

**160.3 Allowable Payments to Individuals by Visa Type/Status**

IMMIGRATION STATUS	PAYMENT TYPE			
	HONORARIUM	SALARY	EXPENSE REIMB.	PER DIEM
A-1, A-2, A-3	NO	NO	NO	NO
Dependents of A-1, A-2, A-3 with work authorization	YES	YES	YES	NO
B-1	YES *	NO	YES*	NO
B-1 in Lieu of H-1B	YES *	NO	YES*	NO
B-1 in Lieu of H-3	YES *	NO	YES*	NO
B-1 Entertainer	YES *	NO	YES*	NO
B-1 Servants	YES *	NO	YES*	NO
B-1 Servants with work authorization	YES *	NO	YES*	NO
B-2	YES *	NO	YES*	NO
C-1, C-2, C-3	NO	NO	NO	NO
D-1, D-2	NO	NO	NO	NO
E-1/E-2	NO	NO	NO	NO
E-1/E-2 dependents with work authorization	NO	YES	YES	NO
F-1 with Baylor's sponsorship	YES, but not during academic year	Up to 20 hours/week during term & full time during vacations	YES	YES, but not during academic year
F-1 not with Baylor's sponsorship	NO	NO	YES	NO
F-1 not with Baylor but with work authorization	YES, but not during academic year	YES	YES	YES, but not during academic year
F-2	NO	NO	NO	NO
F-3	NO	NO	NO	NO
G-1, G-3, G-4	NO	NO	NO	NO
G-1, G-3, G-4 dependents with work authorization	YES	YES	YES	YES
H-1A Baylor is Sponsor	NO	YES	YES	NO

<b>IMMIGRATION STATUS</b>	<b>HONORARIUM</b>	<b>SALARY</b>	<b>EXPENSE REIMB.</b>	<b>PER DIEM</b>
H-1A Baylor is not Sponsor	NO	NO	NO	NO
H-1B Baylor is Sponsor	NO	YES	YES	NO
H-1B Baylor is not Sponsor	NO	NO	YES	NO
H-2, H-3, H-4	NO	NO	NO	NO
I	NO	NO	NO	NO
J-1 Student category on Baylor's sponsorship	YES	Up to 20 hours/week during term & full time during vacations	YES	YES
J-1 Student category not on Baylor's sponsorship	NO	NO	NO	NO
J-1 Student category not on Baylor's sponsorship with work authorization	NO	YES	YES	NO
J-1 Researcher, Professor category on Baylor's sponsorship with Baylor University appointment	YES	YES	YES	YES
J-1 Researcher, Professor category on Baylor's sponsorship with Visiting Scholar or Visiting Scientist courtesy designation	YES	NO	YES	YES
J-1 Researcher, Professor category not on Baylor's sponsorship	NO	NO	NO	NO
J-1 Researcher, Professor category not on Baylor's sponsorship with work authorization	YES	YES	YES	YES
J-2	NO	NO	YES	YES
J-2 with work authorization	YES	YES	YES	YES

<b>IMMIGRATION STATUS</b>	<b>HONORARIUM</b>	<b>SALARY</b>	<b>EXPENSE REIMB.</b>	<b>PER DIEM</b>
K-1, K-2, K-3, K-4 without work authorization	NO	NO	NO	NO
K-1, K-2, K-3, K-4 with work authorization	NO	YES	YES	NO
L-1	NO	NO	NO	NO
L-2 with work authorization	YES	YES	YES	YES
M-1, M-2, M-3	NO	NO	NO	NO
N-8, N-9	NO	NO	NO	NO
NATO	NO	NO	NO	NO
O-1, O-2 Baylor is Sponsor	NO	YES	YES	NO
O-1, O-2 Baylor is not Sponsor	NO	NO	NO	NO
O-3	NO	NO	NO	NO
P-1 Baylor is Sponsor	NO	YES	YES	NO
P-1, P-2, P-3 Baylor is not Sponsor	NO	NO	NO	NO
P-4	NO	NO	NO	NO
Q-1, Q-2, Q-3	NO	NO	NO	NO
R-1, R-2	NO	NO	NO	NO
S-1, S-2 with work authorization	NO	YES	YES	NO
T-1, T-2, T-3, T-4 with work authorization	NO	YES	YES	NO
T-1, T-2, T-3, T-4 without work authorization	NO	NO	NO	NO
TN Baylor is sponsor	NO	YES	YES	NO
TN Baylor is not sponsor	NO	NO	NO	NO
U-1, U-2, U-3, U-4, U-5 with work authorization	NO	YES	YES	NO
U-1, U-2, U-3, U-4, U-5 without work authorization	NO	NO	NO	NO
V-1, V-2, V-3 with work authorization	YES	YES	YES	YES
V-1, V-2, V-3 without work authorization	NO	NO	NO	NO
W-B	YES *	NO	YES *	NO

<b>IMMIGRATION STATUS</b>	<b>HONORARIUM</b>	<b>SALARY</b>	<b>EXPENSE REIMB.</b>	<b>PER DIEM</b>
W-T	YES *	NO	YES *	NO
Pending Immigrant with work authorization	YES	YES	YES	YES
Pending Immigrant without work authorization	NO	NO	NO	NO
Pending Temporary Residents, & Pending Asylees with work authorization	YES	YES	YES	YES
Pending Temporary Residents, & Pending Asylees without work authorization	NO	NO	NO	NO
Refugees, Temporary Residents, & Asylees	NO	YES	YES	NO

\* If engaged in an academic activity lasting no more than 9 days at Baylor and the person has not received payments from more than 5 other institutions in a 6-month period.