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### Hosting Exchange Visitors at Franklin University: Why it Matters and How to Make it Happen

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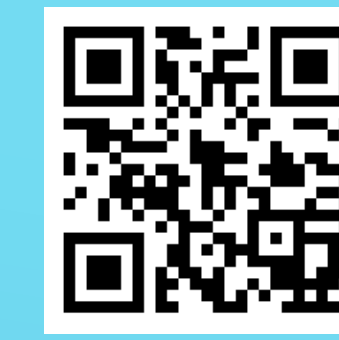
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# Hosting Exchange Visitors at Franklin University: Why It Matters and **How to Make It Happen**



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## What is an Exchange Visitor (aka J-1)?

In 2009, Franklin University was designated by the U.S. Department of State as an exchange visitor program sponsor, eligible to host **foreign nationals** entering the U.S. on a **J-1 visa**.

The program is designed to foster **cross-cultural educational exchange** and bring talented **students, researchers, educators, and specialists** to the University from around the world. Length of stay can vary from one day to several years, depending on the category and nature of the visit.

## Why Host J-1s?

- Bring special skills to your team
- Diversify University perspective
- Contribute to cultural diplomacy
- Pursue **competitive advantage**
- Fulfill annual minimum (5)

## Case Study:

Silvia L. was referred to Franklin University's Office of International Students & Programs (OISP) for information about international opportunities in the city of Columbus for foreign nationals. After an introductory interview, OISP recognized that Silvia could be an ideal exchange visitor within OISP.

OISP identified opportunities in the office where Silvia had **expertise** from her career history and educational background. After further discussions with Silvia and HR, OISP offered her a position in the category of **J-1 specialist**. The offer proposed a set of program objectives that could be accomplished in the six months to one year she will be in the U.S.

OISP then guided Silvia through the process of securing appropriate immigration-related documents, scheduling and successfully navigating a visa interview, arriving in the U.S., and beginning her role at Franklin.

Silvia's **program objectives** serve as a guide for her daily tasks and individual initiatives. Evaluations required by the J-1 program will consist of supervisor and self-assessments conducted using the existing University performance management model and tools.

How? *Think of it like hiring a new employee.*

1. Identify a need within your team, and notify OISP and HR.
2. With OISP's support, publicize the opportunity, field applications, and select a candidate.
3. Agree on program objectives, funding, and timeline.
4. Request invitation package from OISP.

OISP guides candidate through process of becoming an exchange visitor.

Upon arrival, **onboard** the candidate as you would a new employee. **Monitor progress** to program objectives, and **report outcomes** to OISP for documentation purposes.

### Bibliography

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