

## **Faculty Immigration Estimates Memorandum of Understanding**

Williams College has an institutional commitment to maintaining a diverse, internationalized curriculum and faculty, and above all we seek to recruit and retain outstanding faculty members. To this end, Williams College offers financial assistance with faculty immigration processing costs.

### **Work Visa**

For successful candidates who require a work visa, Williams College will immediately provide access to the immigration law firm we use to process the immigration applications for our faculty members. This complimentary conversation will help you to understand the costs involved and to determine which visa category you are eligible for, and which category is most appropriate for your appointment.

If a work visa sponsorship is possible, Williams College will pay the required fees for sponsorship, which includes legal fees, application costs, and government filing fees. There may be some personal expenses that you will be responsible for during the immigration process and they will be discussed during the preliminary consultation appointment with our legal counsel.

### **Permanent Residency**

For sponsored faculty members in permanent or tenure track appointments, as an employment sponsor we seek to provide permanent residence status as soon as possible. Therefore, Williams College will pay the required fees for permanent residence, which includes legal fees, application costs and government filing fees. Again, consultation with our immigration counsel will help you better appreciate any personal costs you may incur and timing of your specific case prior to accepting Williams College's offer of employment.