

OPA / ISSS Meeting

Tuesday
May 5, 2026



LinkedIn and other Social Media Accounts

Please reach out to your F-1s, J-1s, H-1Bs, TNs, O-1s and E-3s to review their LinkedIn Profile. It should match their CV and it should reflect only employment for which they had proper work authorization.

Embellishing their LinkedIn / CV can lead to trouble as US Government Agencies are scrutinizing social media accounts, including LinkedIn.

H-1B Applicants and DestinyOne

When you invite an H-1B applicant to complete their sections in DestinyOne, please make sure they understand that only the Department should submit the H-1B application.

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%

Importance of SOC Code on LCA

The Department of Labor is now authorized to instigate its own H-1B investigations.

Secretary-certified investigations, as well as other H-1B-related investigations, are important tools the department will use in **Project Firewall** to hold employers accountable and protect the rights of American workers. **Violations may result in the collection of back wages owed to affected workers, the assessment of civil money penalties, and/or debarment from future use of the H-1B program for a prescribed period of time.**

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 to qualify for this position? *

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

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

ISSS Job Description for Post Doc and Faculty Positions


You can find this form [here](#). This form will open in Word. Be sure to complete the form in Word then upload it to DestinyOne in Word Format.

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



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

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.

Requiring an Advisory Opinion Application?

If the H-1B applicant has J-1 documents indicating “not subject”, the Department will need to decide if they would like to move ahead with an H-1B Petition or if they will require the H-1B applicant to obtain an Advisory Opinion first.

Timing will be critical as Advisory Opinion Decisions are the Department of State is taking months to adjudicate them.

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.

OPA AND ISSS's PROCESSING TIMES

Please also note that there are no exceptions to the established appointment processing timelines outlined below:

- Plans to invite a **Postdoctoral Fellow (domestic, U.S.-based)** must be submitted at least **1 month prior** to the initial start date. The appointment package must be complete prior to submission to my office.
- Plans to invite a **Postdoctoral Fellow in J-1 status (U.S.-based)** must be submitted at least **1 month prior** to the start date, with a complete appointment package, including the candidate's record in DestinyOne, before submission. The one-month timeline begins once the completed application is ready for submission to ISSS and OPA.
- Plans to invite a **Postdoctoral Fellow in J-1 status (outside the U.S.)** must be submitted at least **2 months prior** to the start date, with a complete DestinyOne record. The two-month timeline begins once the application is complete and ready for submission to ISSS and OPA.
- Plans to invite a **Postdoctoral Fellow Research Associate in H-1B status (outside the U.S.)** should be submitted **3–4 months in advance**, with a strong recommendation of **6 months ahead**.
- Plans to invite a **Postdoctoral Fellow Research Associate in H-1B status (inside the U.S.)** should be submitted at least **2–3 months prior** to the start date.
- Plans to invite a **Visiting Research Scholar or Visiting Research Scholar in Residence (J-1, outside the U.S.)** must be submitted at least **2 months prior**, with a complete DestinyOne record. The two-month timeline begins once the application is ready for submission to ISSS and OPA.
- Plans to invite a **Visiting Research Scholar or Visiting Research Scholar in Residence (domestic, U.S.-based)** must be submitted at least **1 month prior**, with a complete appointment package (and DestinyOne record if applicable for international candidates). The one-month timeline begins once the application is ready for submission to ISSS and OPA.
- Plans to invite a **Visiting Graduate Student Scholar (U.S.-based)** must be submitted at least **1 month prior** to the start date, with a complete appointment package.
- Plans to invite a **J-1 Graduate Student Intern (outside the U.S.)** must be submitted at least **2 months prior** to the start date. The two-month timeline begins once the completed application is ready for submission to ISSS.

Additional Note: Controlled Technology Reviews (CTF) currently take approximately **two weeks** to complete. Reviews begin only after I have approved the appointment and notified ISSS. Please factor this timeline into your planning. You may also submit the CTF form to ISSS in advance, as ISSS will coordinate the review process prior to appointment submission.

- There have been instances where new appointment and reappointment requests are submitted with only **two weeks or less for processing**, which does not allow sufficient time to complete required reviews and approvals. Please ensure that all submissions adhere to the timelines outlined above.

HIRING PROCESS REVIEW FOR POSTDOCTORAL APPOINTMENTS

- Friendly reminder 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 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 via tusafesend 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!

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.

POSTDOCTORAL FELLOWS REMOTE WORK OUTSIDE THE U.S.

- Effective immediately: new postdoctoral appointments may only begin when the scholar is physically present in the United States and on campus.
- Applies to all new postdoctoral fellows, regardless of funding source or visa status.
- Postdoctoral scholars may not begin their appointment or engage in postdoctoral work while residing outside of the U.S.
- Scholars must be physically present, affiliated with Temple University, and fully eligible before the appointment begins.

POSTDOCTORAL FELLOWS REMOTE WORK OUTSIDE THE U.S. CONTINUED

- For J-1 appointments, federal regulations require physical presence in the U.S. before the appointment and visa process can officially begin.
- Remote work outside of the U.S. prior to the start of a postdoctoral appointment is not permitted.

POSTDOCTORAL FELLOWS REMOTE WORK OUTSIDE THE U.S. CONTINUED

Flexibility for Current Postdocs:

- Current postdoctoral scholars may work remotely ***when appropriate work can be completed away from campus***, and both departmental and Office of Postdoctoral Affairs (OPA) approval have been obtained.

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.

The Professional Development Schedule can be found directly at this link: <https://grad.temple.edu/resources/professional-development/initiatives>

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. The foreground is dominated by cherry blossom branches with pink and white flowers, framing the view. A body of water is visible at the bottom of the image. The sky is a clear, light blue.

Questions?