# Change of Status Process From F-1 Student to H-1B Specialty Worker Postdoctoral Fellows

Terms to Know:

**OPA:** Office of Postdoctoral Affairs

**ISSS:** International Student and Scholar Services

F-1 Student: International student engaged in Full Time Degree Program in the US

Employment Authorization Document (EAD): Work Permission from the US Government

Optional Practical Training (OPT): One Year of Work Authorization For F-1 Students

H-1B Specialty Occupation Worker: Nonimmigrant Status that Allows Work in a Specialized Field

- The dates noted below are examples. The student may be expected to meet all degree requirements on a different date in which case the EAD card would expire earlier or later.
- The department should begin processing the H-1B six months before the expiration date of the EAD card.
- The student may not begin employment before the start date on the EAD nor may the student continue working after the EAD expires unless the H-1B is approved.
- Temple is not enrolled in the E-Verify program and therefore student may not work at Temple University while on STEM OPT.

#### 02/14/2024

Applicant can begin OPT process with school that issued student's Form I-20 up to 90 days prior to and no more than 60days after meeting all degree requirements

### 05/15/2024

Student is expected to meet all degree requirements

### 05/16/2024 or When Dept Has Letter\*

Dept submits Post
Doc Application to
OPA with dates
from 07/01/2024
to 06/30/2025
once Dept has
\*Letter from
Student's School
Stating that
Student Has Met
All Degree
Requirements

### 07/05/2024

Applicant receives EAD with employment authorization dates from 07/01/2024 to 06/30/2025; Applicant can begin working once OPA clears PostDoc for Employment

## 12/15/2024

Department should submit Post Doc reappointment paperwork to OPA

#### 01/01/2025

Dept should begin the H-1B application in DestinyOne

#### 03/01/2025

Dept should submit complete H-1B application so that ISSS has time to prepare H-1B petition. ISSS must receive original H-1B approval notice from USCIS must approve the petition before Post Doc can begin working in H-1B status on day after EAD expires.