

ARTICLE __

INTERNATIONAL CONTRACT FACULTY MEMBERS

1. All Contract Faculty Members who are foreign nationals shall have access to NYU's Office of Global Services ("OGS"). Upon request, OGS will meet with the Contract Faculty Member to discuss their visa status and arrangement.
2. OGS shall continue to maintain on its website information regarding visas for which Contract Faculty Members and/or their dependents may be eligible. A link to the website shall be included in the letters referenced in Section 3 of Article [X] [Appointment and Reappointment].
3. In accordance with applicable University policy, the Employer may sponsor and support international Contract Faculty Members in securing an appropriate visa and permanent residence (a "green card") on a case by case basis.
4. If the Employer sponsors a Contract Faculty Member, the Employer shall cover all legally required costs, and identify for the Contract Faculty Member any costs for which they are responsible.
5. Where the Employer has agreed to sponsor a Contract Faculty Member for a visa in accordance with University policy, OGS shall meet with the Contract Faculty Member to discuss available options (e.g., E-3, H-1B, J-1, O-1, TN) given their individual circumstances to determine which visa status is most appropriate under all relevant circumstances. In such cases, OGS will initiate the process in a timely manner, and ensure deadlines are met to the best of its ability upon receipt of a completed application from the sponsoring NYU department, which shall be submitted in a timely manner, and Contract Faculty Member. The Union may raise concerns regarding OGS' timely processing of the application.
6. If the Employer is unable to lawfully employ a Contract Faculty Member because they cannot establish eligibility to continue to work in the United States, the Contract Faculty Member may request that the Employer hold their position open for at least one (1) semester to provide them with additional time to establish their eligibility. The Employer will consider the request in its discretion based on applicable law, the job responsibilities of the Contract Faculty Member, and other relevant considerations.
7. In cases where a Contract Faculty Member is unable to return to the United States as a result of immigration-related issues, the Contract Faculty Member should contact the Human Resources Officer of their school/college or equivalent to discuss what options may be available to them, including making a request for an unpaid leave of absence pursuant to Section 8 of Article X [Leaves of Absence & Workload Relief]. The Employer will consider such request in accordance with the terms of the aforementioned section. The Employer shall notify the Union of the Contract Faculty Member's outreach to their Human Resources Officer within three (3) business days of the Contract Faculty Member having contacted their Human Resources Officer.
8. As the above-described processes can depend upon factors outside of the Employer's control, determinations made by the Employer in connection with sections 3, 5, and 6 this Article are not subject to the grievance or arbitration provisions of this Agreement.

TENTATIVE AGREEMENT

3/22/2026

Page 2 of 2

9. Effective the first academic year following ratification, the Employer shall establish an annual International Contract Faculty Member Fund for each academic year through the duration of this Agreement in the amount of \$200,000 per academic year. Unexpended funds may be rolled over to the next academic year, but the total rollover allowed in any academic year cannot exceed 100% of the fund amount of the prior academic year.

Contract Faculty Members who are resident or non-resident aliens for tax purposes may apply for reimbursement from the fund of any out-of-pocket tax-related, legal, and/or administrative expenses related to visa processing, status adjustment, and/or naturalization for the Contract Faculty Member and their spouse and/or their children under 21, that are qualifying dependents on the basis of the Contract Faculty Member's NYU-based employment. A Contract Faculty Member may be reimbursed once per academic year. Distribution of any funds shall be made in accordance with procedures, policies and requirements established by the Union, subject to approval by the Employer.

10. Upon the Union's request, two Union representatives and two Employer representatives will meet up to three (3) times in the calendar year to discuss general topics regarding international faculty ("UMC International Contract Faculty Matters Committee"). Upon the Union's request and with appropriate notice, a representative from OGS shall attend the meetings and discuss agenda items. The parties may add additional meetings by mutual agreement.
11. This Article is subject to compliance with all applicable laws and the terms of this Agreement.