

## **Institutional Policy on Sponsoring H-1B Visas for Trainees in Residency and Fellowship Programs**

UNIVERSITY OF ARIZONA COLLEGE OF MEDICINE  
Graduate Medical Education Committee  
Policies and Procedures

### **PURPOSE**

H-1B visas are not intended for those enrolled in educational programs such as GME residency or fellowship programs. Therefore, the decision to sponsor an H-1B visa will only be made in such instances where the UA COM and BUMG will benefit significantly.

### **PROCESS**

Should a training program request sponsorship of an H-1B visa, there must be written justification based on the following conditions:

1. The foreign national is judged to be a strong future prospect for a faculty appointment or would bring significant benefit to the training program
2. The foreign national has outstanding USMLE scores
3. The foreign national is a medical school honors graduate or otherwise achieved outstanding academic marks in medical school
4. The foreign national has received special recognition in the areas of research, publications, or service awards at a level significantly above other applicants to the GME program

The department will follow these steps in submitting a request for an H-1B visa sponsorship to the GME office:

1. The foreign national submits a request to the residency or fellowship program director providing specific information regarding his or her ability to meet the above conditions
2. The residency or fellowship program director evaluates the request in terms of the above conditions and decides whether or not to recommend consideration of an H-1B sponsorship
3. The program director forwards a recommendation for H-1B sponsorship to the department chair for endorsement
4. The department chair forwards the request and supporting documentation to the GME Office
5. The GME Office/DIO, in conjunction with the AMC Education Committee, will review the request and if approved, take it to the AMC for final review and approval.
6. If H-1B sponsorship is approved, BUMG confirms that as the employer, BUMG will comply with all regulations regarding employment of individual in H-1B status.

Under no conditions will determinations regarding sponsorship be based on considerations of race, gender, national origin, age or disability.

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