

TRAINING PROGRAM POLICY for Michigan Medicine/VA Ann Arbor Healthcare System Network of Postdoctoral Training Programs in Psychology		
Immigration Status Sponsorship Policy		
Date Initiated: 03/01/2019	Last Revision: 11/03/2021	PTC Approved: 11/03/2021

A. PURPOSE

To clarify eligibility for consideration of applicants to the Michigan Medicine/VA Ann Arbor Healthcare System (MM/VAAHS) Network training programs according to their immigration status.

B. POLICY

For selection as an Advanced Post-Graduate Trainee at the VA site, applicants must be US Citizens. For selection as an Advanced Post-Graduate Trainee at the Michigan Medicine site, applicants who are not “US workers,” e.g. US Citizens or Legal Permanent Residents (i.e. green card holders) must be able to prospectively establish to the satisfaction of the Network Director, after consultation with UM’s International Center, that the applicant has, or will qualify for, ongoing employment authorization for the duration of the complete program. Note that any offers of (ongoing) employment are conditional on the individual’s ability to establish and document their US employment eligibility.

Some individuals may be eligible for (a period of) employment authorization based on a personal immigration application, including but not limited to F-1 Optional Practical Training (OPT), J-1 Academic Training, or an Employment Authorization Document on the basis of a pending Adjustment of Status application. In those instances, barring specific limitations of the employment authorization for which the individual is eligible or other mitigating circumstances, UM will not need to pursue immigration status sponsorship for the individual, as long as the duration of the employment authorization is equal to or exceeds the duration of the program.

Note that the program does not qualify for J-1 sponsorship through ECFMG and/or in a scholar category. Advanced Post-Graduate Trainees in this program will not be considered for H-1B sponsorship, unless an exception to this policy is prospectively approved by the Department Chair. Requests for TN or E-3 sponsorship will be considered on a case-by-case basis. Note that the employment authorization date for any immigration sponsorship will coincide with the start date of the postdoctoral fellowship. All case preparation fees and/or USCIS application fees associated with any petitions or applications sponsored by UM must be borne by the program and may not be passed on to the Advanced Post-Graduate Trainee.

Per the University’s [policy on volunteering](#), individuals “whose employment authorization has expired or has not yet begun may not volunteer in the position (or a portion thereof) he or she held or intends to hold for employment.” The program cannot provide advisement on the various

immigration status options that may be available in a given situation and will refer related questions to the International Center.