

**Tuesday
October 6,
2026**

OPA / ISSS Meeting

Sharon will be out of the office

I will be out of the office from Thursday, October 22nd to Tuesday, October 27th. I will return to the office on Wednesday, October 28th.

I will be in Maine with exceptionally intermittent cell service so try to ask me your questions before I leave.



Type of Appointment	Immigration Status	Location of Applicant	Minimum Time Prior to Start Date that a Complete Application Must Be Received by OPA / ISSS	Additional Information
Postdoctoral Fellow (domestic)	US Citizen or US Permanent Resident	In the US	1 month	Submit complete Appointment Package to OPA
Postdoctoral Fellow	F-1 Student with approved Optional Practical Training or J-1 Student Authorized for Academic Training	In the US	1 month	Submit complete Appointment Package to OPA Do not submit anything in D1
Postdoctoral Fellow	J-1 status	In the US	1 month	Submit complete Appointment Package to OPA Submit complete application in D1
Postdoctoral Fellow	J-1 status	Outside the US	2 months	Submit complete Appointment Package to OPA Submit complete application in D1
Postdoctoral Fellow Research Associate	H-1B status	Outside the US	3–4 months (6 months recommended)	Submit complete Appointment Package to OPA Submit complete application in D1
Postdoctoral Fellow Research Associate	H-1B status	In the US	2–3 months	Submit complete Appointment Package to OPA Submit complete application in D1
Visiting Research Scholar or Visiting Research Scholar in Residence	J-1 status	Outside the US	2 months	Submit complete Appointment Package to OPA Submit complete application in D1
Visiting Research Scholar or Visiting Research Scholar in Residence	J-1 status	In the US	1 month	Submit complete Appointment Package to OPA Submit complete application in D1
Graduate Student Intern	J-1 status	Outside the US	2 months	Submit complete Appointment Package to OPA Submit complete application in D1

Nationwide preliminary injunction issued in D/S litigation

- ▶ Judge Saylor issued a nationwide preliminary injunction in the D/S rule litigation, postponing the effective date of the D/S rule indefinitely. The rule will not be implemented until there is further judicial action. We hope to have more details soon.

Proposed Rule Would Eliminate the 60-Day Grace Period for Many Temporary Work Visa Categories including H-1B, TN, E-3 and O-1

What the Proposed Rule Would Change

- ▶ The rule would remove the 60 day grace period entirely. If finalized, a worker whose qualifying employment or activity ends would be considered to have **failed to maintain status the day after** the employment ends. The worker would then be expected to depart the United States immediately unless otherwise authorized to remain. **Dependents would also lose status at the same moment** as the primary worker, since their status is derivative.
- ▶ Falling out of status carries the usual downstream consequences, including removability, potential accrual of unlawful presence and the associated re-entry bars, complications for a later application to adjust status, and a negative discretionary factor in future filings. DHS frames the proposed rule as realigning the regulations with the statutory basis for a foreign national's admission on nonimmigrant status and as reducing the agency's administrative burden.
- ▶ Read the full alert [here](#)

Adding an agent to DestinyOne

- ▶ Hiring department must use DestinyOne (D1), our electronic application System, for all Temple-supported non-immigrant applications (J-1, H-1B, TN, E-3, O-1)
- ▶ Hiring Departments must determine which Staff Member will be responsible for ISSS applications in DestinyOne.
- ▶ Staff who need agent portal access must email ITS at noncredit@temple.edu to get an account setup. CC the appropriate ISSS Staff member in your request [sharonl@temple.edu for H-1B, TN, O-1 and E-3 applicants (University/TUH/TUHS) or gabriella.pavlakis@temple.edu for J-1 Exchange Visitors and FCCC applicants]. University employees will need to include your TU AccessNet User Name and TU ID. Temple Health employees do not need to include these items in their initial request.
- ▶ Once ITS notifies you that you have been added as an Agent in DestinyOne, reach out to ISSS so that we can link you to the correct Departmental portal. You can begin the appropriate application after ISSS has notified you that you are an Agent in the correct Departmental portal.
- ▶ Email Gabby or Sharon when a staff member leaves your unit so that we may revoke their access to your departmental portal.

Actual Wage Form

Include all Postdoctoral Fellows
and Postdoctoral Fellow
Research Associates when listing
similarly-employed workers.

Domestic Travel Risks

Reports from various immigration attorneys and the media indicate that a growing number of foreign nationals have been detained by DHS at U.S. airports while traveling between states, even if they had pending applications and were in a period of authorized stay.

Anyone whose underlying nonimmigrant status has already expired and who is relying on a pending application, even with valid work authorization or advance parole in hand, should understand that domestic air travel currently carries a documented detention risk. **Individuals relying on a pending application should weigh whether domestic travel is necessary until more information is available about the scope and drivers of this enforcement trend.**

Who Does What

Issue	Contact
Questions about J Exchange Visitors including DestinyOne	Gabby Pavlakis / International Student and Scholar Services (ISSS)
DestinyOne about H-1B, TN, E-3 or O-1 Employees including DestinyOne	Sharon Loughran / International Student and Scholar Services (ISSS)
Appointing / Extending a Postdoctoral Fellow or Postdoctoral Fellow Research Associate	Nina Campellone / Office of Postdoctoral Affairs (OPA)
Appointing / Extending a Visiting Research Scholar or Visiting Research Scholar in Residence	Nina Campellone / Office of Postdoctoral Affairs (OPA)
Appointing / Extending Faculty	Your School's Dean's Office
Any HR-Hired Position	Your School's HR Generalist
Hiring Exceptions	Hiring Exception Committee (LKSOM has an additional layer for hiring exceptions)
Hiring Someone on OPT*	Individuals working at Temple with F-1 OPT should not be added to DestinyOne. ISSS is not involved with people working on OPT at Temple as we do not issue / request immigration documents for them. (ISSS does recommend OPT for F-1 students studying at Temple, however).

*global.temple.edu/sites/global/files/media/document/Hiring%20Internationals%20with%20OPT%20FAQ.pdf

ISSS Job Description

I have incorporated the ISSS job description into the revised H-1B Specialty Occupation Worker application.

What Degree is required for this Position?

- ☐ Bachelor's
- ☐ Master's
- ☐ First Professional (MD, DMD, etc)
- ☐ PhD

For Postdoctoral Fellow Research Associates, the answer to this question will always be “PhD”.

For Faculty positions, almost always the answer will still be “PhD”. It would be rare that the answer is something else, but it is possible. You will need something in writing to indicate a degree other than PhD (or First Professional Degree for clinical positions).

If you indicate “Master’s” for instance, this would mean that your Department has hired people with only a Master’s degree in the past.

ISSS Job Description

Which field(s) of study is(are) required for this position?		
How many Years of Experience are required for this Position?		
Does this position require a certificate, license, or special skills? If yes, please specify:	☐ Yes ☐ No	

- List one or two fields of study required for Post Doc (or Faculty) position, such as “Biochemistry or Molecular Biology”
- Post Doc (and most Faculty) Positions Always Require Zero Years of Experience
- Most Post Doc (and most Faculty) Positions outside of Clinical Faculty do not require any special certification, license or skills. It would be rare for this answer to be “Yes”, but not impossible

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.

Before your J Exchange Visitor submits an Advisory Opinion or a Waiver Application



J EXCHANGE VISITOR SHOULD SPEAK WITH GABBY IN ISSS [GABRIELLA.PAVLAKIS@TEMPLE.EDU] BEFORE SUBMITTING ANYTHING



KNOW THAT IF THE WAIVER REVIEW DIVISION HAS MADE A FAVORABLE RECOMMENDATION TO THE WAIVER REQUEST, ISSS CANNOT EXTEND THE J EXCHANGE VISITOR'S PROGRAM. YOUR J SCHOLAR MAY, HOWEVER, COMPLETE THE CURRENT J PROGRAM PERIOD



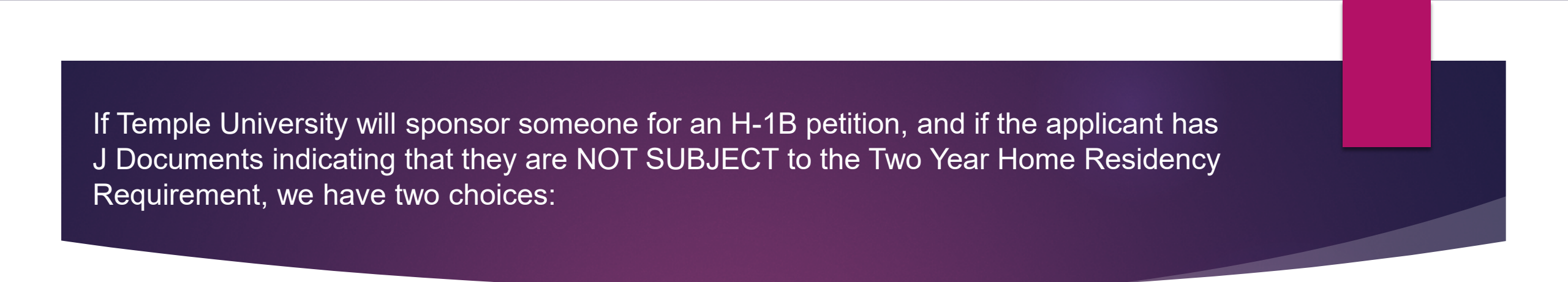
IF YOUR DEPARTMENT HOPES TO SPONSOR THE J EXCHANGE VISITOR FOR H-1B STATUS, INFORM YOUR J-1 TO READ THE INFORMATION ON THE NEXT SLIDE BEFORE THEY SUBMIT AN ADVISORY OPINION REQUEST TO THE US DEPARTMENT OF STATE



UNDERSTAND THAT ISSS MAY NOT ASSIST WITH J-1 PROGRAM WAIVERS AS THE US DEPARTMENT OF STATE BELIEVES THIS TO BE A CONFLICT OF INTEREST FOR J PROGRAM SPONSORS



SOME WAIVER APPLICATIONS CAN BE QUITE COMPLICATED. YOUR J-1 MAY WISH TO CONSULT WITH AN IMMIGRATION ATTORNEY



If Temple University will sponsor someone for an H-1B petition, and if the applicant has J Documents indicating that they are NOT SUBJECT to the Two Year Home Residency Requirement, we have two choices:

1) we submit the H-1B petition without an Advisory Opinion, hoping that USCIS will accept our argument that you are not subject to the Requirement based on our immigration documents

OR

2) we submit the H-1B petition with an Advisory Opinion indicating that you are not subject to the Requirement

Submitting an H-1B petition without an Advisory Opinion may lead to a Request for Further Evidence (RFE) from USCIS asking for an Advisory Opinion / Waiver. This will significantly delay the H-1B approval. If the Department of State indicates in an Advisory Opinion that the H-1B applicant is subject, we would not be able to respond to the RFE in time as waivers can take at least a year.

The issue with applying for an Advisory Opinion is that the US Department State may find that that the H-1B applicant is subject to the Requirement. In that case, we could not file an H-1B petition until the H-1B applicant has a waiver. A waiver can take a year or longer. If the H-1B Applicant has reached the maximum amount of time in J-1 status, the applicant would not be able to transition to H-1B in the US. Consular Processing an H-1B from outside the US may be an option but there is the risk that USCIS will ask for the \$100,000 fee.

Both options have risks. The applicant and the hiring department will need to run a cost/benefit analysis and decide what works best.

Important Reminder About International and Domestic Travel

If your employee wishes to travel, PLEASE remind them to talk with Gabby (J-1 Exchange Visitors) or Sharon (H-1B, TN, E-3 and O-1 Employees) before they make any travel plans.

International Travel can be very risky for some individuals. Domestic Travel can also be risky in some cases.

<https://global.temple.edu/sites/global/files/media/document/Travel%20Information%20and%20Risks.pdf>

<https://www.klaskolaw.com/domestic-travel-advisory-risk-of-airport-detentions/>

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.

Actual Wage and Controlled Tech Forms

No need to send the Actual Wage Form or Controlled Technology Form through TUSafesend as these forms do not contain sensitive information.

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.**

It is critical that the LCA and the H-1B Petition match the job title and duties held by the H-1B Applicant.

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	
Credit Card Expiration Date (mm/yyyy)	CVV Code

Form G-1450 Edition 02/06/26





New Edition of Form G-1450

[Form G-1450: Paying Fees by Credit Card](#)

[G-1450 Form, Authorization for Credit Card Transactions](#)

[Sample G-1450 Form](#)

[Instructions](#)

- ▶ Do not include all fees in one G-1450. You must submit a G-1450 for each fee
- ▶ Do not list the applicant's name on the form. Instead, list "Temple University" in the "Given Name" field and leave "Family Name" blank
- ▶ Make sure that you list the correct card number and expiration date
- ▶ Be aware of daily limits on your card...ask Accounts Payable for a temporary exception if you are concerned you will not have enough money on your card
- ▶ USCIS will not accept a stamped, typewritten name or a digital signature in place of a an original "wet" signature. You must sign the forms with a black pen then scan the forms and send them to ISSS through TUSafesend. You can access TUSafesend through TUPortal
- ▶ Keep the original forms in your possession per USCIS regulations

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.

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

	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 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.

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. <https://www.dol.gov/newsroom/releases/eta/eta20260326-0>

This new methodology does not account for the Actual Wage – i.e., we have to pay the higher of the Actual Wage and the Prevailing Wage. Be aware that, unless the position is covered by a Collective Bargaining Agreement, you may not be able to pay the new wage rates if the Department of Labor follows through on their plan.

New Prevailing Wage Data from Dept of Labor

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☐ All Industries

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Enter in an Occupation (O*NET) Code and Title:

[Don't know your Occupation Code?](#)

19-1042.00 — Medical Scientists, Except Epidemiologists

Select a State/Territory:

PENNSYLVANIA

Select an Area Type:

☒ County/ Township

☐ BLS Areas

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[Use the USPS Zip Code Lookup to identify which County/Township](#)

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SOC Code 19-1042.00
Data Series 7/2026 - 6/2027
Collection ACWIA Higher Ed.
State PENNSYLVANIA
Area Type County/ Township
Area PHILADELPHIA COUNTY - Philadelphia-Camden-Wilmington, PA-
Selected NJ-DE-MD

Search Results

Geo Level 2
SOC Code 19-1042
SOC Title Medical Scientists, Except Epidemiologists

Wage Level	Hourly	Yearly
I	\$35.25	\$73,320.00
II	\$39.94	\$83,075.00
III	\$44.63	\$92,830.00
IV	\$49.32	\$102,586.00
MEAN (H-2B)	\$44.67	\$92,914.00

[How are yearly wages calculated?](#)

New Prevailing Wage Data from Dept of Labor

OFLC WAGE SEARCH

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Select a Data Series:

7/2026 - 6/2027 ▼

Select a Collection:

☐ All Industries ☒ ACWIA Higher Ed.

Enter in an Occupation (O*NET) Code and Title:

[Don't know your Occupation Code?](#)

 19-2012.00 — Physicists 

Select a State/Territory:

PENNSYLVANIA ▼

Select an Area Type:

☒ County/ Township ☐ BLS Areas

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Search Criteria

SOC Code 19-2012.00
Data Series 7/2026 - 6/2027
Collection ACWIA Higher Ed
State PENNSYLVANIA
Area Type County/ Township
Area Selected PHILADELPHIA COUNTY - Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

Search Results

[Geo Level](#) 2
SOC Code 19-2012
SOC Title Physicists

Wage Level	Hourly	Yearly
I	\$37.02	\$77,002.00
II	\$48.17	\$100,194.00
III	\$59.32	\$123,386.00
IV	\$70.47	\$146,578.00
MEAN (H-2B)	\$59.43	\$123,614.00

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flag.dol.gov/wage-data/wage-search

An official website of the United States government [Here's how you know](#)

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Reset

Submit

SOC Code19-2031.00
Data Series7/2026 - 6/2027
CollectionACWIA Higher Ed.
StatePENNSYLVANIA
Area TypeCounty/ Township
Area SelectedPHILADELPHIA COUNTY - Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

Search Results

Geo Level2
SOC Code19-2031
SOC TitleChemists

Wage Level	Hourly	Yearly
I	\$33.62	\$69,930.00
II	\$38.07	\$79,186.00
III	\$42.52	\$88,442.00
IV	\$46.97	\$97,698.00
MEAN (H-2B)	\$42.57	\$88,546.00

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Select an Area Type:

☒ County/ Township

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Reset

Submit

SOC Code19-1021.00
Data Series7/2026 - 6/2027
CollectionACWIA Higher Ed.
StatePENNSYLVANIA
Area TypeCounty/ Township
Area SelectedPHILADELPHIA COUNTY - Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

Search Results

Geo Level2
SOC Code19-1021
SOC TitleBiochemists and Biophysicists

Wage Level	Hourly	Yearly
I	\$30.16	\$62,733.00
II	\$36.08	\$75,046.00
III	\$42.01	\$87,381.00
IV	\$47.93	\$99,694.00
MEAN (H-2B)	\$42.07	\$87,506.00

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Select a Collection:

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Enter in an Occupation (O*NET) Code and Title:
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17-2071.00 — Electrical Engineers

Select a State/Territory:

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SOC Code 17-2071.00
Data Series 7/2026 - 6/2027
Collection ACWIA Higher Ed.
State PENNSYLVANIA
Area Type County/ Township
Area Selected PHILADELPHIA COUNTY - Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

Search Results

! IMPORTANT: This occupation does not have ACWIA Higher Education wage estimates due to OEWS data limitations. OFLC has applied wage estimates for the most closely-aligned occupation, based on SOC occupational definitions and wage patterns.

Non-R&D Wages	R&D Wages	
Geo Level 4 SOC Code 17-2074 SOC Title Electrical Engineers, R&D		
Wage Level	Hourly	Yearly
I	\$28.09	\$58,427.00
II	\$35.80	\$74,464.00
III	\$43.51	\$90,501.00
IV	\$51.22	\$106,538.00

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Select a State/Territory:

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Search Criteria

SOC Code 17-2081.00
Data Series 7/2026 - 6/2027
Collection ACWIA Higher Ed.
State PENNSYLVANIA
Area Type County/ Township
Area Selected PHILADELPHIA COUNTY - Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

Search Results

Geo Level 4
SOC Code 17-2081
SOC Title Environmental Engineers

Wage Level	Hourly	Yearly
I	\$32.48	\$67,558.00
II	\$40.06	\$83,325.00
III	\$47.65	\$99,112.00
IV	\$55.23	\$114,878.00
MEAN (H-2B)	\$47.73	\$99,278.00

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Select a Collection:

☐ All Industries ☒ ACWIA Higher Ed.

Enter in an Occupation (O*NET) Code and Title:
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19-1022.00 — Microbiologists

Select a State/Territory:

PENNSYLVANIA

Select an Area Type:

☒ County/ Township ☐ BLS Areas

Select an Area:
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PHILADELPHIA COUNTY - Philadelphia-Camden-Wilmington, PA-NJ-DE-

Search Criteria

SOC Code 19-1022.00
Data Series 7/2026 - 6/2027
Collection ACWIA Higher Ed.
State PENNSYLVANIA
Area Type County/ Township
Area Selected PHILADELPHIA COUNTY - Philadelphia-Camden-Wilmington, PA-NJ-DE-MD

Search Results

Geo Level 4
SOC Code 19-1022
SOC Title Microbiologists

Wage Level	Hourly	Yearly
I	\$28.00	\$58,240.00
II	\$33.05	\$68,744.00
III	\$38.09	\$79,227.00
IV	\$43.14	\$89,731.00
MEAN (H-2B)	\$38.15	\$79,352.00

[How are yearly wages calculated?](#)

Happy Halloween!

