

Office of International Education and Development

APPALACHIAN STATE UNIVERSITY®

EB-1 Outstanding Researcher or Professor: Criteria for Supporting Foreign National Employees

Under certain special circumstances outlined below, the Office of International Education and Development (OIED) at Appalachian State University (Appalachian) will support foreign national employees in an EB-1 petition for Outstanding Researcher or Professor. In order for an employee to be considered for this support, the individual must meet all criteria in one of the following categories:

Category 1: Priority Date Backlogs

The foreign national employee must:

1. Indicate India or China as their country of citizenship or place of birth
2. Be employed at Appalachian for a minimum of 5 years
3. Demonstrate intent to continue employment at Appalachian

Category 2: Targeted Hires

The foreign national was intentionally recruited to join Appalachian, as evidenced by the hiring department by-passing standard search practices of conducting a national search and posting the position for a minimum of 30 days.

Category 3: Ineligible for PERM Special Handling

The foreign national employee is ineligible for a Permanent Labor Certification through the PERM Special Handling process due to their job responsibilities or other circumstances.

Once it is established that a foreign national employee has met the criteria for one of the above categories, OIED will consult with the University of North Carolina General Administration's Division of Legal Affairs to determine if the employee's credentials meet the standards required for a successful EB-1 petition, which includes a substantial record of publications, research, conference participation, and international recognition. You may review the [full list of criteria here \(PDF\)](#).

In all cases, the foreign national employee must have full support of their dean and chair or program director in order to proceed with the petition. Please contact issso@appstate.edu for more information.