

OPA / ISSS Meeting

**Tuesday
April 7, 2026**



DOL Proposal to Change Prevailing Wage Levels

March 27, 2026: The Department of Labor published a proposal that would change the methodology it uses to calculate Wage Level 1 through 4 prevailing wage determinations used in the H-1 B, H-1B1, E-3, and PERM (EB-2 and EB-3) programs to address what the administration asserts to be the current system's undercutting of U.S. worker wages.

Regulatory & Policy Updates

Dept. of Labor proposes revisions to prevailing wage methodology

Current and proposed wage levels

Wage Level	Current	Proposed	Avg. wage increase
Level I	17th percentile	34th percentile	33%
Level II	34th percentile	52nd percentile	24%
Level III	50th percentile	70th percentile	21%
Level IV	67th percentile	88th percentile	22%

New Questions on Form I-129

What level of education is required for the position? *

What field(s) of study would qualify someone for this position? *

How many years of experience are required in order to qualify for this position? *

What special skills are required in order to qualify for the position? *


How many people will the beneficiary supervise and what are their position titles? *

New Edition of Form G-1450

Please use the latest version of Form G-1450. It is available at www.uscis.gov/sites/default/files/document/forms/g-1450.pdf


The main change is that the form now requires the security code found on the back of the credit card.

Credit Card Information			
Credit Card Number			
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Credit Card Expiration Date (mm/yyyy)	<input type="text"/>	CVV Code	<input type="text"/>

Form G-1450 Edition 02/06/26 

Changes to Temple University's J-1 Exchange Visitor Program

J-1 status is not appropriate if the scholar will:

- Engage in any position that does not require the minimum of a Bachelor's degree
 - Hold tenure-track or tenured faculty appointments
 - Enter the US to participate in a medical residency program or engage in clinical activities (Program Sponsor must be ECFMG)
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- A blurred background image of a bird perched on a branch. The bird has a reddish-brown breast and a greyish-blue back. It is facing left. The background is a soft, out-of-focus green and white, suggesting a natural outdoor setting.

Positions at Temple that may fall under the J-1 Exchange Visitor Program:

- NTT Faculty
- Adjunct Faculty
- Postdoctoral Fellow
- **Research Position** T24 or higher that is Exempt (not covered by a Collective Bargaining Agreement such as AFSCME)
 - Once you have an HR offer, please give Gabby at least 2 months for international hires and 1 month for domestic transfers

Be aware that, unlike H-1B status, J-1 Exchange Visitor Status does not have Dual Intent. Filing for a Green Card while holding J-1 Status can be challenging as travel will be severely restricted.



Reminder about J-1 process:

1. ISSS determines job title if student intern
2. Nina determines job title if Postdoc, VRS, or VRSR
3. Department determines job title if NTT, adjunct, or HR hired position
 - ISSS issues the DS-2019 once there is an official job offer that fits within the J criteria in the last slide

OPA Appointment Letters and Forms

All Office of Postdoctoral Affairs (OPA) appointment letters and forms are available via TUportal. Log into TUportal and navigate to either “Staff Tools” or “Faculty Tools,” as applicable. Then, scroll to the bottom of the page to the *University Forms* channel located in the center column. To locate the OPA documents, enter “Postdoc” into the search field. This will bring up all relevant OPA forms, letters, and procedural documents.

*******Ensure to retrieve appointment letters / forms for all submissions.**

OPA Appointment Letters and Forms cont'd

The screenshot shows the TUportal6 website interface. At the top left is the TUportal6 logo. The main navigation bar includes links for Home, Advising Tools, Banner, **Staff Tools** (highlighted with a yellow box and a red arrow), Well-Being, TUcredentials, Career Center, and Help. Below the navigation bar, the page is divided into three columns: PAY AND TAX INFORMATION, RESOURCES, and BENEFITS INFORMATION. The RESOURCES column contains a 'Trainings' section with links for HR Learning and Development, LinkedIn Learning (Lynda.com), iGrad, and Recording of the Microsoft Office 365 Training for OneDrive and Teams. The BENEFITS INFORMATION column lists various benefit options like Open Enrollment, Total Compensation Statement, Retirement Plans, Health Benefits, etc.

The screenshot shows the 'UNIVERSITY FORMS' search results page. A search bar at the top right contains the text 'Postdoc'. Below the search bar, a list of 10 forms is displayed, each with a blue link and an external link icon. The forms include: Clinical Audiology Intern Appointment Letter, Departmental Checklist for Postdoctoral Fellow (PF) and Postdoctoral Fellow Research Associate (PFRA) Appointment/Reappointment, Departmental Checklist for Visiting Scholar Appointment/Reappointment, Departmental Documentation of Requirements for Postdoctoral Fellow and Visiting Scholar Appointments, F-1 Research Exchange Student Letter, J-1 Graduate Student Intern Letter of Acceptance, Postdoctoral Fellow Appointment Letter, Postdoctoral Fellow Requisition, Postdoctoral Fellow Research Associate Appointment Letter (H-1B visas ONLY), and Procedures for Hiring Postdoctoral Fellows and Postdoctoral Fellow Research Associates. At the bottom, a pagination control shows 'Showing 1 to 10 of 17 entries (filtered from 396 total entries)' and a dropdown menu set to '10 entries per page'. The current page is '1' out of 2.

List of Countries Removed From Skills List

The U.S. Department of State's updated Exchange Visitor Skills List, effective December 9, 2024, has removed the following countries:

- **Asia:** Bahrain, Bangladesh, China, India, Indonesia, Kazakhstan, Laos, Malaysia, Oman, Saudi Arabia, South Korea, Sri Lanka, Thailand, United Arab Emirates
- **Europe:** Albania, Armenia, Georgia, Montenegro, Romania
- **Americas:** Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Guyana, Paraguay, Peru, Trinidad and Tobago, Uruguay
- **Africa:** Algeria, Eswatini (Swaziland), Gabon, Mauritius, Namibia, South Africa

Effective Date – Which Skills List Applies?

- The 2024 Skills List applies to J exchange visitors who are admitted in J status, or who obtained J status, on or after December 9, 2024. If you were admitted to the United States in J status or obtain J status **on or after** December 9, 2024, and your country is on the 2024 Skills List, you are subject to the two-year home country physical presence requirement based on the Skills List.
- If you were admitted to the United States in J status or obtained J status **before** December 9, 2024, and your country is not on the 2024 Skills List, you are not subject to the two-year home country physical presence requirement based on the Skills List; however, you may be subject to the requirement based on funding from the U.S. government or your home country government, or if you received graduate medical education or training in the United States.

J Can Be Subject Due to Funding

Based on the documentation provided, the Department has determined that the exchange visitor is subject to this requirement for the reason(s) indicated:

1. The exchange visitor accepted funding for the Exchange Visitor Program from the home government and/or the United States Government and/or direct or indirect funding through an international organization.

Funding source NIH Grant 1 R01 CA214179- 01, which is federal government funding.

New NIH Salary Schedule for Postdoctoral Fellows for fiscal year 2026/2027

Career Level	Years of Experience	Stipend for FY 2026	Monthly Stipend
Postdoctoral	0	\$63, 480	\$5, 290
Postdoctoral	1	\$63, 900	\$5, 325
Postdoctoral	2	\$64, 380	\$5, 365
Postdoctoral	3	\$66, 948	\$5, 579
Postdoctoral	4	\$69, 180	\$5, 765
Postdoctoral	5	\$71, 748	\$5, 979
Postdoctoral	6	\$74, 424	\$6, 202
Postdoctoral	7 or More	\$77, 076	\$6, 423

Please use the above salary minimums for new appointments and reappointments effective as of July 1, 2026.

Here is the direct link to the NIH announcement:

[NOT-OD-26-044: Ruth L. Kirschstein National Research Service Award \(NRSA\) Stipends, Tuition/Fees and Other Budgetary Levels Effective for Fiscal Year 2026](#)

POSTDOCTORAL APPOINTMENT DURATION

- Postdoctoral Fellow (PD) and Postdoctoral Fellow Research Associate (PDRA) appointments at Temple University are finite, with a maximum of **5 years** allowed. **This represents the longest time an individual may hold a PD or PDRA appointment at Temple.**
- At Temple University, the 5-year maximum for postdoctoral appointments is calculated based on the individual's time **at Temple**, not their total postdoctoral experience elsewhere.
 - For example, if a postdoc comes to Temple with 4 years of prior experience, the 5-year limit starts on their first day at Temple. This means they could be appointed for up to 5 additional years at Temple, regardless of prior postdoctoral experience at other institutions. Essentially, Temple counts only the time spent in postdoctoral appointments at Temple toward the maximum, allowing incoming postdocs with previous experience to transfer in without losing eligibility for the full 5 years.
 - That said, it is generally unusual for a postdoc to have more than 7–8 years of total postdoctoral experience. By that point, individuals are typically expected to transition into a full-time research position, faculty role, or other academic career path.
 - However, there are circumstances that can justify a longer postdoctoral period, such as switching research tracks or fields (which may require additional training and publications), participating in complex or long-term projects (such as longitudinal studies or multi-institution collaborations), or completing publications and strengthening the research record before applying for permanent positions, to name just a few.
- Multi-year appointments are permissible, provided adequate funding is available and performance is reviewed annually.

PROFESSIONAL DEVELOPMENT

The Graduate School provides professional development services for master's students, doctoral students, and **postdoctoral fellows**.

Graduate Students and postdocs can meet with the Director of Student Engagement and Center Advancement (Mark Kaloko) through one-on-one appointments to discuss the following topics:

- Career exploration and planning
- CV/resume writing
- Interviewing
- Job searching and networking

Postdocs schedule appointments by emailing the Director of Student Engagement and Center Advancement (Mark Kaloko) at mark.kaloko@temple.edu.

VISITING RESEARCH SCHOLAR/VISITING RESEARCH SCHOLAR IN RESIDENCE: CAPACITY & OVERSIGHT

- **Number of Visiting Scholars:** There is no formal University-wide or OPA and ISSS policy that sets a strict numerical limit on how many Visiting Scholars a faculty member may host. **Ultimately**, Visiting Scholar appointments should be approved at the departmental level with appropriate consideration of faculty capacity, available resources, and compliance with visa/program requirements.
- **Departmental Responsibilities / Oversight:** From a central and compliance standpoint, departments are expected to maintain appropriate oversight and communication with Visiting Scholars. This includes ensuring that scholars' information (e.g., local address, contact details, and program activities) is accurate and up to date, and that any changes are communicated as required through ISSS and OPA.
- **Departments should also ensure that**
 - Visiting Scholars are actively engaged in the activities described in their appointment
 - Faculty sponsors remain in contact with and are aware of the scholar's status
 - Any concerns are addressed promptly and, when appropriate, escalated to ISSS and OPA.

A scenic landscape featuring Mount Fuji in the background, partially covered in snow. In the foreground, there are cherry blossom branches with pink and white flowers framing the scene. A body of water is visible at the bottom of the image. The sky is a clear, light blue.

Questions?