Internationalization of the curriculum has become a top priority for colleges and universities of all sizes in the United States. Unprecedented growth in demand for overseas programs will challenge colleges and universities in many ways. This Article introduces counsel and academic administrators to key legal and administrative issues to be considered when launching and sustaining activities outside of the United States, with a particular focus on labor and employment challenges. Intended as a practitioner’s overview, the issues identified provide a solid basis for initiation of proactive consultation with host country. Local counsel for foreign talent face considerable legal challenges. In this article, the authors examine these and other issues and offer some thoughts on the future of educational reform in China.