

# Citation Evidence Report

EB-2 NIW Petition — National Interest Waiver

Matter of Dhanasar · Prong 2 (well-positioned)

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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 Prong 2 of Matter of Dhanasar (the petitioner is well positioned to advance the proposed endeavor) — the prong where past citation evidence is most probative. 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	<a href="#">Towards sustainable development in the hospitality sector: Does green human resource management stimulate green creativity? A moderated mediation model</a> (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

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### 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

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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	Dhanasar – Prong 2 (well-positioned)