

## **Policy on H-1B Visas and Exceptional Candidates**

Effective 11/14/2014

Reaffirmed by GMEC 12/13/2024

Previous 10/13/2017; 07/08/2016; 11/11/2022; 02/10/2023; 11/10/2023; 11/08/2024

The H-1B professional visa is an employer-sponsored visa that subjects McGaw to regulatory requirements enforced by the Department of Labor and U.S. Citizenship and Immigration Services. As a result, the DIO and the Graduate Medical Education Committee (GMEC) must review any candidate requesting an H-1B visa for approval before a program ranks or offers placement to an applicant. McGaw will only sponsor H-1B visas for trainees with exceptional academic potential.

Factors considered include, but are not limited to:

- Exceptional USMLE scores
- First authorship of two or more peer-reviewed articles
- Top 25 medical school or residency
- Elected AOA membership or other significant awards
- MD, PhD status or other related advanced degree
- Extra year chief residency or other significant leadership role during GME training
- Distinguished characteristics based on holistic review

Each H-1B visa costs approximately \$10,000 with required expedited processing. The expense for H-1B visas is the responsibility of the program / department.

If a program accepts both J-1 and H-1B visas, the candidate chooses their preferred visa type. At no point during the recruitment process can the program advise a candidate to select one visa type over the other if the program offers both.

Programs should contact the McGaw Institutional Licensing and Visa Coordinator with questions.

Exceptional candidates who are being considered for appointment without the required prerequisite training must be approved by the GMEC utilizing the same metrics as above.

When reviewing ERAS, if the Basis for Work Authorization is listed as “Employment Authorization Document (EAD), Adj of Status (EAD)” or “Adj of Status (EAD)”, applicants a program is considering ranking must be reviewed by the GMEC.