

# Change of Status Process From F-1 Student to H-1B Specialty Worker Postdoctoral Fellows

## Terms to Know:

**OPA:** Office of Postdoctoral Affairs

**ISSS:** International Student and Scholar Services

**F-1 Student:** International student engaged in Full Time Degree Program in the US

**Employment Authorization Document (EAD):** Work Permission from the US Government

**Optional Practical Training (OPT):** One Year of Work Authorization For F-1 Students

**H-1B Specialty Occupation Worker:** Nonimmigrant Status that Allows Work in a Specialized Field

- The dates noted below are examples. The student may be expected to meet all degree requirements on a different date in which case the EAD card would expire earlier or later.
- The department should begin processing the H-1B six months before the expiration date of the EAD card.
- The student may not begin employment before the start date on the EAD nor may the student continue working after the EAD expires unless the H-1B is approved.
- Temple is not enrolled in the E-Verify program and therefore student may not work at Temple University while on STEM OPT.

**02/14/2026**

Applicant can begin OPT process with school that issued student's Form I-20 up to 90 days prior to and no more than 60 days after meeting all degree requirements

**05/15/2026**

Student is expected to meet all degree requirements

**05/16/2026 or  
When Dept Has  
Letter\***

Dept submits Post Doc Application to OPA with dates from 07/01/2026 to 06/30/2027 once Dept has Letter from Student's School Stating that Student Has Met All Degree Requirements

**07/05/2026**

Applicant receives EAD with employment authorization dates from 07/01/2026 to 06/30/2027; Applicant can begin working once OPA clears Post Doc for Employment

**12/15/2026**

Department should submit Post Doc reappointment paperwork to OPA

**01/01/2027**

Dept should begin the H-1B application in DestinyOne

**03/01/2027**

Dept should submit complete H-1B application so that ISSS has time to prepare H-1B petition. ISSS must receive original H-1B approval notice from USCIS must approve the petition before Post Doc can begin working in H-1B status on day after EAD expires.