

International Students Work Authorization Procedures

More than 30% of Tuck's student body is international. These talented individuals bring specialized skill sets to firms that have recognized the value of their unique backgrounds. Tuck strives to make the process of hiring these students as convenient as possible by assisting with various visa documentation requirements and immigration advising before they report to work. Here are some answers to commonly asked questions about hiring these students.

How do I hire a summer intern or a short-term employee?

International students at Tuck typically hold the F-1 (foreign student) visa which qualifies them for Curricular Practical Training (CPT) during their first summer vacation period, and 12 months of Post-Completion Optional Practical Training (OPT) work authorization after graduation. Students who possess J-1 visas qualify for up to 18 months of Academic Training (AT) work authorization. The necessary work authorization can be obtained prior to a summer internship (CPT) or prior to completion of their Tuck MBA program in their second year (CPT) and it must relate to their course of study.

Do I have to complete any paperwork for CPT, OPT or AT?

No, you need not concern yourself with paperwork for F-1 or J-1 students since the necessary work authorization formalities are completed by Dartmouth's International Office.

What about long-term employment?

Beyond a student's post-completion OPT or AT, a different type of visa is required. The most common temporary worker visa, known as the H-1B, can be obtained for up to six years. The H-1B application process generally takes a few months to complete and has become more restricted as a result of new nationwide quota limitations (known as the H-1B cap). However, Tuck students have a distinct advantage in that additional H-1B allotments have been made available to non-U.S. citizens who hold Masters and PhD degrees from U.S. institutions. It is advisable to consider seeking legal advice to secure and strategize the very precise and detailed H-1B application process.

Do students need a green card?

No. A green card, or immigrant visa classification, confers permanent residency status. Many international students wish to return to their home countries during the course of their careers, therefore a *non-immigrant visa will often suffice for up to seven years*. To further discuss the regulations related to student visas, or to verify the employment eligibility of a Tuck School graduate, please contact Kenneth Reade in the Dartmouth International Office (www.dartmouth.edu/~intl) at 44 North College Street, Suite 6202, Hanover, NH 03755 or at 603-646-3474.

Employers are under no obligation as far as the USCIS or Department of Labor is concerned to offer employment to U.S. Citizens or Permanent Residents first. Your obligation is to offer work that meets criteria for practical training or temporary worker status.