

Happy 2026!

We hope that you are well rested...



New Countries Added to International Travel Ban

Keep these in mind when people tell you they're traveling or when considering bringing new researchers next year

- Individuals holding Palestinian-Authority-issued travel documents
- Angola
- Antigua & Barbuda
- Cote d'Ivoire
- Dominica
- Gabon
- The Gambia
- Malawi
- Mauritania
- Nigeria
- Senegal
- Tanzania
- Tonga
- Zambia
- Zimbabwe



International Travel Bans are Still in Effect

- Keep these in mind when people tell you they're traveling or when considering bringing new researchers next year

12 Countries Under a Full Travel Ban

Ban on all immigrant and non-immigrant visas

Afghanistan, Chad, Republic of the Congo, Equatorial Guinea, Eritrea, Haiti, Iran, Libya, Myanmar, Somalia, Sudan, Yemen

7 Countries Under a Partial Travel Ban

Ban on all immigrant visas and tourist, student, and exchange visitor visas (B-1, B-2, B-1/B-2, F, M, and J visas)

Burundi, Cuba, Laos, Sierra Leone, Togo, Turkmenistan, Venezuela



International Travel remains risky.

- Two Iranian-Born Canadian nationals were denied entry into the US despite having proper F-1 immigration documents to continue their studies at Temple. The US Customs and Border Protection Agent would not grant them admission to the US without translated proof that they had not served in the Iranian military.
- We have an H-1B Indian national stuck outside the US because his H-1B visa interview was rescheduled to a later date this year.
- We have read a report of a Tunisian national detained at the US Port of Entry in Miami: “When they called the next day in the morning (24 hours upon arrival in Miami), the student was already on a plane to Tunisia. The girlfriend said they interrogated the student for hours and “made” him sign the self-deportation request. I wonder if ICE threatened to send him to SECOT or some other foreign prison to persuade him to sign the document. He was kept totally isolated from any outside help. His SEVIS screen shows a departure event, but no port or date of departure. Very sad situation and outcome. I never spoke to the student, so I am reporting what I was told. I wonder if it was an isolated case.”

H-1B Cap-Subject Weighted Selection Process

On December 29, 2025, DHS published a rule amending federal regulations that govern the process by which USCIS selects foreign workers for the annual H-1B visa lottery.

Through the rule, DHS is implementing a weighted H-1B selection process that will favor registrants with job opportunities at a higher wage level. Effectively, this means that H-1B registrants with job offers in higher-level roles with higher salaries will have a significantly greater chance of selection. The wage-based process is expected to limit entry-level roles from being selected in the H-1B lottery.

Expect more non-immigrants such as F-1s and J-1s to apply for Temple positions as many will find the H-1B Cap-Subject Process extremely difficult.

👉 Read the Klasko [alert here](#).

H-1B Lottery Selection Process Change

The number of H-1B visas issued annually is limited to 65,000, with an additional 20,000 for U.S. advanced degree holders. USCIS receives a great deal more H-1B registrations than 85,000 per year.

CURRENT PROCESS: To manage high demand, USCIS conducts a random selection process to reach the annual H-1B numerical allocations. The beneficiary-centric selection process implemented in FY 2020 resulted in a beneficiary having the same chance of being selected, regardless of the number of registrations submitted on his or her behalf.

NEW PROCESS EFFECTIVE FEB 27th, 2026: In place for the upcoming H-1B cap registration season (taking place in March 2026 towards the FY2027 numerical limitation), USCIS will implement a weighted selection process that will increase the likelihood of selection for higher-paid beneficiaries, while continuing to allow participation at all wage levels. Specifically, when USCIS receives more H1B cap registrations than needed to meet the annual quota, each unique beneficiary will be entered into the selection pool a number of times based on the Occupational Employment and Wage Statistics (OEWS) wage level associated with the offered position.

Wage Level IV: 4 entries.

Wage Level III: 3 entries.

Wage Level II: 2 entries.

Wage Level I: 1 entry.

Work Sites for H-1Bs

It is absolutely critical that the LCA listing the H-1B's work sites is accurate at all times. H-1Bs may not work remotely if they will be outside the Philadelphia Metropolitan Statistical Area unless that that work site is listed on the LCA.

Philadelphia Metropolitan Statistical Area (37980): Bucks County (PA), Burlington County (NJ), Camden County (NJ), Cecil County (MD), Chester County (PA), Delaware County (PA), Gloucester County (NJ), Montgomery County (PA), New Castle County (DE), Philadelphia County (PA), Salem County (NJ)

Penalties for LCA violations

Basic violations of LCA provisions or non-willful failure to accurately present material facts

Possible penalties: Civil monetary penalty of up to \$ 2,072 per infraction; payment of back wages if violation is wage-related; and one-year bar on employer filing H and permanent residence petitions

Penalties for LCA violations

Willful* violations of LCA provisions, misrepresentation of material facts or violation of whistle blower protections

Possible penalties: Up to \$ 8,433 civil monetary penalty; payment of back wages if violation is wage-related; and 2-year bar on employer filing H and permanent residence petition

Willful* violations resulting in displacement of U.S. worker(s)

Possible penalties: Up to \$ 59,028 civil monetary penalty; payment of back wages; and at least a 3-year bar on employer filing H and permanent residence petitions

H-1B Proclamation Impact Chart[1], [2]

Location	Petition Status	Impact of Changes
H-1B Inside the U.S. – Petition Filed Before 12:01 a.m. EST on September 21, 2025	Amendment	Not impacted.
	Change of Status	Not impacted.
	Extension	Not impacted.
	Change of Employer (Port)	Not impacted.
	Consular Notification	Not impacted.
H-1B Inside the U.S. – Petition Filed After 12:01 a.m. EST on September 21, 2025	Amendment	Not impacted.
	Change of Status	Not impacted.
	Extension	Not impacted.
	Change of Employer (Port)	Not impacted.
	Consular Notification	Impacted. Must meet new requirements (\$100,000 payment or national interest exemption).

H-1B Outside the U.S. – Petition Filed Before 12:01 a.m. EST on September 21, 2025	Previously Approved Petition	Not impacted.
	Consular Notification (Beneficiary possesses valid H-1B visa)	Not impacted.
	Consular Notification (Beneficiary does not possess valid H-1B visa)	Not impacted.
H-1B Outside the U.S. – Petition Filed After 12:01 a.m. EST on September 21, 2025	Previously Approved Petition	Not impacted.
	Consular Notification (Beneficiary possesses valid H-1B visa)	Not impacted.
	Consular Notification (Beneficiary does not possess valid H-1B visa)	Impacted. Must meet new requirements (\$100,000 payment or national interest exemption).

USCIS Guidance Regarding the H-1B Proclamation

Who Is Affected:

- New H-1B petitions filed on or after 12:01 a.m. EDT, September 21, 2025, for beneficiaries outside the U.S. without a valid H-1B visa. This includes H-1B Cap-Subject Employers such as Temple University.
- Petitions requesting consular notification, port of entry notification, or pre-flight inspection for a foreign national in the U.S. This will include Canadian applicants.
- Petitions for change of status, amendment, or extension of stay, if USCIS determines the foreign national is ineligible for such changes within the U.S. and beneficiary must depart the U.S. to obtain status.

USCIS Guidance Regarding the H-1B Proclamation

Payment Requirement:

A \$100,000 payment must be made via

<https://www.pay.gov/public/form/start/1772005176> before filing the petition.

Proof of payment or evidence of an exception must be included with the petition.

Petitions without this documentation will be denied.

Exceptions:

Exceptions may be granted by the Secretary of Homeland Security only in extraordinarily rare circumstances, such as when the foreign national's presence is in the national interest, no American worker is available, and the payment would significantly undermine U.S. interests.

<https://www.uscis.gov/working-in-the-united-states/h-1b-specialty-occupations>

Consider Employee's situation when deciding not to renew someone

If someone holding H-1B status will not be renewed and cannot find another position in time for a new employer to file an H-1B before their H-1B Approval Notice end date, they run the risk of their new employer having to pay the \$100,000 fine.

For Example:

05/31/26: Last Date of Employment at Temple

05/31/26 : H-1B Approval Notice End Date

05/25/2026: New Employer offers the H-1B a job but there is not enough time to file an H-1B petition before 05/31/26 (Remember that an LCA takes a minimum of 7 days)

05/31/26: H-1B Employee is no longer maintaining H-1B status; new employer would need to file an H-1B petition with Consular Processing which means they need to pay the \$100,000 fee before a new H-1B petition will be approved

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.**

HIRING PROCESS REVIEW FOR POSTDOCTORAL APPOINTMENTS

- Please be advised that all new incoming Postdoctoral appointments and reappointments continue to be subject to the current hiring freeze.
 - That said, fully grant-funded Postdoctoral appointments are now **exempt** from the hiring freeze and **do not require a hiring exception approval**.
 - **However, if the Postdoc appointment is within LKSOM, the LKSOM Hiring Review Form must still be completed, as the Dean continues to review and approve all LKSOM positions.**
- For any Postdoctoral appointments that **do require a hiring exception**, please ensure that the **approved exception documentation** is included when submitting appointment materials to the Office of Postdoctoral Affairs. Including this documentation upfront will help prevent delays and keep the review process moving smoothly.
- Thank you for your attention to this update and for your continued partnership in supporting our Postdoctoral community.

PROCESSING TIME FOR OPA

- Plans to invite a domestic Postdoctoral Fellow candidate in the United States must be submitted to my office at least 1 month prior to the initial start date of the appointment. Note that the appointment package must be complete before submitting to my office.
- Plans to invite a Postdoctoral Fellow candidate in J-1 status outside the United States must be submitted to my office at least 2 months prior to the initial start date of the appointment. Note that the appointment package must be complete including the candidate's record in the DestinyOne system before submitting to my office.
 - **Please keep in mind that the two-month period start date should begin once you have a completed application in D1 and are ready to submit to ISSS and OPA.**
- Plans to invite a Postdoctoral Fellow Research Associate in H1 status should be submitted to my office at least 3-4 months prior to the initial start date of the appointment, but ideally six months ahead.

There are NO EXCEPTIONS to the processing times.

PROCESSING TIME FOR OPA CONTINUED

- Plans to invite a Visiting Research Scholar and Visiting Research Scholar in Residence candidate in J-1 status outside the United States must be submitted to my office at least 2 months prior to the initial start date of the appointment. Note that the appointment package must be complete including the candidate's record in the DestinyOne system before submitting to my office.
 - **Please keep in mind that the two-month period start date should begin once you have a completed application in D1 and are ready to submit to ISSS and OPA.**
- Plans to invite a Visiting Research Scholar and Visiting Research Scholar in Residence candidate in the United States must be submitted to my office at least 1 month prior to the initial start date of the appointment. Note that the appointment package must be complete before submitting to my office.
- Plans to invite a Visiting Graduate Student Scholar candidate in the United States must be submitted to my office at least 1 month prior to the initial start date of the appointment. Note that the appointment package must be complete before submitting to my office.
- Plans to invite a J1 graduate student intern in J-1 status outside the United States must be submitted to my office at least 2 months prior to the initial start date of the appointment.
 - **Please keep in mind that the two-month period start date should begin once you have a completed application in D1 and are ready to submit to ISSS.**

There are NO EXCEPTIONS to the processing times.

*******In addition, kindly note that the OPA's normal processing time for review of paperwork is between 5-7 business days from the day I receive the package electronically.**