

The PERM or special handling category applies to teaching faculty only and must be filed within 18 months of the employee's "selection date" following a competitive recruitment and selection process. The U.S. Department of Labor (DOL) will review the recruitment and selection process to ensure that the "best qualified" candidate was hired. The criteria against which the candidates will be compared will in large part be the ones listed in the printed advertisement for the position, in particular the ones that a successful candidate is required to possess.

Follow the university's hiring guidelines to ensure the proper procedures to support the special handling petition.

Missing the 18 month window for a special handling petition may require the employee to leave the country when his or her H-1B visa expires and/or have no further eligibility to work at UNCW.

There are other types of green card petitions that do not require an employer sponsorship which faculty may pursue on their own.