

Visa Wait Times and Future Earnings: Evidence from the National Survey of College Graduates

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Abstract: This study explores the relationship between legal permanent resident status and earnings. In particular, we examine the effect of longer wait times to obtain a permanent resident visa on immigrants' income. Using data from the 2015 National Survey of College Graduates, we find that immigrants who enter the US on temporary work visas experience a 1.5 percent reduction in annual salary for each year between the time of entry into the US and when their permanent resident visa is issued. We find no significant relationship for immigrants who enter on other types of temporary visas. Further, we find a larger relationship for European immigrants than Asian immigrants, and no significant relationship for African and Latin American and Caribbean immigrants.

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Introduction

The US currently limits the number of permanent legal resident visas (a.k.a. “green cards”) to approximately 140,000 for employment-based visas and 220,000 for family-based visas. Further, no more than seven percent (~25,000) of green cards issued in a given year can be issued to immigrants from any single source country. If a particular visa category limit is reached, or a country exceeds their annual limit, then approved applicants are put in a queue to wait until a green card becomes available. In 2016, there were more than 4 million individuals in this queue. Actual wait times will depend on country of origin and type of visa, but in some cases, immigrants can wait more than 20 years to receive a green card. As shown on the Visa Bulletin issued by the US Department of State for June 2018, the initial approval date for employment-based immigrants who are allowed to adjust to permanent status in June 2018 is as early as January 1, 2012 for Chinese and May 1, 2008 for Indians. The wait time for family-based green cards is much longer: mainland-born Chinese applicants who are allowed to adjust their status in June 2018 have been waiting since as early as October 22, 2004, March 14, 2004 for Indians, February 15, 1997 for Mexicans, February 22, 1995 for Filipinos, and October 22, 2004 for the rest of the world.

For those who are in the US while waiting for their green card, labor market access is extremely limited. For example, those on temporary work visas can only work for the employer who sponsored their visa¹. Students on an F-1 visa can only work on campus, or for a short period of Optional Practical Training (OPT). Limited labor market access during this queueing period can potentially hinder immigrants’ wage growth. Some immigrants may accept lower wages offered by limited number of employers willing to sponsor green cards. Employers may exercise

¹ In some cases, switching employers may be possible, but is risky and extremely difficult.

monopsony power to depress immigrant wages, and immigrants are unable to move to higher paying jobs.

While some research efforts have been given to estimating the labor market benefits of obtaining citizenship in different countries², there has been limited research on the returns to permanent legal status in the United States, mainly due to data limitation. Mukhopadhyay and Oxborrow (2012) propose job mobility as the main source of wage premium associated with green cards for highly skilled immigrants. Chi and Drewianka (2014) find a 30-percent wage gains from green cards for Mexican-born men, and larger premiums for most mobile subgroups like college graduates and recent immigrants. They estimate that eliminating wait times would increase their mean earnings \$120,000 to \$150,000 in present value.

Very few papers examine what happens to immigrant workers in the process of obtaining permanent access to the US labor market. Jasso et al. (2010) estimate the number of highly skilled immigrant workers waiting for employment-based green cards. They find that about half a million applicants were waiting in the US at the end of Fiscal Year 2006, together with over half a million family members waiting in the US and over 125 thousand applicants waiting abroad. Data show that in 2003, the average wait time was 4.3 years for adjustee employment principals, 34.5 percent of whom either plan to leave the US or are uncertain about remaining. The authors suggest that the long delays are a visa number problem instead of an administrative processing problem, and that the backlog cannot be eliminated without a large change in public policy.

² Benefits generally include lower rates of unemployment, higher wage growth, and more desirable job characteristics compared to non-naturalized immigrants. See, for example, Bratsberg et al. (2002), Steinhardt (2012), Gathman and Keller (2013), Helgertz et al. (2104), and Euwals et al. (2010).

Hunt (2017) provides a comprehensive overview of restrictions due to temporary work visas for skilled immigrant workers. She focuses on job mobility and finds that mobility is reduced during the application period by around 20 percent for temporary workers who receive green cards. And for the majority of temporary visa holders who are not sponsored for green cards, their voluntary job changing rate is similar to natives with similar characteristics. Her findings also suggest that green card applicants are prepared to pay a small monopsony-related temporary price for permanent access to the US labor market. Wang (2017) finds a substantial increase in workers' voluntary job mobility following receipt of green cards, and that at least 60 percent of the spike in mobility is driven by voluntary moving being discouraged during the green card application process.

Different from Hunt (2017) and Wang (2017), this paper focuses on earnings penalty associated with the backlog for skilled immigrants waiting to obtain green cards. We hypothesize that the inability to pursue better employment opportunities during the initial years in the US has a negative impact on immigrants' earning growth and, by extension, lifetime earnings. Using data from the National Survey of College Graduates, we estimate wage equations for legal permanent residents. While this data set is restricted to only include high-skilled immigrants with a bachelor degree or higher, it contains a level of detail on immigration status unavailable in most data sets. Our results support our hypothesis that increased visa wait times reduce immigrants' earnings.

Data and Methodology

Data for our analysis come from the 2015 wave of the National Survey of College Graduates. The sample for this survey is drawn from respondents of the 2015 American Community Survey who

report having a bachelor's degree or higher. Choice of this dataset is driven primarily to the availability of key variables not contained in other publicly available surveys. In particular, the NSGC contains detailed information on immigrants' current immigration status, i.e. whether they are naturalized citizens, legal permanent residents, or temporary visa holders,³ as well as the type of visa immigrants held when they first entered the country. Furthermore, critical for our analysis, the NSGC identifies the year in which the immigrants first entered the US and the year legal permanent residents obtained their Green Cards. Additionally, the survey contains a large amount of demographic and employment data. A drawback to this dataset, however, is that it is limited to college graduates. Given that only thirty-two percent of the immigrant population in the US holds a bachelor's degree or higher (US Census, 2014), this survey limits our analysis to a small subset of the immigrant population.

Our aim in this analysis is to explore the relationship between the length of time it takes an individual to obtain legal permanent residence and their earnings. We begin by examining the difference in earnings between legal permanent residents and immigrants with temporary visas.

We estimate the following wage equation:

$$\ln(y_i) = \alpha + \beta LPR_i + \Gamma X_i + \epsilon_i$$

where y_i is the immigrant's earnings, measured both in weekly and annual salary, LPR is an indicator for whether the immigrant has legal permanent resident status, and X is a vector of demographic, education, and occupational controls. We restrict our sample to working age (18-65 years old) immigrants who entered the US before 2010, were at least 18 years old when they first

³ The American Community Survey only differentiates between naturalized US citizens and non-naturalized immigrants. Hence it is not possible to determine whether non-citizen immigrants are legal permanent residents, non-immigrant residents, or undocumented immigrants.

entered the country, are not naturalized citizens, and did not have legal permanent resident status at their time of first entry. These restrictions ensure that the decision to obtain legal permanent resident status was a positive, proactive choice on behalf of those who did. However, this does not preclude the desire for those on temporary visas to obtain LPR status in the future. Additionally, given the significant work restrictions placed on international students, we exclude any immigrants who were on a temporary student visa at the time of the survey. We estimate the model first for the entire sample, then for the different types of entry visas (work, student, dependent, other).

Once we establish earnings differences between legal permanent residents and immigrants on temporary visas, we then examine the relationship between earnings and the length of time to obtain LPR status. We amend our wage equation from Eq. 1 such that

$$\ln(y_i) = \alpha + \beta Wait_i + \Gamma X_i + \epsilon_i$$

where $Wait_i$ is equal to the number of years between first entry to the US and the year LPR status was obtained for immigrants who entered on work, temporary, and other visas, and equal to the number of years between receipt of highest degree and receipt of LPR status for immigrants who entered on student visas. We further restrict the sample to observations with positive values of wait years.⁴ As above, we estimate the model first on the entire sample, then according to type of entry visa. Further, we also estimate the model according to region of origin to examine differences in effects that might arise from visa backlogs.

⁴ Our restrictions on student entry visas are designed to capture the scenario where immigrants receive an education in the US, then transition to a work visa, which eventually leads to LPR status. These restrictions exclude approximately ten percent of the observations for student visa entries. Some immigrants entering on student visas never receive a degree after entering the US, but obtain LPR status, suggesting they adjusted status through family preferences after entry, then left school. Others received LPR status several years before receiving their highest degree, suggesting that they returned to school for an advanced degree after receiving LPR status.

Results

Legal Permanent Resident Status

Table 1 presents results from estimations of Eq. 1 on weekly earnings. Column 1 presents results for our entire sample with no additional controls. We find that legal permanent residents earn on average 4.6 percent less than immigrants on temporary visas. In columns 2-5 we add additional controls. In columns 2-4 our estimate of earnings differences for legal permanent residents fluctuate from 5 to 11 percent less than immigrants on temporary visas. However, once we control for occupation, we find no significant difference between legal permanent residents and immigrants on temporary visas. Rather, the more important drivers of earnings among immigrants are race and gender, education level, and occupation. Women earn 25 percent less than men earn. Compared to white immigrants, Asian immigrants earn 9 percent less, Hispanic immigrants earn 14 percent less, and black immigrants earn 34 percent less. Immigrants with a master's degree earn 10 percent more than those with bachelor's degrees, whereas those with doctorates earn 26 percent more, and immigrants with professional degrees earn 46 percent more.

In Table 2, we present estimates separated by type of entry visa. Again, we find no significant differences in earnings between legal permanent residents and immigrants on temporary visas, with the exception of immigrants who entered on "other" types of visas, where we find legal permanent residents earn 43 percent less than their temporary counterparts earn. Interestingly, we find substantial variation among our control variables. For example, among immigrants who entered the US on work visas, wage differences for Asian and Hispanic immigrants are substantially larger compared to white immigrants earnings. However, there is no significant

difference between white and black immigrants. Among immigrants who entered on student visas, Asian and Hispanic immigrants have similar earnings to white immigrants, but black immigrants earn 21 percent less. Additionally, education premiums are larger for immigrants who entered on student visas than immigrants who entered on work visas. This result may be indicative of an earnings premium on degrees earned in the US compared to international colleges and universities.

Table 3 presents estimates of Eq. 1 on annual earnings. Column 1 presents results for our entire sample. Our coefficient estimate for earnings differences between legal permanent residents and immigrants on temporary visas is similar to our finding for weekly earnings, with legal permanent residents earning 4.8 percent less than immigrants on temporary visas. This finding is significant at the 10 percent level. Results for our control variables are similar to those for weekly earnings, with the exception for the occupational category for teachers. Teachers earn 13 percent more per week worked than left-out occupations, but 14 percent less per year, which is likely due to accounting for summer break. In Columns 2-5 we estimate the model according to entry visa type. We find no significant difference for legal permanent resident status for immigrants who entered on work or dependent visas. Consistent with our previous finding, we find immigrants who entered on “other” visa types and obtained legal permanent resident status earn 49 percent less per year than those still on temporary visas at the time of the survey. We find that immigrants who entered on student visas and obtained legal permanent resident visas earn 6.2 percent less per year than those who were still on temporary visas earn. This is almost twice the magnitude as our result for weekly earnings, and is significant at the 5 percent level.

Visa Wait Time

Tables 4 and 5 present estimates of Eq. 2 on weekly and annual salary, respectively. Our sample consists entirely of immigrants with legal permanent resident status. Our key variable of interest is the number of years between when an immigrant entered the US and the year they obtained their LPR status, or, in the case of immigrants who entered on student visas, the number of years between when they obtained their highest degree and when they obtained LPR status. Additionally, we add controls for whether the immigrants are from China or India. This is because Chinese and Indian immigrants face longer wait times than other immigrants due to country limits on LPR visas (Visa Bulletin, 2017). Column 1 presents results for the entire sample. We find that each additional year is associated with a 1.3 percent reduction in weekly earnings. In columns 2-5 we estimate the model based on type of entry visa. We find that the coefficient estimate on wait time is only significant for immigrants who enter on temporary work visas, and is associated with a 1.4 percent reduction for each year of waiting to obtain LPR status. Results in Table 5 are consistent with our findings in Table 4. Each additional year of waiting to obtain LPR status is associated with a 1.2 percent reduction in annual salary for the entire sample, and a 1.5 percent reduction in annual earnings for those who initially entered the country on a temporary work visa.

Tables 6 and 7 present estimates for Eq. 2 separated by immigrants' region of origin. We find a significant negative relationship between wait time and weekly and annual earnings for European immigrants, -2.7 and -2.4 percent, respectively. We also find a negative relationship between wait time and annual earnings for Asian immigrants of approximately 1 percent lower earnings for each additional year, but no significant relationship for weekly earnings. For immigrants from Africa and Latin America and the Caribbean, we find no significant relationship between wait time and earnings. We find substantial variation in our control variables across region as well. European immigrant earnings do not appear to vary significantly across education levels. However, African

and Latin American and Caribbean immigrant have a much higher earnings premium for doctorate degrees than Asian immigrants. Asian immigrants are the only group who earn more with professional degrees.

In Tables 8 and 9 we repeat the exercise in Tables 6 and 7, restricting our sample to only include immigrants who had a wait time of 5 years or more. The purpose of this exercise is to determine if the relationship is different for immigrants who had wait times longer than what might be considered normal under the immigration process. As mentioned above, immigrants from China and India can experience wait times of 5-10 years for EB-2 and EB-3 visas, which are likely to be the most common employment based visas obtained by individuals in our sample. We find that for European immigrants who waited more than 5 years to obtain LPR status, each year of waiting is associated with a 3.8 percent reduction in weekly salary and a 3.3 percent reduction in annual earnings. For Asian immigrants, each additional year of wait time is associated with a 1.6 percent reduction in weekly earnings and a 1.8 percent reduction in annual earnings, both significant at the 5 percent level. Again, we find no significant relationship between wait time and earnings for African and Latin American and Caribbean immigrants.

Discussion of Results

The results presented above indicate little difference in earnings between immigrants with legal permanent resident status and immigrants on temporary visas, with the exception of immigrants who enter the US on student visas and visas in the “other” category. For these groups we find that legal permanent residents earn less than immigrants on temporary visas. This finding is a departure from previous research that finds a premium associated with LPR status, and is somewhat

surprising given that LPR status grants immigrants significantly more labor market access than temporary visas. The finding of negative relationship between LPR status and annual earnings among immigrants who enter on student visas is likely not a causal relationship, but rather due to negative selection bias. Immigrants who entered the US on student visas, but have not obtained LPR status would have converted their visas to temporary work visas, most likely H1-B visas. H1-B visas are awarded to highly skilled workers who would command a higher salary than typical workers. While this may be a step in the process ultimately leading to LPR status, it is not the only path. Although most of the employment-based preference visas are awarded to individuals who adjust their status while in the US, it is more common for immigrants to adjust to legal permanent residents through marriage. In 2015, for immigrants who obtained legal permanent resident visas through status adjustment, 121,978 were issued for employment-based preferences, and 158,768 were awarded to spouses of US citizens (Department of Homeland Security, 2018). Thus, we would expect the legal permanent residents in our sample to contain immigrants from both groups, with those who converted to H1-B visas having higher earnings, and those who did not with lower earnings.

This is less likely to be true among immigrants who entered the US on temporary work visas, i.e. we would expect that H1-B visa holders would be more likely to obtain legal permanent resident status through employment-based preferences than through marriage. If so, then we would also expect that immigrants who chose to become legal permanent residents did so because they receive some benefit, i.e. higher wages. However, we find no significant difference in earnings between legal permanent residents and immigrants who entered on temporary work visas. There are several possible explanations for this finding. First, the desire to obtain legal permanent resident status may not be related to moving jobs, but rather to keep the job they have. Temporary work visas are,

by definition, temporary. If an immigrant's work visa expires, then they have to leave the country. If employment opportunities are better for them in the US, then they may wish to remain in the country. While the immigrant may be better off than if they had left the country, this would not show up in earnings data within the US. Second, H1-B visas require that the employer pay the prevailing wage, either within the firm for the same job or within the industry, whichever is larger (Department of Labor, 2018). Thus, even if an employee changes jobs after receiving legal permanent residence, they might earn similar salary at the new firm. As Hunt (2017) points out, for immigrants who switch jobs, higher pay is only one of many reasons given. Other reasons include better working conditions, location, and career interests. Finally, the amount of time it takes to obtain legal permanent resident status might impact the immigrant's wage growth.

Our results indicate that each additional year of visa wait time is associated with a 1.5 percent reduction in annual earnings. As Hunt (2017) points out, immigrants are less likely to change jobs in the period just prior to receiving legal permanent resident visa. One reason for this may be fear that the sponsoring employer might pull support for the employee's application. To some extent, immigrants have some control over when they begin the application process. However, once the process begins, myriad factors can impact the amount of time it takes to receive the LPR visa, including the type of visa applied for, the number of applications in a given year, and the applicant's country of origin. To the extent that this varies among immigrants, some immigrants might have a longer period of unwillingness to change jobs than others. This, in turn, could negatively affect wage growth. Likewise, during the application process employees may be less willing to ask sponsoring employers for pay raises, again out of fear of losing sponsorship. We note that some of this effect could be due to reverse causality. That is, employers willing to sponsor an immigrant for an employment-based LPR visa may want to begin the application process early

for high performing immigrants in an effort to build loyalty and prevent the employee from leaving the company after receiving their visa, in which case our coefficient estimates may overstate the effect of wait times. However, there is also reason to believe that our results are biased upward due to negative selection. If wait times are excessively costly, and an immigrant has sufficient opportunities in their home country, they may opt to return home rather than wait. Thus, through attrition, we are losing those who are most adversely affected by wait times. This impact can be seen in our regional results. Regions with shortest average wait times have the highest coefficient estimates. This suggests those willing to wait longer are those who are hurt least by waiting. Conversely, longer wait times may be driving away those who would benefit most from obtaining legal permanent resident status earliest. Given the similar incomes between the US and most European countries, the large coefficient for European immigrants suggests that those who are willing to wait longer are those with limited opportunities in Europe. That is, longer waits are potentially driving away higher performing immigrants. Of particular note are our results for Asian immigrants. While we find a small negative relationship between wait times and annual salaries for all Asian immigrants, the effect becomes larger for immigrants who wait more than 5 years. This difference in wait times is likely due to excess wait times that arise due to country limits on visas. In general, EB-1 visas can be issued fairly quickly. However, EB-2 and EB-3 visas have backlogs that can be several years long, particularly for immigrants from China and India.

Conclusion

Prior research has found an increase in earnings associated with the increase in labor market access from obtaining legal permanent resident status (Chi and Drewianka, 2014; Mukhopadhyay and Oxborrow, 2012). We revisit this question using data from the National Survey of College

Graduates. For immigrants who entered the US on temporary work visas, we find no significant difference in earnings between those who adjusted their status to legal permanent residents and those who did not. We propose that one of the contributing factors to this finding is the amount of time individuals have to wait to obtain legal permanent residence. During this waiting period, immigrants have limited labor market access, which can prevent them from moving to higher paying jobs and give them limited bargaining power with their employers. We find that each additional year of wait time is associated with 1.5 percent reduction in annual earnings. We do not find a significant relationship between wait time and earnings for immigrants who entered the US on other types of visas. Further, we find that the negative relationship is concentrated among Asian and European immigrants.

While it is unclear how much of these effects are causal and how much of the effects are due to negative selection, from a policy perspective reducing wait times will undoubtedly improve economic outcomes. If immigrants are negatively selecting into legal permanent residence, shortening wait times will prevent higher skilled immigrants from leaving the US. If the effect is causal, shortening the wait times will give immigrants earlier access to the full US labor market and allow them to compete for higher wages. Providing more resources to Citizenship and Immigration Services would help speed up processing times and allow some immigrants to obtain legal permanent residence faster. However, the largest gains to speeding up wait times would entail reducing the size of the visa backlog. Two ways of achieving this would be to increase the total number of available visas and/or raise or eliminate per country limits. While the current administration has expressed a desire to reduce the total number of available visas, there is currently a bill in Congress, HB 392, which would eliminate country limits for high skilled

workers. While this bill would significantly help Chinese and Indian immigrants, it has been stalled in committee for over a year (Sohrabji 2018).

While the current study provides some evidence that reducing visa wait times would improve economic outcomes, we acknowledge that due to data limitations we have focused on the smallest group of immigrants affected by long visa wait times. Immigrants applying for employment-based preferences other than EB-1, EB-2, and EB-3 visas and those applying for family-preference visas experience much longer wait times. It is likely that these groups would benefit much more from faster access to the labor market. Family-preference applicants would particularly benefit, as most of these applicants wait outside the US until their visa is issued. Thus, in addition to the findings presented above, another contribution of this paper is to highlight the need for better data and more research in this area.

Tables

Table 1: LPR Status, Non-Citizen Immigrants; Dependent Variable: ln(Annual Salary)

	(1) a	(2) b	(3) c	(4) d	(5) e
LPR	-0.0885*** (0.0263)	-0.1378*** (0.0295)	-0.0627** (0.0291)	-0.0526* (0.0291)	-0.0479* (0.0278)
Years in US		0.0141 (0.0095)	0.0134 (0.0092)	0.0126 (0.0092)	0.0112 (0.0088)
(Years in US) ²		-0.0002 (0.0003)	-0.0001 (0.0002)	-0.0001 (0.0002)	-0.0001 (0.0002)
Age		0.0322** (0.0161)	0.0281* (0.0155)	0.0246 (0.0155)	0.0300** (0.0148)
(Age) ²		-0.0004** (0.0002)	-0.0004** (0.0002)	-0.0003* (0.0002)	-0.0004** (0.0002)
Female			-0.4062*** (0.0252)	-0.4058*** (0.0252)	-0.2985*** (0.0248)
Asian			-0.0203 (0.0293)	-0.0280 (0.0294)	-0.0664** (0.0285)
Black			-0.4175*** (0.0594)	-0.4062*** (0.0593)	-0.3309*** (0.0568)
Hispanic			-0.1849*** (0.0457)	-0.1754*** (0.0457)	-0.1312*** (0.0437)
Master's Degree				0.1578*** (0.0308)	0.1332*** (0.0297)
Doctorate Degree				0.1765*** (0.0350)	0.2674*** (0.0375)
Professional Degree				0.2380*** (0.0850)	0.3984*** (0.0818)
Computer Applications					0.2815*** (0.0295)
Development And Design					0.2876*** (0.0508)
Management					0.2348*** (0.0288)
R&D					0.3451*** (0.0835)
R&D Teaching					-0.3811*** (0.0750)
Research					0.0753 (0.0510)
Teaching					-0.1375** (0.0575)
Constant	11.3542*** (0.0214)	10.6048*** (0.3019)	10.8936*** (0.2924)	10.8178*** (0.2937)	10.3802*** (0.2818)
N	3969	3969	3969	3969	3969
F	11.3595	5.8234	40.4622	33.4925	43.7903
p	0.0008	0.0000	0.0000	0.0000	0.0000

Standard errors in parentheses, * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table 2: LPR Status, Non-Citizen Immigrants; Dependent Variable: ln(Weekly Salary)

	(1) All	(2) Work	(3) Student	(4) Dependent	(5) Other
LPR	-0.0445 (0.0289)	0.0278 (0.0597)	-0.0359 (0.0323)	-0.1142 (0.1206)	-0.4292* (0.2513)
Years in US	0.0101 (0.0091)	-0.0007 (0.0185)	0.0431*** (0.0118)	0.0635 (0.0389)	-0.0535 (0.0565)
(Years in US) ²	0.0001 (0.0002)	-0.0002 (0.0005)	-0.0004 (0.0003)	-0.0006 (0.0011)	0.0019 (0.0015)
Age	0.0258* (0.0154)	0.0449 (0.0322)	-0.0091 (0.0215)	-0.0205 (0.0667)	-0.0430 (0.0957)
(Age) ²	-0.0003* (0.0002)	-0.0005 (0.0004)	-0.0000 (0.0003)	-0.0002 (0.0008)	0.0005 (0.0011)
Female	-0.2524*** (0.0257)	-0.2428*** (0.0602)	-0.2009*** (0.0296)	-0.0366 (0.1188)	-0.0177 (0.1794)
Asian	-0.0903*** (0.0295)	-0.1704*** (0.0560)	-0.0100 (0.0363)	-0.2506** (0.1170)	0.1894 (0.2156)
Black	-0.3412*** (0.0590)	-0.1140 (0.1892)	-0.2098*** (0.0640)	-0.4630* (0.2639)	-0.1404 (0.2559)
Hispanic	-0.1438*** (0.0454)	-0.2548*** (0.0894)	-0.0055 (0.0550)	-0.3741** (0.1839)	-0.0218 (0.2278)
Master's Degree	0.1011*** (0.0308)	0.1274** (0.0527)	0.1973*** (0.0468)	0.0604 (0.0985)	-0.1080 (0.1958)
Doctorate Degree	0.2571*** (0.0389)	0.1800** (0.0909)	0.3689*** (0.0527)	0.4271*** (0.1560)	-0.0709 (0.4306)
Professional Degree	0.4555*** (0.0849)	0.4440* (0.2321)	0.6878*** (0.1032)	0.2689 (0.2160)	0.7384* (0.4367)
Computer Applications	0.2702*** (0.0306)	0.0487 (0.0632)	0.2505*** (0.0356)	0.4399*** (0.1046)	0.5702* (0.3270)
Development And Design	0.2882*** (0.0527)	0.1321 (0.1436)	0.2421*** (0.0539)	0.8670*** (0.2180)	0.3471 (0.6687)
Management	0.2351*** (0.0299)	0.1193* (0.0624)	0.2377*** (0.0349)	0.1299 (0.0997)	0.0096 (0.1928)
R&D	0.3562*** (0.0867)	0.1563 (0.2175)	0.4553*** (0.0931)	-0.3708 (0.3391)	1.2351 (0.9900)
R&D Teaching	-0.3910*** (0.0779)	-0.2403 (0.1866)	-0.4438*** (0.0855)	-0.2395 (0.2841)	-0.7263 (0.7741)
Research	0.0627 (0.0530)	0.0063 (0.1343)	0.0427 (0.0552)	0.4536** (0.2233)	-0.1359 (0.6694)
Teaching	0.1300** (0.0597)	-0.1739 (0.1525)	0.1701*** (0.0617)	0.1226 (0.2502)	0.3812 (0.6992)
Constant	6.5764*** (0.2925)	6.6359*** (0.6698)	6.9206*** (0.3823)	7.4552*** (1.2411)	8.1419*** (2.0440)
N	3969	1046	2385	388	150
F	28.9595	4.2654	21.8811	4.6540	1.7229
p	0.0000	0.0000	0.0000	0.0000	0.0399

Standard errors in parentheses, * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table 3: LPR Status, Non-Citizen Immigrants; Dependent Variable: ln(Annual Salary)

	(1) All	(2) Work	(3) Student	(4) Dependent	(5) Other
LPR	-0.0479* (0.0278)	0.0718 (0.0581)	-0.0622** (0.0310)	-0.1107 (0.1134)	-0.4871** (0.2414)
Years in US	0.0112 (0.0088)	0.0005 (0.0180)	0.0435*** (0.0113)	0.0582 (0.0366)	-0.0142 (0.0543)
(Years in US) ²	-0.0001 (0.0002)	-0.0004 (0.0005)	-0.0004 (0.0003)	-0.0004 (0.0010)	0.0007 (0.0015)
Age	0.0300** (0.0148)	0.0452 (0.0313)	0.0038 (0.0206)	-0.0155 (0.0627)	-0.0954 (0.0919)
(Age) ²	-0.0004** (0.0002)	-0.0005 (0.0003)	-0.0002 (0.0002)	-0.0002 (0.0007)	0.0010 (0.0010)
Female	-0.2985*** (0.0248)	-0.2979*** (0.0586)	-0.2369*** (0.0284)	-0.0731 (0.1117)	-0.1257 (0.1723)
Asian	-0.0664** (0.0285)	-0.1718*** (0.0545)	0.0128 (0.0348)	-0.0661 (0.1100)	0.1796 (0.2071)
Black	-0.3309*** (0.0568)	-0.3122* (0.1840)	-0.1972*** (0.0614)	-0.1571 (0.2481)	-0.0368 (0.2458)
Hispanic	-0.1312*** (0.0437)	-0.2386*** (0.0869)	0.0083 (0.0528)	-0.2511 (0.1729)	-0.0508 (0.2188)
Master's Degree	0.1332*** (0.0297)	0.1476*** (0.0512)	0.2323*** (0.0449)	0.0745 (0.0927)	-0.0433 (0.1881)
Doctorate Degree	0.2674*** (0.0375)	0.2410*** (0.0884)	0.3734*** (0.0505)	0.3740** (0.1467)	-0.0157 (0.4136)
Professional Degree	0.3984*** (0.0818)	0.3117 (0.2257)	0.6364*** (0.0990)	0.2202 (0.2031)	0.7731* (0.4195)
Computer Applications	0.2815*** (0.0295)	0.1025* (0.0615)	0.2425*** (0.0341)	0.4172*** (0.0984)	0.6638** (0.3141)
Development And Design	0.2876*** (0.0508)	0.1735 (0.1397)	0.2277*** (0.0517)	0.7782*** (0.2050)	0.6219 (0.6423)
Management	0.2348*** (0.0288)	0.1088* (0.0606)	0.2250*** (0.0335)	0.2161** (0.0938)	-0.0079 (0.1852)
R&D	0.3451*** (0.0835)	0.0935 (0.2115)	0.4838*** (0.0893)	-0.2732 (0.3188)	0.9470 (0.9509)
R&D Teaching	-0.3811*** (0.0750)	-0.2323 (0.1815)	-0.4559*** (0.0820)	-0.1979 (0.2671)	-0.8721 (0.7436)
Research	0.0753 (0.0510)	0.0505 (0.1306)	0.0473 (0.0530)	0.3389 (0.2099)	0.1217 (0.6430)
Teaching	-0.1375** (0.0575)	-0.3324** (0.1483)	-0.1261** (0.0592)	-0.2221 (0.2353)	0.6196 (0.6716)
Constant	10.3802*** (0.2818)	10.5155*** (0.6514)	10.5911*** (0.3668)	11.0367*** (1.1668)	13.1087*** (1.9634)
N	3969	1046	2385	388	150
F	43.7903	7.2509	33.5449	5.7122	1.6089
p	0.0000	0.0000	0.0000	0.0000	0.0630

Standard errors in parentheses, * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table 4: Wait Time, Adjustment of Status LPR Immigrants; Dependent Variable: ln(Weekly Salary)

	(1) All	(2) Work	(3) Student	(4) Dependent	(5) Other
Wait Years	-0.0129*** (0.0042)	-0.0138* (0.0082)	-0.0073 (0.0057)	-0.0078 (0.0151)	0.0114 (0.0202)
Years in US	0.0240* (0.0128)	-0.0089 (0.0220)	0.0520*** (0.0181)	0.0931* (0.0483)	0.0659 (0.0781)
(Years in US) ²	-0.0004 (0.0003)	0.0002 (0.0006)	-0.0008 (0.0005)	-0.0013 (0.0013)	-0.0019 (0.0021)
Age	0.0126 (0.0217)	0.0521 (0.0398)	-0.0230 (0.0323)	-0.0265 (0.0853)	-0.1084 (0.1141)
(Age) ²	-0.0001 (0.0002)	-0.0006 (0.0004)	0.0002 (0.0004)	-0.0000 (0.0010)	0.0012 (0.0012)
Female	-0.3137*** (0.0351)	-0.2914*** (0.0711)	-0.2319*** (0.0439)	-0.1176 (0.1523)	0.0019 (0.2234)
Asian	-0.2525*** (0.0486)	-0.1918** (0.0883)	-0.1904*** (0.0621)	-0.7110*** (0.2094)	0.0866 (0.2617)
Black	-0.3876*** (0.0790)	-0.1897 (0.2202)	-0.2189** (0.0953)	-0.4728 (0.3103)	-0.2532 (0.2900)
Hispanic	-0.1651*** (0.0590)	-0.2315** (0.1065)	-0.0028 (0.0767)	-0.4623** (0.2140)	-0.2107 (0.2879)
Master's Degree	0.0693* (0.0415)	0.1298** (0.0651)	0.1423** (0.0692)	0.0150 (0.1277)	-0.2626 (0.2242)
Doctorate Degree	0.2434*** (0.0533)	0.2790*** (0.1066)	0.3326*** (0.0811)	0.3556* (0.1896)	-0.1734 (0.6681)
Professional Degree	0.4683*** (0.1091)	0.4728* (0.2804)	0.7789*** (0.1443)	0.1396 (0.2599)	0.7417 (0.4771)
Computer Applications	0.2620*** (0.0439)	0.0463 (0.0783)	0.2522*** (0.0563)	0.3416** (0.1348)	0.4710 (0.3909)
Development And Design	0.3660*** (0.0746)	0.3094* (0.1721)	0.2589*** (0.0821)	0.8737*** (0.2487)	-0.3980 (1.0885)
Management	0.2486*** (0.0414)	0.1567** (0.0773)	0.2390*** (0.0530)	0.0817 (0.1244)	0.0134 (0.2259)
R&D	0.3764*** (0.1180)	0.3525 (0.2526)	0.4965*** (0.1371)	-0.5888 (0.4097)	1.5594 (1.3823)
R&D Teaching	-0.4844*** (0.1040)	-0.5984*** (0.2133)	-0.5022*** (0.1242)	-0.0975 (0.3540)	-0.5004 (0.8824)
Research	0.1505** (0.0753)	0.1047 (0.1619)	0.1061 (0.0854)	0.4337* (0.2553)	-0.5717 (1.1028)
Teaching	0.2521*** (0.0805)	0.1510 (0.1751)	0.2732*** (0.0888)	-0.0954 (0.3150)	0.2384 (0.8001)
China	0.1129* (0.0584)	-0.2726** (0.1366)	0.1878*** (0.0657)	0.4479** (0.2143)	0.3056 (1.0070)
India	0.3085*** (0.0543)	0.1923* (0.1063)	0.3385*** (0.0654)	0.4879** (0.2079)	-0.0354 (0.5575)
Constant	6.8166*** (0.4288)	6.5917*** (0.8509)	7.2044*** (0.5937)	7.4578*** (1.6472)	8.3617*** (2.3660)
N	2337	714	1223	287	113
F	20.0958	4.4602	12.1653	3.3397	0.9706
p	0.0000	0.0000	0.0000	0.0000	0.5059

Standard errors in parentheses
* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table 5: Wait Time, Adjustment of Status LPR Immigrants; Dependent Variable: ln(Annual Salary)

	(1) All	(2) Work	(3) Student	(4) Dependent	(5) Other
Wait Years	-0.0115*** (0.0041)	-0.0151* (0.0082)	-0.0009 (0.0055)	-0.0156 (0.0141)	0.0139 (0.0196)
Years in US	0.0183 (0.0125)	-0.0139 (0.0219)	0.0494*** (0.0174)	0.0927** (0.0451)	0.0532 (0.0756)
(Years in US) ²	-0.0003 (0.0003)	0.0002 (0.0006)	-0.0007 (0.0005)	-0.0013 (0.0012)	-0.0015 (0.0021)
Age	0.0278 (0.0212)	0.0615 (0.0396)	-0.0006 (0.0312)	-0.0273 (0.0797)	-0.1558 (0.1105)
(Age) ²	-0.0003 (0.0002)	-0.0006 (0.0004)	-0.0001 (0.0004)	0.0000 (0.0009)	0.0017 (0.0012)
Female	-0.3595*** (0.0342)	-0.3414*** (0.0707)	-0.2797*** (0.0423)	-0.1058 (0.1423)	0.0034 (0.2164)
Asian	-0.2136*** (0.0473)	-0.1440 (0.0878)	-0.1343** (0.0600)	-0.5136*** (0.1957)	0.0913 (0.2535)
Black	-0.4029*** (0.0770)	-0.5488** (0.2188)	-0.1938** (0.0920)	-0.1301 (0.2900)	-0.0765 (0.2809)
Hispanic	-0.1469** (0.0575)	-0.1905* (0.1058)	0.0174 (0.0740)	-0.3499* (0.2000)	-0.1244 (0.2789)
Master's Degree	0.1178*** (0.0404)	0.1868*** (0.0646)	0.2235*** (0.0668)	0.0378 (0.1194)	-0.1387 (0.2172)
Doctorate Degree	0.2522*** (0.0519)	0.3265*** (0.1059)	0.3978*** (0.0783)	0.2497 (0.1771)	-0.0943 (0.6473)
Professional Degree	0.4133*** (0.1063)	0.2002 (0.2785)	0.7137*** (0.1393)	0.2793 (0.2429)	0.8134* (0.4622)
Computer Applications	0.2856*** (0.0428)	0.0919 (0.0778)	0.2520*** (0.0544)	0.3616*** (0.1259)	0.5231 (0.3786)
Development And Design	0.3521*** (0.0726)	0.2730 (0.1710)	0.2282*** (0.0793)	0.8262*** (0.2324)	-0.2285 (1.0544)
Management	0.2621*** (0.0403)	0.1472* (0.0768)	0.2348*** (0.0512)	0.2318** (0.1162)	-0.0676 (0.2188)
R&D	0.3427*** (0.1149)	0.3333 (0.2510)	0.4284*** (0.1324)	-0.1227 (0.3828)	1.6472 (1.3391)
R&D Teaching	-0.4160*** (0.1013)	-0.5402** (0.2119)	-0.3936*** (0.1199)	-0.3959 (0.3308)	-0.6967 (0.8549)
Research	0.1473** (0.0733)	0.1129 (0.1608)	0.1036 (0.0825)	0.3063 (0.2386)	-0.6944 (1.0683)
Teaching	-0.0728 (0.0783)	-0.0637 (0.1739)	-0.1264 (0.0858)	-0.1688 (0.2943)	0.4434 (0.7751)
China	0.1246** (0.0568)	-0.3124** (0.1357)	0.1966*** (0.0634)	0.4667** (0.2002)	0.3139 (0.9755)
India	0.2895*** (0.0529)	0.1302 (0.1056)	0.3210*** (0.0631)	0.4102** (0.1942)	0.0990 (0.5401)
Constant	10.3749*** (0.4176)	10.3313*** (0.8452)	10.5980*** (0.5732)	11.0533*** (1.5391)	13.3694*** (2.2920)
N	2337	714	1223	287	113
F	27.8627	6.3260	17.8714	4.2419	1.0583
p	0.0000	0.0000	0.0000	0.0000	0.4063

Standard errors in parentheses

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table 6: Wait Time, by Region, Adjustment of Status LPR Immigrants; Dependent Variable: ln(Weekly Salary)

	(1) Europe	(2) Asia	(3) Africa	(4) LAC
Wait Years	-0.0266*** (0.0094)	-0.0071 (0.0060)	-0.0184 (0.0191)	0.0045 (0.0119)
Years in US	0.0006 (0.0284)	0.0458** (0.0181)	-0.0804 (0.0504)	-0.0358 (0.0402)
(Years in US) ²	0.0001 (0.0008)	-0.0006 (0.0005)	0.0025* (0.0013)	0.0006 (0.0010)
Age	0.0120 (0.0487)	-0.0015 (0.0303)	0.0526 (0.1010)	0.0831 (0.0659)
(Age) ²	-0.0001 (0.0005)	-0.0001 (0.0003)	-0.0007 (0.0012)	-0.0009 (0.0007)
Female	-0.4038*** (0.0930)	-0.2507*** (0.0429)	-0.0559 (0.1845)	-0.3490*** (0.1121)
Asian	-0.5160 (0.3469)	-0.0314 (0.1040)	0.4838 (0.3735)	0.1239 (0.2661)
Black	-0.5245 (0.4558)	0.3976 (0.2970)	-0.3823 (0.2447)	-0.0746 (0.2077)
Hispanic	0.3049 (0.2526)	0.0813 (0.3046)	-0.6750 (0.8829)	-0.1128 (0.1836)
Master's Degree	0.0253 (0.0993)	-0.0082 (0.0558)	0.2785 (0.1980)	0.2350* (0.1245)
Doctorate Degree	0.1253 (0.1177)	0.1653** (0.0720)	0.6502** (0.2848)	0.6293*** (0.1687)
Professional Degree	0.1776 (0.2499)	0.4823*** (0.1667)	0.6157 (0.6068)	0.4252 (0.2716)
Computer Applications	0.1689 (0.1139)	0.2647*** (0.0514)	0.2228 (0.2403)	0.4783** (0.1882)
Development And Design	0.3778* (0.2166)	0.3406*** (0.0859)	0.4727 (0.3617)	0.5147* (0.2710)
Management	0.4139*** (0.1055)	0.1733*** (0.0514)	0.2099 (0.2046)	0.3017** (0.1409)
R&D	0.4495 (0.2865)	0.4169** (0.1620)	0.8372 (0.6219)	-0.1479 (0.3547)
R&D Teaching	-0.5306** (0.2231)	-0.4833*** (0.1506)	-1.2701** (0.5903)	-0.1350 (0.2863)
Research	0.2264 (0.2201)	0.1233 (0.0855)	0.3091 (0.3771)	0.2993 (0.2787)
Teaching	0.2302 (0.1700)	0.2815** (0.1106)	1.1263** (0.5251)	0.0925 (0.2459)
China		0.1469** (0.0586)		
India		0.3290*** (0.0552)		
Constant	7.0101*** (0.9918)	6.7901*** (0.5887)	6.6609*** (1.9639)	5.4370*** (1.3188)
N	504	1319	95	249
F	5.0897	11.7385	2.0755	2.8168
p	0.0000	0.0000	0.0137	0.0001

Standard errors in parentheses

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table 7: Wait Time, by Region, Adjustment of Status LPR Immigrants; Dependent Variable: ln(Annual Salary)

	(1) Europe	(2) Asia	(3) Africa	(4) LAC
Wait Years	-0.0238** (0.0094)	-0.0097* (0.0058)	-0.0284 (0.0186)	0.0162 (0.0115)
Years in US	-0.0125 (0.0282)	0.0508*** (0.0174)	-0.0482 (0.0489)	-0.0673* (0.0387)
(Years in US) ²	0.0001 (0.0007)	-0.0008* (0.0005)	0.0020 (0.0013)	0.0014 (0.0010)
Age	0.0834* (0.0483)	0.0049 (0.0290)	0.0708 (0.0980)	0.0903 (0.0635)
(Age) ²	-0.0008 (0.0005)	-0.0001 (0.0003)	-0.0010 (0.0011)	-0.0011 (0.0007)
Female	-0.4730*** (0.0923)	-0.3123*** (0.0411)	0.0694 (0.1790)	-0.3612*** (0.1082)
Asian	-0.6477* (0.3442)	-0.0324 (0.0996)	0.4252 (0.3624)	0.1146 (0.2567)
Black	-0.9378** (0.4522)	-0.0670 (0.2844)	-0.3641 (0.2374)	-0.0532 (0.2004)
Hispanic	-0.0828 (0.2506)	0.2393 (0.2917)	-0.5819 (0.8567)	-0.1111 (0.1772)
Master's Degree	0.1848* (0.0985)	0.0403 (0.0535)	0.0881 (0.1921)	0.2150* (0.1201)
Doctorate Degree	0.2909** (0.1168)	0.1557** (0.0690)	0.5143* (0.2764)	0.4635*** (0.1627)
Professional Degree	0.4305* (0.2480)	0.4513*** (0.1596)	0.5375 (0.5888)	-0.2533 (0.2620)
Computer Applications	0.1946* (0.1131)	0.2939*** (0.0492)	0.3315 (0.2331)	0.4777*** (0.1816)
Development And Design	0.2195 (0.2149)	0.3427*** (0.0823)	0.5396 (0.3510)	0.4780* (0.2615)
Management	0.3717*** (0.1047)	0.1981*** (0.0492)	0.3226 (0.1985)	0.3374** (0.1360)
R&D	0.7103** (0.2843)	0.3119** (0.1552)	0.3665 (0.6035)	-0.2936 (0.3422)
R&D Teaching	-0.7110*** (0.2214)	-0.3515** (0.1442)	-0.7554 (0.5728)	0.1007 (0.2762)
Research	0.0896 (0.2184)	0.1424* (0.0819)	0.3191 (0.3659)	0.3223 (0.2688)
Teaching	-0.0756 (0.1687)	-0.0104 (0.1059)	0.2021 (0.5095)	-0.2673 (0.2372)
China		0.1677*** (0.0561)		
India		0.3176*** (0.0528)		
Constant	9.2810*** (0.9842)	10.5186*** (0.5637)	9.9570*** (1.9057)	9.4932*** (1.2722)
N	504	1319	95	249
F	8.9897	15.6549	2.3262	3.7115
p	0.0000	0.0000	0.0052	0.0000

Standard errors in parentheses
 $p < 0.10$, * $p < 0.05$, ** $p < 0.01$

Table 8: Wait Time (5+ years), by Region, Adjustment of Status LPR Immigrants; Dependent Variable: ln(Weekly Salary)

	(1) Europe	(2) Asia	(3) Africa	(4) LAC
Wait Years	-0.0378*** (0.0145)	-0.0162** (0.0080)	-0.0177 (0.0378)	0.0084 (0.0161)
Years in US	0.0601 (0.0408)	0.0452** (0.0223)	-0.1355 (0.0853)	-0.1189** (0.0534)
(Years in US) ²	-0.0014 (0.0010)	-0.0005 (0.0006)	0.0037 (0.0022)	0.0024* (0.0013)
Age	0.0210 (0.0718)	0.0054 (0.0371)	0.0101 (0.1718)	0.1297 (0.0827)
(Age) ²	-0.0002 (0.0008)	-0.0002 (0.0004)	-0.0004 (0.0019)	-0.0014 (0.0009)
Female	-0.2496* (0.1306)	-0.2654*** (0.0515)	-0.1444 (0.3404)	-0.3176** (0.1532)
Asian	-0.1674 (0.5847)	-0.1808 (0.1510)	1.0697 (0.7161)	0.4787 (0.3160)
Black	-1.0678* (0.5848)	0.3226 (0.3258)	0.0797 (0.4370)	-0.2356 (0.2587)
Hispanic	0.1411 (0.3423)	0.1497 (0.3246)	-0.9451 (1.1588)	-0.1698 (0.2172)
Master's Degree	-0.0085 (0.1380)	-0.0367 (0.0637)	0.3957 (0.3259)	0.2462 (0.1531)
Doctorate Degree	0.1984 (0.1632)	0.0715 (0.0861)	1.4775** (0.6291)	0.6317*** (0.2107)
Professional Degree	0.1454 (0.3229)	0.3967* (0.2025)	1.0737 (1.0535)	0.5898* (0.3019)
Computer Applications	0.0679 (0.1640)	0.2206*** (0.0590)	0.5193 (0.4051)	0.3872* (0.2245)
Development And Design	0.2494 (0.2776)	0.3469*** (0.1079)	0.6915 (0.6477)	0.4148 (0.3210)
Management	0.4239*** (0.1455)	0.1667*** (0.0601)	0.3014 (0.3923)	0.2370 (0.1894)
R&D	0.4271 (0.4057)	0.5036** (0.1998)	1.3260 (0.9855)	-0.2880 (0.4082)
R&D Teaching	-0.3977 (0.3328)	-0.6392*** (0.1850)	-1.9077** (0.9224)	0.2274 (0.3612)
Research	0.0416 (0.2903)	0.1724 (0.1062)	0.3469 (0.6556)	0.1808 (0.3230)
Teaching	0.3686 (0.2581)	0.3814*** (0.1379)	1.2370 (0.7836)	-0.2123 (0.3070)
China		0.1651** (0.0710)		
India		0.3226*** (0.0658)		
Constant	6.5444*** (1.4800)	7.0616*** (0.7538)	7.7585** (3.5646)	5.1261*** (1.6639)
N	300	892	47	155
F	2.3783	8.2075	1.6258	2.3700
p	0.0012	0.0000	0.1209	0.0023

Standard errors in parentheses
 $p < 0.10$, * $p < 0.05$, ** $p < 0.01$

Table 9: Wait Time (5+ years), by Region, Adjustment of Status LPR Immigrants; Dependent Variable: ln(Annual Salary)

	(1) Europe	(2) Asia	(3) Africa	(4) LAC
Wait Years	-0.0328** (0.0143)	-0.0180** (0.0074)	-0.0128 (0.0389)	0.0059 (0.0157)
Years in US	0.0315 (0.0402)	0.0535*** (0.0207)	-0.1155 (0.0877)	-0.1307** (0.0520)
(Years in US) ²	-0.0010 (0.0010)	-0.0008 (0.0006)	0.0035 (0.0023)	0.0027** (0.0013)
Age	0.0900 (0.0707)	0.0057 (0.0343)	0.1066 (0.1765)	0.1200 (0.0806)
(Age) ²	-0.0008 (0.0008)	-0.0002 (0.0004)	-0.0016 (0.0020)	-0.0013 (0.0009)
Female	-0.2544** (0.1286)	-0.3102*** (0.0477)	-0.0401 (0.3497)	-0.2764* (0.1494)
Asian	-0.6330 (0.5756)	-0.1271 (0.1398)	0.8220 (0.7356)	0.5658* (0.3081)
Black	-1.4516** (0.5757)	-0.1481 (0.3014)	0.0335 (0.4490)	-0.1916 (0.2522)
Hispanic	-0.2740 (0.3370)	0.3239 (0.3004)	-0.8840 (1.1905)	-0.1081 (0.2118)
Master's Degree	0.1849 (0.1358)	0.0287 (0.0590)	0.2686 (0.3348)	0.2263 (0.1493)
Doctorate Degree	0.3463** (0.1606)	0.0371 (0.0797)	0.8414 (0.6462)	0.5781*** (0.2055)
Professional Degree	0.3887 (0.3179)	0.2995 (0.1873)	0.8699 (1.0823)	-0.0155 (0.2944)
Computer Applications	0.1647 (0.1614)	0.2377*** (0.0546)	0.5187 (0.4162)	0.3891* (0.2189)
Development And Design	0.1613 (0.2733)	0.3233*** (0.0999)	0.7982 (0.6654)	0.3472 (0.3130)
Management	0.3932*** (0.1433)	0.1721*** (0.0556)	0.4352 (0.4030)	0.2264 (0.1846)
R&D	0.4432 (0.3994)	0.3894** (0.1849)	0.3543 (1.0124)	-0.3992 (0.3980)
R&D Teaching	-0.4212 (0.3276)	-0.4521*** (0.1712)	-0.8853 (0.9476)	0.4812 (0.3522)
Research	0.0485 (0.2857)	0.1531 (0.0983)	0.4568 (0.6734)	0.1834 (0.3149)
Teaching	-0.0822 (0.2541)	0.0331 (0.1276)	0.0695 (0.8050)	-0.3581 (0.2993)
China		0.1491** (0.0657)		
India		0.2873*** (0.0609)		
Constant	8.7843*** (1.4569)	10.8389*** (0.6976)	9.4950** (3.6619)	9.3204*** (1.6222)
N	300	892	47	155
F	4.0617	11.2250	1.2183	2.6926
p	0.0000	0.0000	0.3127	0.0005

Standard errors in parentheses

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

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