

## NON-PAID APPOINTMENT ELIGIBILITY REQUIREMENTS FOR INTERNATIONAL VISITORS NOT SPONSORED BY UMD

This chart outlines the documents required for ISSS to approve a non-paid appointment in the PHR system. This approval process is for foreign nationals' whose immigration status is not sponsored by the University of Maryland, College Park.

For more information about the approval process, please visit

<https://globalmaryland.umd.edu/offices/international-student-scholar-services/non-paid-phr-appointments>.

Immigration Status	Description	Documents Required
<b>Adjustment of Status</b>	Individuals with a pending Adjustment of Status application under Section 245 of the INA with a valid EAD	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid Employment Authorization Document (EAD) [(c)(9) or (c)(16) or (c)(24)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>
<b>A-1</b>	<p><b><u>Foreign Diplomatic Personnel</u></b>            Individuals in the U.S as employees of a foreign government, e.g., ambassador, minister, diplomat, or consular officer.</p>	Not authorized to work at UMD.
	<p><b><u>Dependent of A-1/A-2 Visa Holder</u></b>            Immediate family members of foreign government officials (Dependents also carry A-1/A-2 status)</p>	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid EAD [(c)(4)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>

<p><b>B-1</b></p>	<p><b><u>Visitor for Business</u></b></p> <p>Individuals in the U.S. for a short time to engage in business activities such as consulting with business associates, attending professional/scientific conferences and workshops, or conducting independent research that will not benefit UMD.</p> <p>May not engage in any employment in the U.S., including salaried work or services performed on an independent basis.</p>	<p><b>Not eligible</b> for an appointment in the PHR system</p> <p>For information about access to University systems and services, see the <a href="#">B-1 Visitor Guide</a>.</p> <p>More information can be found here:  <a href="https://globalmaryland.umd.edu/offices/international-student-scholar-services/b-1b-2-business-or-visitor-visa">https://globalmaryland.umd.edu/offices/international-student-scholar-services/b-1b-2-business-or-visitor-visa</a></p>
<p><b>WB</b></p>	<p><b><u>Waiver for Business</u></b></p> <p>Individuals permitted to enter the U.S. without a visa for a stay limited to 90 days. Available only to citizens of countries designated by the U.S. State Department. Allows visitor to engage in business activities such as negotiating with business associates, attending professional conferences, or conducting independent research.</p> <p>May not engage in any employment in the U.S., including salaried work or services performed on an independent basis. Cannot file for a change of status.</p>	<p><b>Not eligible</b> for an appointment in the PHR system</p> <p>For information about access to University systems and services, see <a href="#">B-1 Visitor Guide</a>.</p> <p>More information can be found here:  <a href="https://globalmaryland.umd.edu/offices/international-student-scholar-services/b-1b-2-business-or-visitor-visa">https://globalmaryland.umd.edu/offices/international-student-scholar-services/b-1b-2-business-or-visitor-visa</a></p>
<p><b>E-3</b></p>	<p><b><u>Temporary Worker in a Specialty Occupation</u></b></p> <p>Limited to citizens of Australia; perform professional services for a sponsoring employer in a specific position for a fixed period of time. Employment authorization is granted for an initial period of up to 2 years. Extensions can be granted indefinitely in increments of up to 2 years. Annual cap of 10,500.</p>	<ul style="list-style-type: none"> <li>● <b>Passport</b> (Australian)</li> <li>● <b>I-94</b></li> <li>● <b>Authorization for Employment:</b> Form I-797 Approval Notice (copy acceptable), if applicable</li> <li>● <b>Proof of Placement:</b> Copy of Labor Condition Application (LCA – Form ETA 9035) with the UMD as Location/Place of Employment</li> </ul>

	<b><u>Dependent</u></b>	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid EAD [(a)(17)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>
<b>F-1 Student</b>	<b><u>F-1 Student</u></b> Individuals in the U.S. engaging in a full course of academic study in an accredited educational program.	<b><u>Curricular Practical Training</u></b> <ul style="list-style-type: none"> <li>● <b>Passport</b></li> <li>● <b>I-94</b></li> <li>● <b>Authorization for Employment:</b> Form I-20 with endorsement by PDSO/DSO</li> </ul> <b><u>Optional Practical Training(OPT) or STEM OPT</u></b> <ul style="list-style-type: none"> <li>● <b>Not eligible</b> for non-paid PHR appointment</li> </ul>
	<b><u>F-2 Dependents</u></b>	F-2 dependents are not authorized to work
<b>G-1, G-2, G-3 &amp; G-4</b>	<b><u>Representative of International Organization</u></b> Individuals in the U.S. as representatives of an international organization—e.g., the United Nations—and their dependents.	Not authorized to work at UMD
	<b><u>Dependent</u></b>	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid EAD [(c)(4)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>

<p><b>H-1B &amp; H-4</b></p>	<p><b><u>H-1B Temporary Worker in a Specialty Occupation</u></b>          Individuals in the U.S. to perform professional services for a sponsoring employer in a specific position for a fixed period of time. Employment authorization is granted for an initial period of up to 3 years. Extensions for an additional 3 years are possible. Further extensions permitted under certain circumstances.</p>	<ul style="list-style-type: none"> <li>● <b>Passport</b></li> <li>● <b>I-94</b></li> <li>● <b>Authorization for Employment:</b> Form I-797 Approval Notice (copy acceptable)</li> <li>● <b>Proof of Placement:</b> Labor Condition Application (LCA – Form ETA 9035) with the UMD as Location/Place of Employment</li> </ul> <p><b>Note:</b> For remote access to Evergreen database, please contact an ISSS advisor directly</p>
	<p><b><u>H-4 Dependent</u></b></p>	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid EAD [(c)(26)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>
<p><b>J-1</b></p>	<p><b><u>Exchange Visitor (Student)</u></b>          Individuals in the U.S. as exchange visitors for the primary purpose of studying at an academic institution under the auspices of the US Department of State and a Designated Program Sponsor</p>	<ul style="list-style-type: none"> <li>● <b>Passport</b></li> <li>● <b>I-94</b></li> <li>● <b>Authorization for Employment:</b> Valid Form DS-2019</li> <li>● <b>Proof of Placement:</b> Letter of authorization from Responsible Officer (RO)/Alternate Responsible Officer (ARO) authorizing off-campus or academic training</li> </ul> <p><b>Note:</b> After degree completion, not eligible for non-paid appointment</p>
	<p><b><u>Exchange Visitor (Short-term Scholar, Professor, Research Scholar; Specialist; Trainee; Alien Physician)</u></b>          Individuals in the U.S. as exchange visitors under the auspices of the US Department of State and a Designated Program Sponsor.          This includes Fulbright scholars who are placed at the University of Maryland.</p>	<ul style="list-style-type: none"> <li>● <b>Passport</b></li> <li>● <b>I-94</b></li> <li>● <b>Authorization for Employment:</b> Valid Form DS-2019 with UMD listed as “Primary Site of Activity”</li> <li>● <b>Proof of Placement</b> (If UMD is not listed on the DS-2019): submit a letter of authorization from Responsible Officer (RO)/Alternate Responsible Officer (ARO) authorizing activities and confirming that UMD has been added as a second site in SEVIS; J-1 Incidental Employment letter is also acceptable</li> </ul>

<p><b>J-2</b></p>	<p><b><u>Dependent of J-1 Visa Holder</u></b>          Individuals in the U.S. as a dependent (spouse or unmarried child under the age of 21) of a J-1 exchange visitor</p>	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid EAD [(c)(5)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul> <p>*Not permitted to work in any capacity without EAD*</p>
<p><b>K-1</b></p>	<p><b><u>Fiancé(e) of a US citizen</u></b>          Individuals coming to the US to marry a US citizen</p>	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid EAD [(a)(6)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>
<p><b>M-1</b></p>	<p><b><u>Student Seeking Practical Training after Completion of Studies</u></b></p>	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid EAD [(c)(6)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>
<p><b>O-1</b></p>	<p><b><u>Person of Extraordinary Ability</u></b>          Individuals of extraordinary ability in the sciences, arts, education, business, or athletics who are in the U.S. to work for a sponsoring employer or organization</p>	<ul style="list-style-type: none"> <li>● <b>Passport</b></li> <li>● <b>I-94</b></li> <li>● <b>Authorization for Employment:</b> Form I-797 Approval Notice (copy acceptable)</li> <li>● <b>Proof of Placement:</b> I-129 form and itinerary</li> </ul>
	<p><b><u>O-3 Dependents</u></b></p>	<p>O-3 dependents are not authorized to work.</p>
<p><b>TN</b></p>	<p><b><u>Trade NAFTA</u></b> (for citizens of Canada &amp; Mexico)          Individuals in the U.S. to perform professional services for a sponsoring employer in a specific position for a fixed period of time, pursuant to the provisions of the North American Free Trade Agreement</p>	<p><b>Not eligible</b> for non-paid PHR appointment</p>
<p><b>Asylee</b></p>	<p>Individuals who have been granted asylum status after arrival in the U.S. based on a well-founded fear of persecution in their home country.</p>	<ul style="list-style-type: none"> <li>● <b>Passport</b> (if available)</li> <li>● <b>Authorization for Employment:</b> Letter from USCIS or Immigration Judge order approving asylee status OR valid</li> </ul>

		<p>EAD [(a)(5) or (c)(8)] OR Form I-94 showing asylee status</p> <ul style="list-style-type: none"> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>
<b>Refugee</b>	Individuals admitted to the U.S. who have proven a well- founded fear of persecution in their home country. Admitted to the U.S. for one year, after which time they can apply to become lawful permanent residents.	<ul style="list-style-type: none"> <li>● <b>Passport</b> or Travel Document</li> <li>● <b>Authorization for Employment:</b> Letter from USCIS approving refugee status OR valid EAD [(a)(3) or (a)(4)] OR Form I-94 showing refugee status</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul>
<b>Temporary Protected Status (TPS)</b>	Special protection from deportation is available to qualified nationals of designated countries. Extended by U.S. government, generally in one-year periods.	<ul style="list-style-type: none"> <li>● <b>Authorization for Employment:</b> Valid EAD [(a)(12) or (c)(19)]</li> <li>● <b>Supporting Document:</b> Proof of funding or academic benefit (e.g. proof that the activity will be used for course credit, enrollment in established internship program, etc.)</li> </ul> <p><b>Note:</b> most will have a valid EAD, but there are also special provisions automatically extending the employment authorization for designated countries. To find out if a specific TPS-country has had the work authorization automatically extended, see: <a href="http://www.uscis.gov/tps">http://www.uscis.gov/tps</a></p>

Please note that there are no “volunteer” non-paid appointments without a verifiable academic relationship to the foreign national enrolled in a degree seeking program. All other PHR non-paid appointments are funded by fellowships, scholarships, or a salary by a third party.

"Volunteering" is not permitted when the individual was previously employed to perform such duties per the Fair Labor Standards Act Section 3(e)(4)(a). ISSS is unable to approve a non-paid appointment for someone who was previously paid by UMD.

ISSS cannot approve a non-paid appointment prior to a foreign national’s paid appointment.