

## EB-1 Outstanding Professor or Researcher Petition

The EB-1B, Outstanding Profession or Researcher, category is available for tenured, or tenure-track, teaching faculty and permanent research faculty. The professor or researcher must be recognized internationally as outstanding in their field of endeavor.

The process is initiated by Department HR representatives via iStart. Once basic eligibility is determined, it is the responsibility of the employee to compile all applicable evidence outlined below and submit it to Global HR. In addition to the evidence outlined below, employees should submit their most recent CV. Employees can use this [CV template](#) to update their CV for the purpose of submitting an EB-B1 petition. Global HR is responsible for assembling the petition and submitting it to USCIS. The department is responsible for any fees associated with the I-140 petition.

### Criteria

*To be considered for the EB-1B category, the beneficiary must:*

1. Be recognized internationally as outstanding in teaching or research in the academic area;
2. Possess at least 3 years of experience in teaching or research; and,
3. Hold either a tenured or tenure-track position (for professors) or a permanent position (for researchers).

### *Establishing Eligibility as an Outstanding Professor or Researcher*

In addition to meeting all of the basic requirements, the beneficiary must submit documentary evidence in at least two (preferably more) of the following categories:

- Receipt of major prizes or awards for outstanding achievement
- Membership in associations that require their members to demonstrate outstanding achievement
- Published material in professional publications written by others about the alien's work in the academic field
- Participation, either on a panel or individually, as a judge of the work of others in the same or allied academic field
- Original scientific or scholarly research contributions in the field

- Authorship of scholarly books or articles (in scholarly journals with international circulation) in the field

For additional information on these categories, as well as the standard of review USCIS uses to evaluate EB-1 petitions, see detailed criteria below.

## Process

### Department Submits Request to Global Human Resources

Since the EB-1B petition requires an employer, the department must initiate the permanent residency process in iStart (see the Permanent Residency for Faculty & Researchers category under Departmental Services Global HR will review the forms and determine whether the beneficiary can meet the EB-1B requirements.

### Employee Submits Documents to Global Human Resources

Global HR will work as expeditiously as possible to review supporting documentation and mail the I-140 petition. Please note EB-B1 documentation review is labor intensive and is a lengthy process.

Employees have six months to submit all supporting documentation to Global HR after it has been determined they can meet the EB-1B criteria. After six months, the process will be cancelled, and the department will have to re-initiate the request.

### Form I-140 Immigrant Petition for Alien Worker

After all required documentation is received, Global HR will file the I-140 with USCIS.

### Adjustment of Status

Once the I-140 is approved and there are visas available in the EB-1 employment category, the employee can apply for an Adjustment of Status whereby the employee requests to adjust their nonimmigrant status to that of permanent resident. This is a personal application and includes multiple forms. Please refer to the USCIS website for instructions: [uscis.gov/greencard](https://uscis.gov/greencard). The employee is responsible for filing the petition after the I-140 has been approved and paying the fees. The employee may work with outside counsel of their choice and at their expense.

## Other Information: Detailed Criteria for Establishing Eligibility as an Outstanding Professor or Researcher

The information below is a compilation of industry standards and USCIS policy guidance. Prior to beginning an Immigrant Petition with Georgia Tech, beneficiaries should review this information carefully to determine if you are eligible to meet at least 2 of the criteria.

### Proving International Recognition

*Must prove that the alien is recognized internationally as outstanding in a specific academic area INA 203(b)(1)(B)(i), 8CFR204.5(i)(3)(i))*

It is important to note here that the controlling purpose of the regulation is to establish international recognition, and any evidence submitted to meet these criteria must therefore be to some extent indicative of international recognition. More specifically, outstanding professors and researchers should **stand apart** in the academic community through eminence and distinction based on international recognition.

### Proving International Recognition

*Must prove at least 3 years of experience in teaching or research in the academic area (INA 203(b)(1)(B)(ii), 8 CFR 204.5(i)(3)(ii))*

- Experience gained as graduate student will only be acceptable...if he/she had full responsibility for the class taught or if the research...has been recognized within the academic field as outstanding (expert opinion letters can address recognition garnered)
- Evidence...shall be in the form of letter(s) from current or former employer(s) and include...a specific description of the duties performed by the alien
- If it has been less than 3 years since your terminal degree was conferred, you must document carefully with letters from prior employers, explaining teaching and research duties in a manner to meet the specific requirement stated in the regulations.

### Proving a “Permanent” Position

*Must prove tenured or tenure-track teaching position or comparable research position (INA 203(b)(1)(B)(iii), 8 CFR 204.5(i)(3)(iii))*

- Permanent, in reference to a research position, means either tenured, tenure-track, or for a term of indefinite or unlimited duration, and in which the employee will ordinarily have an expectation of continued employment unless there is good cause for termination
- Professor
  - Proof that position is tenure-track or tenured (job offer letter or contract) suffices and need not further establish permanence
- Researcher
  - A letter to USCIS from the Department Chair will suffice if it states that employment is for a term of indefinite or unlimited duration, in which the employee will ordinarily have an expectation of continued employment unless there is good cause for termination.

### **All I-140 Petitions are evaluated by USICS in two steps:**

#### **Part One: Evaluate Whether the Evidence Provided Meets any of the Regulatory Criteria.**

The determination in Part One is limited to determining whether the evidence submitted with the petition is comprised of at least two of the six regulatory criteria listed at 8 CFR 204.5(i)(3)(i) as discussed below, applying a preponderance of the evidence standard.

#### **Part Two: Final Merits Determination**

In Part Two of the analysis in each case, USCIS officers should evaluate the evidence together when considering the petition in its entirety to make a final merits determination of whether or not the petitioner, by a preponderance of the evidence, has demonstrated that the alien is recognized internationally as outstanding in a specific academic area.

### **(A) Documentation of the alien's receipt of major prizes or awards for outstanding achievement in the academic field**

*Documentation of the alien's receipt of major prizes or awards for outstanding achievement in the academic field (8 CFR 204.5(i)(3)(i)(A))*

## Evidence Sub-Categories and Criteria

### Prizes and Awards

- Receipt of major prizes or awards for outstanding achievement in the academic field.
- Relevant considerations include the criteria, number of awardees, and limits on competition (such as whether limited to employees of only one institution).
- Documentation should include a copy of the prize or award and a translation of the document, if it is not written in English.
- An expert letter can explain the significance of awards; a letter should explain the criteria for the award or prize and the significance of the award/prize on a national or international level.

### Grants

- Include competitive grants of high amounts or major grant awards which indicate outstanding work; many are based on prior outstanding achievements and are carefully peer-reviewed.
- Relevant considerations include the criteria, number of awardees, and limits on competition (such as whether limited to employees of only one institution)
- An expert letter can explain the significance of grants; a letter should explain the criteria for the grant and the significance of the grant on a national or international level.

### Other Considerations

- Student prizes, awards, and fellowships do not meet this criterion: teaching assistant awards, dean's list, elected student leader positions, examination scores, travel grants, and even research grants are not acceptable evidence.
- USCIS reads "major" to mean "international"

Major awards and prizes are rare for professors and researchers in the early stages of their career

## Evaluation of the Evidence

Determine if the alien was the recipient of prizes or awards.

The description of this type of evidence in the regulation provides that the focus must be on the alien's receipt of the major prizes or awards, as opposed to his or her employer's receipt of the prizes or awards.

Determine whether the alien has received prizes or awards for excellence for outstanding achievement in the academic field.

Relevant considerations regarding whether the basis for granting the major prizes or awards for outstanding achievement in the academic field include, but are not limited to:

- The criteria used to grant the major prizes or awards; and,
- The number of prize recipients or awardees as well as any limitations on competitors (a prize or award limited to competitors from a single institution, for example, may not rise to the level of major).

## **(B) Documentation of the alien's membership in associations in the academic field which require outstanding achievements in the academic field**

*Documentation of the alien's membership in associations in the academic field which require outstanding achievements of their members (8 CFR 204.5(i)(3)(i)(B))*

### Evidence Criteria

- Memberships in associations in the academic field that require outstanding achievements of their members, requires nomination or election and/or are extremely restrictive in their membership requirements.
- Documentation should include proof of membership in the form of a membership card, proof of payment or dues, etc.
- Evidence must include the criteria for membership and/or the steps that must be taken to become a member, and.
- Include statistics on membership; the total number of members of each association, the number of applicants, etc.

### Other Considerations

- Professional associations in which membership is granted for the payment of a membership fee are not acceptable evidence
- Membership requirements based on employment or activity in a given field, minimum education or experience, standardized test scores, grade point average, recommendations by colleagues or current members, or payment of dues do not satisfy this criterion.

### Evaluation of the Evidence

Determine if the association for which the alien claims membership requires outstanding achievements in the field that members have. The petitioner must show that membership in the associations is exclusive, meaning that it is limited solely to those who have made outstanding achievements in the academic field.

Relevant factors that may lead to a conclusion that the alien's membership in the association was not based on outstanding achievements in the academic field include, but are not limited to, instances where the alien's membership was based:

- Solely on a level of education or years of experience in a particular field; or
- On the payment of a fee or by subscribing to an association's publications.

USCIS is looking for memberships that require outstanding achievements for membership or for a particular membership category. Leadership positions in professional associations might also be persuasive.

**(C) Published material in professional publications written by others about the alien's work in the academic field. Such material shall include the title, date, and author of the material, and any necessary translation.**

*Published material in professional publications written by others about the alien's work in the academic field. Such material shall include the title, date, and author of the material . . .*  
(8 CFR 204.5(i)(3)(i)(C))

### **Evidence Sub-Categories and Criteria**

- Include organized list of publications and copies.
- Documentation should include the date and author of such published material and any necessary translations.

### **Reviews of the beneficiary's work**

- Publications reviewing the work of the beneficiary in detail.

### **Research continuing from (or inspired by) the beneficiary's work**

- Research that directly uses technology or theories developed by the beneficiary.

### **Other Considerations**

- Establish the publications' circulation, intended audience, and show title, author, and date
- Standard academic citations (especially passing citations) do not suffice
- Articles that cite the alien's work as one of multiple footnotes or endnotes are generally not "about" the alien's work
- USCIS is not persuaded that citations of an article authored by the beneficiary constitute published material about the alien's work

### **Evaluation of the Evidence**

**Determine whether the published material was about the alien's work.**

The published material should be about the alien's work in the field, not just about his or her employer or another organization that he or she is associated with. Articles that cite the alien's work as one of multiple footnotes or endnotes are not generally "about" the alien's work.

**Determine whether the publication qualifies as a professional publication.**

Evidence of published material in professional publications about the alien should clearly identify the circulation (online or in print) and intended audience of the publication, as well as the title, date, and author of the material.



The reference should name the alien and discuss his or her work. Citations alone do not constitute the level of proof required to meet this criterion. RFEs have increasingly begun to focus on whether the material offers an analysis of the beneficiary's work.

#### **(D) Evidence of the alien's participation as the judge of the work of others in the same or an allied academic field**

*Evidence of the alien's participation, either individually or on a panel, as the judge of the work of others in same or allied academic field (8 CFR 204.5(i)(3)(i)(D))*

##### **Evidence Sub-Categories and Criteria**

- Participation on a panel or individually as a judge of the work of others in the same or allied field.
- Documentation must include a complete list of all journals, conferences, etc. for which you have participated in a reviewer role.

##### **Journal Review**

- Documentation may include review articles written by the beneficiary and published in professional journals
- Documentation should include evidence that the beneficiary completed the requested task; letters of invitation may not be sufficient to demonstrate that the beneficiary agreed and completed the task.
- Include proof that the review was completed, not just the invitation

##### **Editorial Board**

- Letters from journal editorial review boards acknowledging that you have served as a reviewer of manuscripts for publication in peer-reviewed journals

##### **Conference Panel**

- Conference panels or conference organizing committees (reviewing submissions/proposals)
- Documentation should include letters of invitation and conference programs with your name and role highlighted.

### Other Committees

- Letters or other written documentation attesting that you have served as a judge of a scientific competition
- Letters from universities attesting that you have served on dissertation or thesis committees

### Other Considerations

- Reviewing once or twice might not pass the final merits determination.
- Peer review is routine in most fields; however not every peer reviewer enjoys international recognition. Without evidence that sets you apart from others in your field, such as evidence that you have reviewed manuscripts for a journal that credits a small, elite group of referees, received independent requests from a substantial number of journals or served in an editorial position for a distinguished journal, there is no evidence that your judging experience is indicative of or consistent with international recognition.

### Evaluation of the Evidence

Determine whether the alien has participated either individually or on a panel, as the judge of the work of others in the same or an allied academic field. The petitioner must show that the alien has not only been invited to judge the work of others, but also that the alien participated in the judging of the work of others in the same or allied academic field.

For example:

- Peer reviewing for a scholarly journal, as evidenced by a request from the journal to the alien to do the review, accompanied by proof that the review was actually completed.
- Serving as a member of a Ph.D. dissertation committee that makes the final judgment as to whether an individual candidate's body of work satisfies the requirements for a doctoral degree, as evidenced by departmental records.

## **(E) Evidence of the alien's original scientific or scholarly research contributions to the academic field**

*Evidence of the alien's original scientific or scholarly research contributions to the academic field (8 CFR 204.5(i)(3)(i)(E))*

### **Evidence Sub-Categories and Examples**

#### **Expert Opinion Letters**

- Letters or affidavits from recognized experts in your field of endeavor commenting on your achievements in the field that clearly and specifically demonstrate how your achievements elevate you to the status of outstanding researcher with or international recognition.
- Letters that lack specifics and simply use hyperbolic language do not add value and are not considered to be probative evidence.
- Letters that primarily contain bare assertions of widespread recognition and vague claims of contributions without specifically identifying contributions and providing specific examples of how those contributions have influenced the field will be discounted.
- These letters should include information about the writer's qualifications for commenting on your achievements, how long, and in what capacity the writer has known you.
- The letters should include a condensed CV or a biographical paragraph in the letter
- Number of Letters
  - The recommended number of letters is 6 – 10.
  - About half of these should come from international sources.
- Authors
  - The authors do not have to be academics.
  - Those not closely associated with you are considered the most objective, but close associates may provide the best information. The key is to get variety.

- You can find an example template of an expert opinion letter here ([link to new page with template](#))

#### Proof of participation in professional conferences and meetings

- Copies of the conference agenda or program with alien's name and contribution.
- Must include a complete list of all participation in professional conferences and meetings.
- Include evidence that demonstrates the importance of each conference and/or the prestigious nature of the conference.

#### Approved patents may serve as evidence of original scientific research

- Patents should be considered evidence of an original contribution, but may not be very helpful at Step 2 unless widely used
- Include a copy of the approved patent
- Include testimony or other evidence that the patent is used and/or demonstrates the importance of the patent

#### Footnoted acknowledgment of data from the beneficiary's publications

- Citations and footnotes from the beneficiary's publications.
- Must include citation report from an online source (GoogleScholar, SciFinder, or the Web of Science)
- Citation record can help USCIS understand that the field has acknowledged the research detailed in the article and perhaps elevate it to original research contribution

#### Other Considerations

- EB-1 RFEs and denial notices have stated that "assertions about the value of the beneficiary's work" do not in themselves establish international recognition without adequate documentary evidence. Letters should be from objective, established experts in the field.
- May be helpful to propose draft text for the writer to consider using, revising, or even discarding (if not the qualitative part, at least the facts), but make sure

author realizes request is not simply to sign the draft or standard letter of recommendation.

- Including the full CV of each expert and/or extensive description of achievements can be problematic, since USCIS may compare beneficiary's achievements with those of the experts.

## **Evaluation of the Evidence**

Determine whether the alien has made original scientific or scholarly research contributions to the academic field.

As a reminder, this regulation does not require that the alien's contributions be of "major significance." That said the description of this type of evidence in the regulation does not simply require original research, but an original scientific or scholarly research contribution. Moreover, the description of this type of evidence in the regulation requires that the contribution must be "to the academic field" rather than an individual laboratory or institution.

The regulations include a separate criterion for scholarly articles at 8 CFR 204.5(i)(3)(i)(F). Therefore, contributions are a separate evidentiary requirement from scholarly articles.

Possible items that could satisfy these criteria, include but are not limited to:

- Citation history/patterns for the alien's work, as evidenced by number of citations, as well as an examination of the impact factor for the journals in which the alien publishes. While many scholars publish, not all are cited or published in journals with significant impact factors. The petitioner may use web tools such as GoogleScholar, SciFinder, and the Web of Science to establish the number of citations and the impact factor for journals.
- Since scholarly work tends to be specialized and to be expressed in arcane and specialized language, USCIS officers should consider the probative analysis that experts in the field may provide in opinion letters regarding the alien's contributions to assist in assessing the alien's original contributions. That said, not all expert letters provide such analysis. Letters that specifically articulate how the alien has contributed to the field and its impact on subsequent work add value. Letters that lack specifics and simply use hyperbolic language do not add value and are not considered to be probative evidence that may form the basis for meeting this criterion.

Documentation of this can take many forms. What USCIS is looking for is a variety of corroborative materials that establish the importance of the alien's contributions to the field. Although letters written expressly in support of the petition are read, USCIS will also expect to see independent documentation that establishes the originality of the beneficiary's work in the field.

#### **(F) Evidence of the alien's authorship of scholarly books or articles (in scholarly journals with international circulation) in the academic field**

*Evidence of the alien's authorship of scholarly books or articles (in scholarly journals with international circulation) in the academic field (8 CFR 204.5(i)(3)(i)(F))*

##### **Evidence Sub-Categories and Examples**

- Evidence of scholarly books or articles, in scholarly journals with international circulation in the academic field
- Must include a complete list of all publications to date.

##### **Books**

- Books you have authored and published.
- Include copies of the cover page of each book, with English translations as appropriate
- Include copy of book cover and title page
- Include any additional information about the circulation of the book

##### **Book Chapters**

- Book chapters you have authored and published.
- Include copies of the cover page of each article, book chapter or book, with English translations as appropriate.

##### **Journal Articles**

- Journal articles you have authored and published.
- Include copies of the cover page of each article, with English translations as appropriate, with your name highlighted.
- ISI ranks journals, and many journals rank most downloaded articles

- In cases where you are not the primary author of articles, provide documentation in the form of a letter(s) from the primary author(s) that advises whether your involvement in the article(s) included any notable function within either the research or writing teams (leadership, control, design, etc.).

### Other Considerations

- Establish that circulation is international and intended audience (often journals' websites provide such data)
- As in other categories, USCIS will look for distinction at Step 2
- Expert opinion letters can discuss significance of publications
- Seminal articles and widely used books especially powerful at Step 2

## Evaluation of the Evidence

### Determine whether the alien has authored scholarly articles in the field.

As defined in the academic arena, a scholarly article reports on original research, experimentation, or philosophical discourse. It is written by a researcher or expert in the field who is often affiliated with a college or university. It should have footnotes, endnotes, or a bibliography, and may include graphs, charts, videos, or pictures as illustrations of the concepts expressed in the article.

### Determine whether the publication qualifies as a scholarly book or as a scholarly journal with international circulation in the academic field.

Evidence of published material in scholarly journals with international circulation should clearly identify the circulation (online or in print) and intended audience of the publication. Scholarly journals are typically written for a specialized audience often using technical jargon. Articles normally include an abstract, a description of methodology, footnotes, endnotes, and bibliography (see [libguides.nova.edu/citation-help](http://libguides.nova.edu/citation-help)).

Copies of articles should be included, although if the alien has a long list of publications, a list with complete citations and copies of some representative samples should suffice. The quality and distribution of the publication does make a difference, since the regulation requires the publication to have "international circulation in the field."