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## Change of Procedure for Hiring non US citizen

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# Change of Procedure for Hiring non US citizen

Submitted by: Frank Goforth

8/13/2014

## **Discussion:**

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Georgia Southern University added a restriction to its recruiting policy, i.e. "Must be authorized to work in the United States for the duration of employment without assistance from the institution."

## **Rationale:**

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For tenure track positions, this policy puts Georgia Southern University at a recruitment disadvantage. U.S. labor department and immigration office have always been giving green lights to tenure track positions. This process to assist application for visa is straightforward. Why would we implement this policy when we want to become a research school? This would seem suspect from a cost/benefit analysis.

## **SEC Response:**

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9/15/2014: The SEC chose not to place this on the agenda. See below for response.

## **Senate Response:**

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Minutes 9/15/2014 Dr. Pat Humphrey (COSM) Senate Moderator: There was one request for discussion, which the SEC chose not to place on the agenda. It came from

Frank Goforth, CEIT, which relates to the new language for faculty searches. "Georgia Southern people must be able to work in this country without assistance." It has to do with the new rules or other rules from the Immigration Service and the Department of Labor. One of the things the Department of Labor says we should pay lecturers \$60,000 a year, the same as an Assistant Professor if they have Ph.D. One thing we don't understand is that if we were in Atlanta we wouldn't have to pay that. The wording is appealable by any department chair, dean, to the Provost, if you feel truly causes a hardship for your search. If your search has that language in and you can't get an adequate pool, the Provost assures me that such wording will be removed and you will be allowed to re-advertise. That's what's up with that. With the amount of manpower and money that we spend every year, hundreds of thousands of dollars processing fees and hundreds of man-hours for those searches where people didn't stay here beyond a year or two, and we expended time and money, isn't effective.