

Visa and Payment Chart for NC State University

Type of Visa Status	Appropriate Activities	Can Expenses Be Reimbursed?	Can NCSU Pay Person?	What Payroll Needs to Process Payment
B-1 Business Visitor or B-2 Visitor for Pleasure (sometimes classified as a "Visitor – No Pay")	Guest Lecturer; Guest Researcher if doing own research (not for NCSU benefit). Cannot be NCSU employee. No work authorization.	Eligible to receive reimbursement for travel expenses and per diem, but will be taxable to visitor.	Eligible to receive honorarium in limited circumstances ; otherwise no payment.	Please contact the Foreign National Tax Specialist to see if visitor is eligible for Honoraria before invitation is extended: michelle_anderson@ncsu.edu
E-3 with NCSU, for Australians only	Work authorized professional employee, can only work at NCSU.	Work-related expenses can be reimbursed.	Yes, with E-3 approval notice or I-94 card.	Advise the employee to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
F-1 NCSU student	May be employed on-campus up to 20hrs/wk during classes, and full-time when school is not in session or during annual vacation.	Work-related expenses might be reimbursable if DSO (Designated School Official) authorizes them.	Yes, with Form I-20 but not on a flat rate.	Advise the student to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
F-1 NCSU student with scholarship or assistantship or fellowship	May be employed on-campus in field of study up to 20hrs/wk during classes, and full-time when school is not in session or during annual vacation.	Work-related expenses might be reimbursable if DSO authorizes them.	Yes, with Form I-20 explicitly endorsed by DSO but not on a flat rate.	Advise the student to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
F-1 NCSU student with Curricular Practical Training (CPT)	Work authorized <u>in field of study</u> . May be full-time or part-time.	Work-related expenses might be reimbursable if DSO authorizes them.	Yes, if student has CPT authorization on Form I-20	Advise the student to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
F-1 NCSU student with Optional Practical Training (OPT)	Work authorized only if student has OPT EAD card and student is working in field of study . May be full-time or part-time. Part-time OPT is 20 hrs/wk or less.	Work-related expenses might be reimbursable if DSO authorizes them.	Yes, if student has an OPT EAD card. (EAD means Employment Authorization Document).	Advise the student to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
F-1 student, not at NCSU	Work authorized only if student has CPT authorized by school in field of study, or an OPT EAD card and student is working in field of study .	Work-related expenses might be reimbursable, if other school's DSO authorizes them.	Yes, if student has CPT authorization on Form I-20 or an OPT EAD card.	Advise the student to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
H-1B with NCSU	Work authorized professional employee, can only work at NCSU.	Work-related expenses can be reimbursed.	Yes, with H-1B approval notice but must be on monthly payroll.	Advise the employee to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu

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H-1B with another employer, but coming to NCSU	Work authorized professional employee at NCSU only after H-1B petition for NCSU is filed with immigration service, in limited circumstances. Otherwise, no work authorization.	Work-related expenses can be reimbursed, after H-1B petition with NCSU is filed with immigration service.	Yes – but only after NCSU has received USCIS receipt notice for filing its own H-1B petition.	Advise the employee to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
H-4 with EAD card	Work authorized only with EAD card. Otherwise, no H-4 work authorization.	Work-related expenses can be reimbursed.	Yes, with EAD card.	Advise the employee to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
J-1 with NCSU	Work authorized exchange visitor (student, researcher, scholar, post-doc, etc.) at NCSU.	Work-related expenses can be reimbursed.	Yes, with Form DS-2019 but not on a flat rate in most cases.	Advise the employee to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
J-1 with another entity	Guest Lecturer or Researcher. Cannot be NCSU employee, and no work authorization <u>unless</u> terms of other J-1 program specifically authorize employment at NCSU (such as Fulbright).	Eligible to receive reimbursement for travel expenses and per diem, in some circumstances.	Eligible to receive honorarium in limited circumstances; otherwise no payment unless other J-1 program authorizes employment at NCSU. Any payment request must be approved by Michelle first!	Permission from sponsoring agency for person to be at NCSU as Guest Lecturer or Researcher is required. Please contact the Foreign National Tax Specialist to see if visitor is eligible for Honoraria before invitation is extended: michelle_anderson@ncsu.edu
J-2 with EAD card	Work authorized – but only with EAD card. Otherwise, no J-2 work authorization.	Work-related expenses can be reimbursed.	Yes, with EAD card.	Advise the employee to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
O-1 with NCSU	Work authorized professional employee, can only work at NCSU.	Work-related expenses can be reimbursed.	Yes, with O-1 approval notice.	Advise the employee to send an e-mail to make an appointment with the Foreign National Tax Specialist: michelle_anderson@ncsu.edu
TN with NCSU, for Canadian and Mexican citizens only	Work authorized professional employee, can only work at NCSU. If TN not sponsored by NCSU, cannot work for NCSU.	Work-related expenses can be reimbursed.	Yes, with TN I-94 card.	Advise the employee to send an e-mail to make an appointment with the Foreign National Tax Specialist Michelle Anderson: michelle_anderson@ncsu.edu
WB or WT – Visa Waiver (sometimes classified as a “Visitor – No Pay”)	Guest Lecturer; Guest Researcher if doing own research (not for NCSU benefit). Cannot be NCSU employee. No work authorization.	Eligible to receive reimbursement for travel expenses and per diem, but will be taxable to visitor.	Eligible to receive honorarium in limited circumstances ; otherwise no payment.	Please contact the Foreign National Tax Specialist to see if visitor is eligible for Honoraria before invitation is extended: michelle_anderson@ncsu.edu

More detailed information concerning payment of Foreign Nationals can be found at http://www.ncsu.edu/human_resources/payroll/Foreign_Nationals.php.
 More detailed information concerning visa status can be found at http://www.ncsu.edu/human_resources/intemployment/ or <http://www.ncsu.edu/ois/>.