

RAND VISA POLICY

It is RAND's intention to hire and retain high-performing employees with diverse backgrounds. Moreover, RAND seeks to create a positive environment in which staff can perform their best work. To that end, RAND will provide administrative and financial support to international scholars as outlined below:

1. RAND will sponsor visas (temporary work permits) only for research professionals* in selected job categories. RAND will not sponsor visas for independent contractors, contract staff, temporary workers, term employees or part-time employees who work less than twenty hours per week.
2. RAND will not sponsor or finance visas for any other classifications of staff.
3. RAND encourages research professionals who are foreign nationals to begin the process of obtaining permanent residency as early as possible in their tenure with the organization. RAND will assist research staff to obtain permanent residency status providing that the researcher:
 - a. has been at RAND as a regular employee for a minimum of 18 months and demonstrates satisfactory performance;
 - AND-**
 - b. has been determined by the group manager and RSMD chair to have strong skills and potential to contribute to the RAND research agenda.
4. As a condition of sponsorship, the employee is required to acknowledge and agree that RAND has no obligation to continue employment until permanent residency has been obtained.
5. RAND's human resources department (HR) will assist in preparing the required documentation for the petition to the INS and USIA, but cannot guarantee approval.
6. RAND will not pay attorneys' fees and costs. However, RAND will pay the employee a bonus of \$3,000.00 (less applicable taxes) upon receipt of evidence that a completed application has been submitted for permanent resident status. In addition, RAND will pay the employee a one-time retention bonus of \$1,500.00 after twelve months if the employee is continuing to pursue permanent residency as a full-time RAND employee.
7. RAND will assist international scholars in obtaining J-1 Exchange Visitor visas for approved short-term assignments.
8. RAND will sponsor international students in the RAND Graduate School for an F-1 student visa. Administration is handled within the graduate school.

* Selected categories may be revised to recognize changes in RAND's needs or in its job titles structure. The current list includes all RAND researcher titles that are graded "associate," "full," and "senior," and Quantitative Analysts. It excludes all grades of administrators, research administrators, and research assistants.