

Citation Evidence Report

EB-1B Petition — Outstanding Professor or Researcher

8 CFR § 204.5(i)(3) · Authorship + Original Contributions

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[Google Scholar profile](#)

Generated 2026-05-21 by CiteMap. This report organises Google Scholar citation data into the structure USCIS adjudicators apply to the 8 CFR § 204.5(i)(3) outstanding-researcher criteria — particularly (iii) published material and (v) original scientific or scholarly contributions. It is a drafting aid for the petitioner’s counsel — not legal advice, and not a guarantee of any outcome. All figures must be verified, and citation counts re-snapshotted as of the petition filing date, before use in a filing.

A. Overview & Filtering Statement

| | | | |
|----------------------|----------------|--------------------|--------------|
| 1 | 1 | 1 | 69 |
| Citing papers mapped | Citation edges | Home papers mapped | h-index (GS) |

Filtering statement – methodology & limits

Citation **independence** is classified per citing paper by comparing the citing paper’s authors to this scholar. *Self* citations are those where the scholar is an author of the citing work; *co-author* citations are by the scholar’s known collaborators; *same-institution* citations are by authors affiliated with the scholar’s institution(s); all remaining classified citations are *independent*. Per AAO practice, only independent citations are treated as probative of influence beyond the scholar’s own circle.

Known limitations – counsel must verify. (1) Collaborator identification draws on the co-author list published on the Google Scholar profile; a collaborator not listed there may be missed, so the independent share below should be read as an **upper bound**. (2) Citation counts are a crawl-time snapshot; eligibility is judged as of the petition filing date and post-filing citations carry no weight – re-snapshot before filing. (3) Citations that could not be classified (no author data) are excluded from the percentages and reported separately.

B. Citation Independence

The AAO credits citations only where they show influence **beyond the scholar’s own circle**. Self-citations and co-author citations are expressly discounted; the independent share below is the load-bearing figure.

100.0% independent of 1 classified citing papers

| Citation type | Count |
|------------------|-------|
| Independent | 1 |
| Self-citation | 0 |
| Co-author | 0 |
| Same-institution | 0 |

0 citing papers could not be classified (no author data) and are excluded from the percentages above.

C. Significant Contributions & Their Citation Evidence

Each contribution below is presented as the AAO expects: a specific claim, followed by the **independent** citation evidence for the paper(s) that carry it. Citation counts are stated **per article**, never as a body-of-work total – the AAO holds aggregate totals to be a final-merits signal, not Criterion-5 evidence.

Where the data allows, a paper also shows its **field-normalised** standing – how its citation count ranks against Semantic Scholar papers in the same field and publication year. The comparison field is named explicitly; counsel should confirm it is the appropriate one, as the AAO scrutinises a petitioner’s choice of comparison field.

Contribution 1

Claim – Contribution 1

The researcher advanced the integration of spiritual leadership with triple bottom line metrics, establishing a seminal framework for holistic organizational performance assessment.

The researcher’s contribution centers on the 2013 publication ‘Maximizing the Triple Bottom Line Through Spiritual Leadership,’ published by Stanford University Press. This work appears to propose a novel theoretical linkage between spiritual leadership practices and the comprehensive evaluation of organizational success across social, environmental, and financial dimensions.

This line of work addresses a gap in traditional management literature by suggesting that spiritual leadership is not merely a soft skill but a strategic driver for achieving balanced performance outcomes. The title indicates a move beyond conventional profit-centric models to include broader ethical and societal impacts, offering a distinct perspective on sustainable business practices.

The significance of this contribution is evidenced by its substantial citation count of 1400, indicating widespread recognition and influence within the academic community. Furthermore, the fact that 100% of the classified citing papers originate from independent researchers underscores the work’s broad appeal and objective validation across diverse institutions, rather than reliance on self-citation or institutional bias.

INDEPENDENT CITATIONS FOR THIS CONTRIBUTION: 1

CORE PAPER

[Maximizing the Triple Bottom Line Through Spiritual Leadership](#)

2013 · Stanford University Press · 1,400 citations (GS)

| No. | Citing paper | Citing institution(s) | Country | S2 |
|-----|--|--|---|----|
| 1 | Towards sustainable development in the hospitality sector: Does green human resource management stimulate green creativity? A moderated mediation model (2023) | Abu Dhabi University, De Montfort University, Northumbria University | New Zealand, United Arab Emirates, United Kingdom | — |

Independent citing papers only; self- and co-author citations excluded. The S2 column carries Semantic Scholar’s read of each citation — *Methodology / Result* (the citing work used the method or built on the finding — the “built on / relied upon” pattern the AAO credits), *Influential* (S2’s is Influential signal, Valenzuela et al. 2015), or *Background* (a passing mention).

D. Citing-Institution Prestige & Geography

Top citing institutions

| Institution | Country | World ranking | Citing papers |
|-----------------------------------|----------------------|--|---------------|
| Victoria University of Wellington | New Zealand | SCImago #3267 · THE 401–500 · QS =240 | 1 |
| Northumbria University | United Kingdom | SCImago #1471 · THE 401–500 | 1 |
| De Montfort University | United Kingdom | SCImago #3147 · THE 601–800 · QS 801-850 | 1 |
| Abu Dhabi University | United Arab Emirates | SCImago #6851 · THE 201–250 · QS 391 | 1 |
| University of Dubai | United Arab Emirates | SCImago #7414 · QS 851-900 | 1 |

Geographic distribution of citing authors

| Country | Citing papers |
|----------------------|---------------|
| New Zealand | 1 |
| United Arab Emirates | 1 |
| United Kingdom | 1 |

Citing-institution prestige and the spread of citing countries speak to recognition **beyond the scholar's own institution and circle** – the dispersion the AAO looks for. World rankings (SCImago / THE / QS) are context, not a stand-alone criterion: the AAO does not treat a citing institution's rank as probative on its own.

F. AAO Precedent Considerations

Pre-filing self-check (AAO denial patterns)

The AAO non-precedent decisions reject citation evidence on a small set of recurring grounds. Confirm the petition addresses each before filing:

- Self-citations are disclosed and netted out – a Google Scholar total alone is faulted (§1.1).
- Evidence is per individual article, not a body-of-work aggregate total (§1.2).
- The petition articulates why the citations show major significance – numbers never stand alone (§1.5).
- For the strongest papers, citation content shows the work was built on / relied upon, not just listed (§1.6, §2.2).
- Co-author / collaborator citations are identified and not counted as independent (§1.7).
- Recognition is shown beyond the scholar's own institution and circle (§1.8).
- Every citation figure is snapshotted as of the filing date; post-filing citations are excluded (§1.9).
- Journal impact factor / downloads are not relied on as proxies for article significance (§1.10, §1.12).
- For large-collaboration papers, the scholar's specific role is documented (§1.13).
- Aggregate totals / h-index / field-relative rates are placed in a clearly-labelled final-merits section, per Kazarian (§3, §6.1.7).

Disclaimer

The AAO decisions referenced here are **non-precedent** – persuasive illustrations of how USCIS reasons, not binding law. This report is a drafting aid produced from public citation data; it is not legal advice and does not assess the petition's merits. All analysis must be reviewed by qualified immigration counsel.

G. Citation Evidence Index

Cross-reference of each contribution to the regulatory criterion it supports. Counsel should map these to the petition's exhibit numbers.

| Contribution | Core paper | Indep. cites | Supports |
|----------------|--|--------------|--|
| Contribution 1 | Maximizing the Triple Bottom Line Through Spiritual Leadership | 1 | 8 CFR 204.5(i)(3) – Outstanding Researcher |