days	120 days or less as needed for internship

Graduate Medical Education								
Job Code	Job Class	Benefits Profile	Title	Degree	Visa	Minimum/Maximum Salary	Maximum Time in Title	Maximum Term of Visa
6801	ATP	Employee	Clinical Fellow-ACGME	M.D. or foreign equivalent	J-1 (sponsored by ECFMG)	Commensurate with "House Staff" Pay Plan	Determined by Training Program	7 yrs for J-1
7801	ATP	Employee	Clinical Fellow-Non-ACGME	M.D. or foreign equivalent	J-1 (sponsored by ECFMG)	Commensurate with "House Staff" Pay Plan	Determined by Training Program	7 yrs for J-1
RES/PTC	CWR	N/A	Resident	M.D. or foreign equivalent	J-1 (sponsored by ECFMG)	Commensurate with "House Staff" Pay Plan	Determined by Training Program	7 yrs for J-1

Faculty								
Job Code	Job Class	Benefits Profile	Title	Degree	Visa	Minimum/Maximum Salary	Maximum Time in Title	Maximum Term of Visa
Varies	Faculty	Employee	Regular Faculty	M.D. or Ph.D.	J-1 (non-tenure track) or H-1B	Determined by dept. and visa (Requires payment of salary through budget payroll; no personal funds)	Unlimited	5 yrs for J-1 (non-tenure track) 6 yrs for H-1B
Varies	Faculty	Employee	Visiting Faculty	M.D. or Ph.D.	J-1 or H-1B  J-1 - May have "incidental patient contact" only.  H-1B – Must be paid by UTSW and hold valid clinical license if M.D. will have direct patient contact.	Determined by department and visa Minimum \$45,000  J-1 - Requires documentation of external support if not paid by UTSW  H-1B - Requires payment of salary by UTSW; cannot be paid by Parkland or other entity; no personal funds	2 yrs per UTSW policy	5 yrs for J-1 6 yrs for H-1B

**Classified**

<b>Job Code</b>	<b>Job Class</b>	<b>Benefits Profile</b>	<b>Title</b>	<b>Degree</b>	<b>Visa</b>	<b>Minimum/Maximum Salary</b>	<b>Maximum Time in Title</b>	<b>Maximum Term of Visa</b>
Varies	CLASS	Employee	Classified	Bachelor's degree or above must be a minimum requirement to qualify for the position (cannot accept experience in lieu of education)	H-1B	Determined by HR Compensation & visa	Unlimited	6 yrs for H-1B

## Visa Sponsorship Matrix – Affiliation Agreements

### International Scholars

A special subset of Visiting Junior Fellows who will use the International Scholar title and Job Code 9912. These fellows have been identified as part of International Exchange Programs between UT Southwestern and various international institutions. The fellows will come to UT Southwestern as undergraduate researchers and must receive academic credit from their home university. International Scholars at UT Southwestern include college level undergraduate and MS level graduate students that are paid by the UT Southwestern mentor's funds or from their home university/government.

Institution	Lead Faculty Member	Country	Number of Students	Funding	Visa	Annual Start date	Length of Appointment	Maximum Term of Visa
Wuhan University	Dr. Yi Liu	China	4 students  Enrolled in undergraduate program in China	Funded by home institution, Chinese Scholarship Council, and/or UTSW	J-1	September	8 months	J-1 Student Intern – 1 year
Beutler Institute (Primarily from Xiamen University with occasional students coming from Nanjing University)	Dr. Bruce Beutler	China	2-3 students (up to 5)  Enrolled in undergraduate program in China	Funded by home institution, Chinese Scholarship Council, and/or UTSW	J-1	September (Program Currently on hold)	9 months	J-1 Student Intern – 1 year
Polish University Consortium (Wroclaw University and the Polish Fulbright Commission)	Dr. Jose Rizo-Rey	Poland	6 students  Enrolled in a combined BS/MS program in Poland	Paid by UTSW	J-1	June/July	1 year	J-1 Research Scholar – 5 yrs
Meiji University	Dr. Shin Yamazaki	Japan			J-1	Agreement in progress.		

## Visa Sponsorship Matrix – Affiliation Agreements (continued)

Visiting Reciprocal Scholars								
A special subset of researchers that are physicians in their home country. Visiting Reciprocal Scholars are appointed at UT Southwestern through the Office of Global Health. The Visiting Reciprocal Scholar title is only used for international visitors that are visiting UT Southwestern from Sun Yat-sen University.								
Institution	Lead Faculty Member	Country	Number of Scholars	Funding	Visa	Annual Start date	Length of Appointment	Maximum Term of Visa
Sun Yat-sen University	Office of Global Health (POC Erica Asante)	China	10	Funded by home institution, Chinese Scholarship Council	J-1	January	2 yrs	J-1 Research Scholar – 5 yrs
Job Code	Job Class	Benefits Profile	Title	Degree	Visa	Minimum/Maximum Salary	Maximum Time in Title	Maximum Term of Visa
VRFEL	CWR	“Paid Direct” if <50% FTE <b>Employee</b>	Visiting Reciprocal Scholar	M.D. or Ph.D. reciprocal exchange program participant invited to UTSW to learn U.S. clinical and basic science research methods	J-1	Commensurate with Postdoc or Faculty Pay Plan (requires documentation of external funding if not paid by UTSW; no personal funds)	2 yrs	J-1 Research Scholar – 5 yrs
0807	Classified	Employee	Visiting Reciprocal Scholar	M.D. or Ph.D. reciprocal exchange program participant invited to UTSW to learn U.S. clinical and basic science research methods	J-1	Commensurate with Postdoc or Faculty Pay Plan (based on yrs of experience and title in home country)	2 yrs	J-1 Research Scholar – 5 yrs