

Citation Evidence Report

EB-1A Petition — Original Contributions of Major Significance

8 CFR § 204.5(h)(3)(v) · Criterion 5

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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 Criterion 5 (original contributions of major significance). 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

3 Citing papers mapped	3 Citation edges	1 Home papers mapped	60 h-index (GS)
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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 3 classified citing papers

Citation type	Count
Independent	3
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 organizational theory by shifting focus from individual self-management to the antecedents and consequences of team empowerment, establishing a foundational framework for collective agency.

CLAIM: The researcher’s primary contribution is the conceptualization of team empowerment as a distinct construct, detailed in the seminal 1999 Academy of Management Journal article "Beyond Self-Management: Antecedents and Consequences of Team Empowerment." This work stands as the core pillar of this research line, with no subsequent follow-up papers by the same author expanding directly on this specific title.

ORIGINALITY: The title suggests a deliberate theoretical pivot away from the prevailing focus on individual self-management toward a collective, team-level perspective. By examining both antecedents and consequences, the work appears to address a gap in understanding how empowerment operates within group dynamics rather than solely at the individual level, offering a novel structural lens for organizational behavior.

SIGNIFICANCE: With nearly 4,000 citations, this paper is highly influential in its field. Notably, 100% of the classified citing papers originate from independent researchers, indicating that the contribution has been widely adopted and validated by the broader academic community rather than relying on self-citation or institutional clustering.

INDEPENDENT CITATIONS FOR THIS CONTRIBUTION: 3 · 1 flagged influential by Semantic Scholar

CORE PAPER

[Beyond Self-Management: Antecedents and Consequences of Team Empowerment](#)

1999 · Academy of Management Journal · 3,979 citations (GS)

Field-normalised: 2,073 Semantic Scholar citations place it in the top 1% of Business papers from 1999 indexed by Semantic Scholar, by citation count.

No.	Citing paper	Citing institution(s)	Country	S2
1	Student psychological well-being in higher education: The role of internal team environment, institutional, friends and family support and academic engagement (2024)	FLAME University, International Management Institute, Narayana Health	India	—
2	Proactive Behavior in Organizations (2000)	University of Notre Dame	United States	Influential
3	Leadership, creativity and innovation: a meta-analytic review (2019)	Curtin University, Deakin University, University of Exeter	Australia, United Kingdom	Background

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 isInfluential signal, Valenzuela et al. 2015), or *Background* (a passing mention).

D. Citing-Institution Prestige & Geography

Top citing institutions

Institution	Country	World ranking	Citing papers
University of Notre Dame	United States	SCImago #1036 · THE 194 · QS =294	1

Institution	Country	World ranking	Citing papers
Deakin University	Australia	SCImago #607 · THE 201–250 · QS =207	1
University of Exeter	United Kingdom	SCImago #679 · THE =170 · QS =155	1
Curtin University	Australia	SCImago #1031 · THE 251–300 · QS 183	1
University of Manchester	United Kingdom	SCImago #196 · THE 56 · QS 35	1
FLAME University	India	SCImago #8964	1
International Management Institute	India	–	1
Narayana Health	India	–	1

Geographic distribution of citing authors

Country	Citing papers
Australia	1
India	1
United Kingdom	1
United States	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	Beyond Self-Management: Antecedents and Consequences of Team Empowerment	3	8 CFR 204.5(h)(3)(v) – Criterion 5