

Visa and Payment Chart for Schools/Agencies

Type of Visa Status	Appropriate Activities	Can Expense Be Reimbursed	Can the Agency Pay Person? What documents are needed 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 Agency Benefit). Cannot be agency employee. No work authorization.	Eligible to receive reimbursement for travel expenses and per diem, in limited circumstances.	Eligible to receive honorarium in limited circumstances: otherwise no payment.
E-3 with Agency, for Australians only	Work authorized professional employee, can only work at Agency.	Work-related expenses can be reimbursed.	Yes, with E-3 approval notice of I-94 card.
F-1 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 explicitly endorsed by DSO, visa, passport, and I-94 card.
F-1 Student with Scholarship or assistantship or fellowship	May be employed on-campus in field of study up to 20hrs/wk during classes, and fulltime when school is not in session or during annual vacation.	Work-related expense might be reimbursable if DSO authorizes them.	Yes, with Form I-20 explicitly endorsed by DSO
F-1 student with Curricular Practical Training (CPT)	Work authorized in field of study. May be full-time or part-time.	Work-related expenses might be reimbursable if DSO authorizes them.	Yes, if student has CPT authorization of Form I-20.
F-1 student with Optional Practical Training (OPT)	Work authorized <u>only if</u> student has OPT EAD card and student is working in field of study. May be full-time or part-time. Part-time OPT is 20hrs/wk or less.	Work-related expenses might be reimbursable if DSO authorizes them.	Yes with Form I-20 explicitly endorsed by DSO, visa, passport, and I-94 card. PLUS, an OPT EAD card. (EAD means E mployment A uthorization D ocument)
F-1 Student, not at your school	Work authorized <u>only if</u> 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, with Form I-20 explicitly endorsed by DSO, visa, passport, and I-94 card. PLUS, a CPT authorization on Form I-20 or an OPT EAD card.
H-1B with School/Agency	Work authorized professional employee, can only work at school/agency	Work-related expenses can be reimbursed.	Yes, with valid visa, passport, I-94 card and/or I-797 (H-1B approval notice).

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H-1B with another employer, but coming to your school/agency	Work authorized at your school/agency only after H petition for NCSU is filed with immigration service, in limited circumstances. Otherwise, no work authorization	Work-related expenses can be reimbursed, after H petition with school/agency is filed with immigration service, in limited circumstances	Yes-after H petition for school/agency is filed with immigration service, in limited circumstances.
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.
J-1 with School/Agency	Work authorized exchange visitor (student, researcher, scholar, post-doc, etc.) at School/Agency	Work-related expenses can be reimbursed.	Yes, with visa, passport, I-94 card and Form DS-2019
J-1 with another entity	Guest Lecturer or Researcher. Cannot be School/Agency employee. No work authorization.	Eligible to receive reimbursement for travel expenses and per diem, in limited circumstances.	Eligible to receive honorarium in limited circumstances; otherwise no payment. Permission from sponsoring agency for person to be at school/agency as Guest Lecturer or Researcher is required.
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
O-1 with School/Agency	Work authorized professional employee, can only work at School/Agency	Work related expenses can be reimbursed.	Yes, with O-1 approval notice.
TN with School/Agency, for Canadians and Mexicans only	Work authorized professional employee, can only work at School/Agency	Work-related expenses can be reimbursed.	Yes, with TN I-94 card.
WB or WT-Visa Waiver (sometimes classified as a "Visitor-No pay")	Guest Lectures; Guest Researcher if doing own research (not for School/Agency benefit). Cannot be School/Agency employee. No work authorization.	Eligible to receive reimbursement for travel expenses and per diem, in limited circumstances.	Eligible to receive honorarium in limited circumstance; otherwise no payment.