

**Resolution in Support of San Diego State University
Faculty on H-1B Visas
1/20/2026**

WHEREAS, in September, 2025 the Executive branch announced a new rule that imposes a \$100,000 fee on new H-1B petitions for workers entering from abroad, thus significantly increasing the cost of hiring faculty on H-1B visas;¹ and

WHEREAS, in October, 2025 the U.S. Department of Homeland Security (DHS) issued a rule ending automatic renewals of work permits for spouses of H-1B visa holders and other categories of legally authorized non-citizens, thus placing dual-career faculty households at risk of income loss and possible lapse of work status;² and

WHEREAS, in December, 2025 the U.S. Department of State announced expanded screening and vetting for all H-1B applicants and their dependents starting December 15, 2025, instructing all applicants for H-1B visas to “adjust the privacy settings on all of their social media profiles to ‘public;’”³ and

WHEREAS, the additional vetting required by new mandatory social-media screening for all H-1B applicants and their dependents has sharply reduced the number of visa interviews that can be conducted at U.S. consulates each day, triggering mass cancellation of interview slots and leaving some H-1B visa holders stranded abroad with their visa renewal appointments suddenly pushed to March 2026 or later;⁴ and

WHEREAS, the above-mentioned changes to H-1B rules cause undue anxiety and distress for San Diego State University faculty members on H-1B visas and their families, affecting individual well-being and exacerbating uncertainty in an already stressful immigration process; and

¹<https://www.whitehouse.gov/presidential-actions/2025/09/restriction-on-entry-of-certain-nonimmigrant-workers/>, <https://www.nytimes.com/interactive/2025/09/25/business/economy/h1b-visa-fee.html>, <https://www.highereddive.com/news/what-college-leaders-know-h1b-visa-fee/805207/>
Before the new policy, employers paid between \$2,000 and \$5,000 for new H-1B petitions.

²<https://timesofindia.indiatimes.com/world/us/several-us-senators-challenge-a-rule-that-ended-automatic-extension-of-work-permits-for-spouses-of-h-1bs-and-others/articleshow/125945948.cms>, <https://www.miamiherald.com/news/local/immigration/article312710245.html>

³<https://travel.state.gov/content/travel/en/News/visas-news/announcement-of-expanded-screening-and-vetting-for-h-1b-and-dependent-h-4-visa-applicants.html>, <https://www.rnlawgroup.com/why-travel-became-risky-for-visa-holders-in-2025/>

⁴<https://timesofindia.indiatimes.com/india/mass-visa-chaos-h-1b-families-stranded-in-india-for-months-after-us-consulates-cancel-interviews/articleshow/125910898.cms>, <https://www.hindustantimes.com/trending/stranded-h-1b-worker-urges-fellow-indians-in-us-to-avoid-booking-interview-slots-amid-visa-chaos-101765473539457.html>

WHEREAS, the new H-1B policies mean that international faculty who travel abroad may not be able to re-enter the United States in a timely manner,⁵ making it difficult for them to fully participate in global research, conferences, and collaborations that are essential to academic life; and

WHEREAS, the new H-1B policy hinders the ability of international colleagues to visit aging or ill parents and other family, friends, and community abroad;

WHEREAS, the new H-1B rules impose unfair and undue burdens on our international colleagues who contribute in such vital ways to the teaching, research, and service missions of SDSU; and

WHEREAS, more than 10 percent of college professors were born outside the U.S., and nearly one in four scientists and one in five computer programmers are college-educated people from other countries;⁶ and

WHEREAS, the American Association of University Professors warns that the new H-1B policy could lead to “catastrophic setbacks” to U.S. research and urged a federal judge to declare the \$100,000 fee unlawful;⁷ and

WHEREAS, California and 19 other states are suing the administration over its policy to charge employers \$100,000 for each new H-1B visa they request, calling it a threat “not only to major industry but also to public education and healthcare services;”⁸ and

WHEREAS, the new \$100,000 fee for H-1B visas imperils San Diego State University’s ability to recruit international faculty, which would severely curtail research and scientific innovation,⁹ reduce diversity and inclusion, and impede SDSU’s dedication to “preparing global citizens, compassionate leaders, and ethical innovators who will help find solutions to the world’s greatest challenges,”¹⁰ and

⁵ <https://www.rnlawgroup.com/why-travel-became-risky-for-visa-holders-in-2025/>

⁶ <https://www.nytimes.com/interactive/2025/09/25/business/economy/h1b-visa-fee.html>

New York Times: “About 4.3 million college-educated people working in the United States are citizens of other countries, a number that has nearly doubled over the last two decades, according to Census data. Many of them come from India and China, but some also come from Mexico, Venezuela, the Philippines and elsewhere. Nearly 3 percent of the overall U.S. work force falls into this category, and almost 7 percent of college-educated workers are not American citizens. But the share is much higher in certain occupations: Nearly one in four scientists and one in five computer programmers are college-educated people from other countries. More than 10 percent of college professors were born elsewhere, as were various kinds of engineers, the Census data shows.”

⁷ <https://www.highereddive.com/news/what-college-leaders-know-h1b-visa-fee/805207/>

⁸ <https://www.latimes.com/california/story/2025-12-12/california-sues-trump-administration-over-100-000-fee-for-h-1b-visas>

⁹ <https://news.bloomberglaw.com/daily-labor-report/h-1b-100-000-fee-lawsuit-signals-labor-disruptions-beyond-tech>

¹⁰ <https://catalog.sdsu.edu/content.php?catoid=9&navoid=811>

THEREFORE, BE IT RESOLVED, that the SDSU University Senate:

1. stands in solidarity with our colleagues who hold H-1B visas and recognizes their essential role in every aspect of SDSU life;
2. calls upon all SDSU faculty who serve as reviewers for RTP cases to show empathy and understanding to international faculty whose lives and research may have been severely disrupted by the new H1-B rules, and to appropriately support these colleagues as they navigate the new rules.
3. calls upon university leadership to take all possible steps to provide transparent information, clear guidance, and practical support, including legal and financial assistance, to all international faculty affected by the above-mentioned policy changes;
4. encourages President de la Torre to speak publicly about the crucial contributions H1-B faculty make to San Diego State University, and to explain to the broader San Diego community the many ways that curtailing SDSU's ability to recruit international faculty would harm our university and its contributions to the public good;
5. urges the university administration to develop, implement, and communicate a practical plan for providing assistance to international faculty who are unable to return to the United States in a timely manner due to the expanded screening and vetting and related visa interview cancellations;
6. calls on the university administration to permit international faculty who are stranded abroad due to the new H1-B rules to teach all of their courses online until they are able to return to the U.S.;
7. urges the university leadership to be proactive in seeking exemptions from the \$100,000 fee for new hires for whom the university plans to sponsor H-1B visas;¹¹
8. affirms its shared commitment to maintaining an inclusive and globally-engaged academic community, and advocates strongly for the continued hiring of international faculty on H1-B visas.

Rationale:

This resolution is brought forward in response to a series of sudden federal policy changes announced by the Executive branch in Fall 2025 that significantly alter the landscape for H-1B visa holders and the institutions that employ them. Taken together, these changes place substantial financial, logistical, professional, and personal burdens on San Diego State University's international faculty, threaten the university's identity as a globally engaged R1 public institution, and impede its ability to "impart an appreciation and broad understanding of the human experience throughout the world."¹²

¹¹ <https://www.highereddive.com/news/what-college-leaders-know-h1b-visa-fee/805207/>

¹² <https://catalog.sdsu.edu/content.php?catoid=9&navoid=811>

The SDSU University Senate has both an ethical obligation and an institutional interest in calling attention to the harms caused by these abrupt policy changes, and identifying specific actions that university leadership can take to mitigate the impacts of these new rules. By adopting this resolution, the Senate reaffirms its commitment to safeguarding the well-being and professional success of international faculty and to maintaining SDSU's ability to compete globally to hire exceptional faculty whose contributions are crucial to the university's research, teaching, and service mission.