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TO: Charlene Stern, Interim Provost and Executive Vice Chancellor
Julie Queen, Vice Chancellor for Administrative Services
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Bryan Uher, Interim Vice Chancellor for Rural, Community and Native Education
Tom Hough, Executive Director of University Advancement

FROM: Mike Sfraga, Interim Chancellor 

CC: Joanna Cruzan, International Student Support Services Lead
Kim Washburn, UAF & System Office Business Partner
UA Human Resources
UA General Counsel

RE: UAF H-1B Policy on the Restriction on Entry of Certain Nonimmigrant Workers

In response to recent changes in the U.S. immigration policy, I want to share some important information regarding H-1B petitions and the steps that the University of Alaska Fairbanks (UAF) must take at this time.

On September 19, 2025, President Trump signed [Proclamation 10973](#) titled, “*Restriction on Entry of Certain Nonimmigrant Workers*,” which seeks to restrict entry into the United States of H-1B specialty occupation workers unless employers pay an extra \$100,000 fee or the petition qualifies for a National Interest Exception (NIE) waiver whereby all four points are met. The proclamation is currently set to be reviewed for possible renewal on September 22, 2026.

The proclamation does **not** apply to the following H-1B petitions or beneficiaries:

- H-1B petitions submitted prior to 12:01 a.m. Eastern Daylight Time on September 21, 2025;
- Individuals who currently hold a valid H-1B visa or who have an approved H-1B petition, who are traveling in and out of the United States; or
- H-1B petitions that are requesting an amendment, change of status, or extension of stay for an alien inside the United States where the alien is granted such amendment, change, or extension, additionally clarifying that an alien beneficiary of such petition will not be considered to be subject to the payment if he or she subsequently departs the United States and applies for a visa based on the approved petition and/or seeks to reenter the United States on a current H-1B visa.

The proclamation **does** apply to the following H-1B petitions or beneficiaries:

- New H-1B petitions filed on behalf of beneficiaries who are outside the United States and do not have a valid H-1B visa;

- H-1B petitions that request consular notification, port of entry notification, or pre-flight inspection for an alien in the United States; or
- H-1B petitions that request a change of status or amendment or extension of stay and USCIS determines that the alien is ineligible for a change of status or an amendment or extension of stay (e.g., is not in a valid nonimmigrant visa status or if the alien departs the United States prior to adjudication of a change of status request).

Effective immediately, UAF is implementing a temporary administrative pause on new H-1B petitions subject to the recent proclamation. This policy may be modified as federal guidance evolves. This decision reflects the substantial financial impact of the additional fee and the need to responsibly manage institutional resources consistent with applicable law.

If an H-1B petition is denied for any reason for an extension, amendment, or change of status but approved for consular processing (meaning the beneficiary must leave the U.S. and apply at the consulate), UAF will generally consider the application closed. This is because any applications approved for consular processing automatically subjects the employer to the \$100,000 fee.

At this time, UAF will not pursue any requests for the National Interest Exception (NIE) waiver during the duration of this pause.

Guidance for current and future job postings/recruitments:

- Please include the following statement in all future recruitment postings:

Due to the substantial increase in the employer costs involved, the university is unable to sponsor visas subject to the new regulatory fee imposed in accordance with Presidential Proclamation 10973.

- For any current recruitments, it is recommended that candidates be notified with this message:

Due to changes in the employer cost for certain visa sponsorships, the university is no longer able to sponsor visas that are subject to the new regulatory fee imposed in accordance with Presidential Proclamation 10973. The university remains able to sponsor other visas and/or work authorizations necessary for the successful applicant to this position. Please contact UA Human Resources, Talent Acquisition, ua-hrtalent@alaska.edu, (907) 450-8200, if you would require employer sponsorship of a visa subject to the increased fee under Presidential Proclamation 10973.

We recognize that this development may create uncertainty for members of our campus community and prospective employees. UAF values its international faculty, staff, and researchers and remains committed to supporting them within the bounds of current federal law and available institutional resources. This pause is an administrative measure and does not reflect the merits of any individual petition or the importance of international talent to our mission.

UAF will continue to monitor federal guidance and may reassess this pause as circumstances evolve. Additional updates will be shared as appropriate.