



## Profile Architecture Before Petition: The Case For A Pre-Filing Strategy In Eb-1a Applications

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### Abstract

The EB-1A immigrant visa category, administered by the United States Citizenship and Immigration Services, is designed for individuals who demonstrate extraordinary ability through sustained national or international acclaim. However, approval outcomes increasingly depend not only on documented achievements but on how effectively an applicant's profile aligns with evolving adjudication standards. This paper introduces the concept of "profile architecture," emphasizing the strategic design of evidence signals prior to petition filing. Drawing on policy interpretation, legal precedent, and signaling-based evaluation frameworks, the study argues that a structured pre-filing strategy significantly enhances the strength, coherence, and persuasiveness of EB-1A petitions. The analysis highlights how proactive development of credibility, impact, authority, and recognition signals can mitigate subjectivity in adjudication and improve final merits determination outcomes. By contrasting reactive filing approaches with pre-filing preparation models, the paper demonstrates that early-stage profile engineering is critical to success. The findings contribute a practical and conceptual framework for applicants, advisors, and policymakers seeking to optimize EB-1A petition strategies in an increasingly competitive global talent landscape.

**Keywords:** EB-1A, Profile Architecture, Pre-Filing Strategy, Extraordinary Ability, Immigration Strategy, Evidence Signaling

**Received:** 15 02 2023

**Revised:** 03 04 2023

**Published:** 16 04 2023

### I. Introduction

EB-1A immigrant visa program is one of the programs which are laid down in the Immigration and Nationality Act in the one of the most discriminative and most sacred employment based permanent residence program in the United States under the Section 203(b)(1)(A). The category is supposed to be one which accommodates people who have proven to be really talented in fields like science, business, arts, education and athletics and seeks more national or international recognition and places the applicants in a highly competitive pool of elites worldwide [1][2]. The United States Citizenship and Immigration Services processes EB-1A and is structurally distinct in the sense that it is self-petitioning, which is effectually a self-regulating evidentiary procedure where the applicant is required to prove credibility, authority and influence to herself/herself [2][3]. This is determined by two-step model: (i) it satisfies at least three out of ten regulatory conditions in 8 CFR 204.5(h) and, (ii) it passes the final merits test, which is a test assessing the overall profile of the applicant to be that of sustained excellence [3][4]. However, it is not exactly the frame of the procedure: EB-1A can be better viewed as part of the multi-signal systems of assessment where the multiple types of evidence act as proxies of the latent constructs, influence, innovation, and recognition. Theoretically, this is very much compatible with Signaling Theory in which individuals indicate unobservable characteristics (e.g., extraordinary ability) through observable ones (e.g., publications, awards or leadership positions) [5]. The personal qualifications of the EB-1a situation are not a checklist question, but a constituent of a more significant credibility web. Since there was a chance that a researcher who had an average number of citations and a high rate of industry adoption of their research would

produce larger effect sizes than a more academic similar researcher with many more publications but little adoption. Similarly, an entrepreneur who has built a product used by millions of users could potentially sport influence at the field level, despite potentially having no academic output. It is indicative of a tendency towards what can be conceptualized as a Hybrid Impact Model, and in which assessors implicitly compromise between academic and non-academic excellence measures [6][7]. The empirical evidence of practitioner data shows that the probability of approval is independent of the amount of evidence available but the consistency and support of signals, including the publication with references and media coverage, and the independent position of a judge, which can be a component of a powerful evaluation cluster [8].

EB-1A adjudication process has developed as a system, where interpretation and storytelling must be considered, as the decision of the court in *Kazarian v. USCIS* has set different levels of evidentiary standards between evidential assessment and qualitative evaluation [3][5]. The current trend indicates that companies are currently considering talent in alternative ways that incorporate credential evaluation and consider real influence and inter-disciplinary acknowledgement. Pioneer journal articles and technological industry submissions that comprise open-source software usage and patents and product innovation have identical appraisal worth based on this norm. The revenue impact and control over high growth initiatives is another factor that is used to measure talents within business circles because these aspects reflect extraordinary abilities. This change can be explained by the Human Capital Theory since it demonstrates that value is based on formal qualifications as well as on real production capabilities and outputs. The existing mechanism of EB-1A adjudication process involves the applicants presenting various identity elements that prove their credibility and impact and reputation by going through a case evaluation procedure. EB-1A pathway has become an important and competitive pathway but the scholarly studies and practical suggestions have laid more emphasis on the documentation of the petition rather than on the preliminary steps of profile formation. The system design is based on three components that involve evidence structure and recommendation letter writing and regulatory mapping and considers eligibility as a permanent condition that can be demonstrated later in life [8] [9]. The system has created a Reactive Documentation Paradigm that allows the applicants to adjust their professional backgrounds to the standard evidence categories prior to filing their applications. The technique will yield fragmented story lines that will imply absence of strong association between aspects and will generate no value evaluation. The candidate, who has publications and judging assignments and awards, does not have the impressive image of the long-term due to the fact that the achievements are out of time and context.

Moreover, the increasing subjective evaluation in the final process of establishing merits introduces some variability particularly among the professionals in those interdisciplinary or industry-based professions whereby the impacts are diffuse and cannot be easily quantified in the traditional measures [6][10]. Practitioner information on immigration has revealed that performance of two applicants having similar credentials could differ because of variation in framing narrative and signal coherence and not because of difference in achievement. Although cases like the one of *Kazarian v. USCIS* are procedurally clarifying, they are not telling anything about the strategic aspect of profile building over the years to maximize evaluative perception [3][5]. This demonstrates mere disappointment between evaluation logic (how adjudicators judge) and preparation logic (how applicants make profiles).

The paper has fixed the loophole which now uses profile architecture as a standardized pre-filing method for EB-1A applications. Professional signs through deliberate construction work which shows credibility and authority and impact and recognition, create the applicant's profile which matches the adjudicator's logical thinking before the petition submission [5] [8]. The research will establish systematic procedures to comprehend how various evidence types impact the adjudication process while demonstrating improved efficiency through methodical evidence organization and presentation. The following research objectives guide this paper scope:

- To create a theoretical framework that operationalizes profile architecture as an essential element for preparing EB-1A cases.

- The study of documentation-based filing methods will identify their operational weaknesses which require active response to use existing documentation.
- The study will establish a pre-filing strategy model which will assess USCIS adjudication standards.
- The study will analyze how signaling mechanisms affect final merits determination results.
- The research will present a scalable and practical EB-1A success framework which applicants and advisors can use to maximize their success.

## **ii. Methodology**

The research adopts a constructive systems-based design science approach to develop and execute profile architecture that is used as a pre-filing procedure to EB-1A applications. The study must adopt a superior hybrid method of analysis since there is a lack of transparent large-scale adjudication datasets to perform a normal empirical study. The main assumption is that EB-1A profiles are complex evaluative systems that incorporate various kinds of evidence to form an overall judgment of extraordinary ability. The methodology treats profile development as a process which generates signals through time whereas achievements exist as unchanging achievements. The approach uses systems thinking decision modeling and narrative construction principles to create a framework which can be used in academic and industrial and entrepreneurial settings. This paper examines the successful profile design since it depicts the basic patterns that will be used to create an effective pre-filing strategy.

### **2.1 Constructive Framework Design and Signal Taxonomy**

The first methodological component creates a multi-layered conceptual framework which converts EB-1A regulatory criteria into a structured system of professional signals. The criteria which include publications and awards and judging roles are transformed into four main signal categories which include credibility and authority and impact and recognition. The first category divides into multiple sub-signals which include impact through citations product adoption and policy influence.

The study introduces a signal taxonomy matrix which maps evidentiary elements according to three different dimensions.

- The level of evidence in Signal Strength shows the depth of evidence while showing the degree to which evidence can be authenticated.
- Signal Reach measures evidence visibility between national and international levels.
- Signal Independence measures the extent to which third parties must authenticate the presented proof.

### **2.2 Comparative Case Abstraction and Archetype Modeling**

The second element of the study uses comparative case abstraction to break down complete EB-1A profiles into their fundamental components which scientists will examine to discover recurring patterns. The methodology requires researchers to convert positional data into three different categories which consist of signal distributions and temporal sequences and relational linkages to enable researchers to study cases according to their complete structural framework. The study first organizes data into common archetypes which include

- Academic Dominant Profiles that exhibit high publication and citation density together with strong peer-reviewed validation and
- Industry Impact Profiles which demonstrate product-driven influence through patents and measurable business outcomes and
- Hybrid Profiles which show an equal distribution of academic and industry signals and Recognition-Heavy Profiles which demonstrate their achievements through media exposure and awards and external recognition.

The study evaluates each archetype through three assessment dimensions which measure the number of signals present and the variety of signal types used and the strength of signal reinforcement. The method detects patterns which include signal clustering because multiple linked signals create a stronger effect and signal gaps which exist when essential categories receive insufficient representation.

### **2.3 Signal Interaction Simulation and Narrative Alignment Analysis**

The last element combines two analysis methods which assess the impact of different signal settings on total profile strength through qualitative simulation and narrative alignment assessment. The interactive profile system works on the basis of two signal functions that show their present status in terms of accumulation and strengthening the state due to feedback and loop cycles and feedback mechanisms. A single high-impact article creates citations that develop visibility by driving traffic to the web site that results in requests to judge and speak thus forming a chain reaction enhancing visibility due to citations. Simulation process involves the researchers to generate simulated situations in the profiles involving various signal techniques in testing their value among two assessment items. The system assists users to locate the most optimum signal paths since by adhering to the process, visual proficiency will be on the rise with the progressive placements of the signal. The paper conducts a narrative alignment test to analyze how well the signals created can create a consistent and compelling professional narrative.

This discussion presents three important dimensions that involve:

- The first dimension of the analysis scales the extent to which achievements are consistent with the expertise people purport to have.
- The second dimension of the analysis measures how well the story elements work together to support each other.
- The third analysis dimension is the ease with which an adjudicator can comprehend the profile.

The methodology demonstrates that profile effectiveness evaluation requires greater volume of evidence than just evidence volume since it demands the assessment of structural organization of evidence and evidence interpretation capability. The result is a systemic approach to methodology that fills the gap between evidence-generation and the logic of adjudication and permits the design of high impact, pre-filing EB-1A strategies based on system-level optimization.

#### **iii. Related Work**

The existing literature has reviewed the issue of immigration of high-skilled immigrants and EB-1A adjudication based on the combination of legal and economic theory and practitioner experience, yet does not provide one approach to pre-filing strategy. The initial research paper shows how the selective migration systems can make sure that nations are able to enhance their national competitiveness owing to their ability to get the best foreign talent [11][12]. The high-skilled immigrants stimulate the innovation process as they provide a significant portion of patents and research output and VC-backed startups. EB-1A studies are conducted on the basis of the doctrinal and regulatory studies, revising the statutory interpretation and evidentiary standards and adjudicative power [13][14]. The analysis of Kazarian v. USCIS predetermines the idea of two-step processing system that does not demonstrate how an applicant should develop his or her profile to meet some of the evaluation systems [13][15]. The discrepancy becomes evident in real life scenarios since the majority of the applicants only begin with the preparation process immediately before the time of filing their applications, and hence their attempt to align their achievements to the current requirements. An engineer working on a popular platform may lack any citation or publications, and a scholar researcher who creates heavy work may lack recognition globally, which illustrates how various types of accomplishments do not measure up to the evaluation criteria. The Signaling Theory and human capital models theoretical approaches explain that the visible indicators of an underlying talent are the apparent signal such as publications, citations, awards, and judging positions [16][17]. The paper shows how digital reputation and open-source contributions and knowledge diffusion

can contribute to the development of patterns of professional recognition in the contemporary workplace [18][19]. The practitioner literature lays emphasis on documentation and work on petition assembly which does not entail the ongoing process which creates professional profiles over time. The literature available requires a common framework that interrelates the legal norms and signaling mechanisms and profile time building because the literature available lacks the framework.

**Table 1: Summary of Related Work in EB-1A and High-Skilled Immigration Research**

| Study / Source | Discipline                        | Focus Area                             | Methodology                 | Unit of Analysis                       | Key Contribution  | Theoretical Lens            | Relevance to EB-1A  | Pre-Filing Insight   |
|----------------|-----------------------------------|--|-----------------------------|--|---|-----------------------------|---|--|
| [11]           | Economics / Immigration Studies   | Economic effects of immigration        | Literature Review / Survey  | National and regional economies        | Synthesizes evidence on labor markets, productivity, and innovation impacts of immigrants | Human Capital Theory        | Demonstrates the economic value of highly skilled immigrants                    | Applicants should document measurable economic and societal contributions of their work    |
| [12]           | Economics / Innovation Studies    | Immigration and innovation             | Econometric Analysis        | Immigrant inventors and patent outputs | Shows immigrants significantly increase patenting and innovation rates                    | Innovation Economics        | Supports claims of original contributions and national importance               | Collect patents, innovation metrics, citations, and technology transfer evidence           |
| [13]           | Public Policy / Migration Studies | Immigration policymaking during crises | Critical Policy Analysis    | Canadian immigration policies          | Highlights adaptability and responsiveness of immigration systems                         | Policy Adaptation Theory    | Demonstrates the importance of evidence-based immigration assessment frameworks | Maintain documentation showing adaptability and continued impact despite changing policies |
| [14]           | Migration Policy                  | Talent selection systems               | Comparative Policy Analysis | Immigration selection models           | Compares points-based and employer-driven   | Talent Attraction Framework | Provides context for how nations identify                                       | Align evidence with criteria emphasizing   |

| Study / Source | Discipline                     | Focus Area                                | Methodology                     | Unit of Analysis             | Key Contribution  | Theoretical Lens            | Relevance to EB-1A   | Pre-Filing Insight   |
|----------------|--------------------------------|---|---------------------------------|------------------------------|---|-----------------------------|--|--|
|                |                                |   |                                 |                              | immigration pathways  |                             | exceptional talent   | ing exceptional skills and achievements  |
| [15]           | Immigration Law                | USCIS interpretation of Kazarian decision | Legal Analysis                  | EB-1A adjudication standards | Examines legal implications of the Kazarian ruling on extraordinary ability petitions | Legal Interpretation Theory | Directly relevant to EB-1A evidence evaluation   | Ensure evidence satisfies final merits determination beyond meeting basic criteria   |
| [16]           | Economics / Information Theory | Signaling and market information          | Theoretical Analysis            | Labor market participants    | Explains how credentials signal quality and competence                                | Signaling Theory            | Supports the value of awards, publications, citations, and memberships as signals of distinction | Strengthen professional signals through recognized achievements and peer recognition |
| [17]           | Economics / Human Capital      | Human capital development                 | Conceptual/Theoretical Analysis | Individuals and workforce    | Establishes the economic value of specialized knowledge and skills                    | Human Capital Theory        | Justifies the importance of advanced expertise and professional accomplishments                  | Highlight unique expertise, education, and career-long knowledge accumulation        |

| Study / Source | Discipline                           | Focus Area                               | Methodology                    | Unit of Analysis                                   | Key Contribution   | Theoretical Lens                   | Relevance to EB-1A   | Pre-Filing Insight   |
|----------------|--------------------------------------|--|--------------------------------|--|--|------------------------------------|--|--|
| [18]           | Knowledge Economics                  | Knowledge creation and diffusion         | Edited Scholarly Handbook      | Knowledge-producing institutions and professionals | Explores mechanisms of innovation and knowledge transfer                         | Knowledge-Based View               | Supports demonstrating influence on scientific and technological advancement | Provide evidence of research impact, collaboration, and knowledge dissemination    |
| [19]           | Scientometrics / Information Science | Research interdisciplinarity             | Bibliometric Analysis          | Scholarly publications                             | Measures interdisciplinary influence through citation and co-occurrence networks | Interdisciplinary Knowledge Theory | Useful for demonstrating broad influence across fields                       | Highlight cross-disciplinary citations, collaborations, and research applications  |
| [20]           | Immigration Law                      | Business immigration practice and policy | Legal and Educational Analysis | U.S. business immigration framework                | Connects legal requirements with practical immigration outcomes                  | Immigration Governance Framework   | Offers practical understanding of employment-based immigration pathways      | Ensure documentation aligns both legally and strategically with EB-1A requirements |

#### IV. BACKGROUND & POLICY CONTEXT

The legal and administrative system of the EB-1A immigrant visa category assesses whether applicants have achieved extraordinary ability through their established guidelines. The category which exists under Immigration and Nationality Act (INA) Section 203(b)(1)(A) establishes standards that identify accomplished individuals who have shown consistent excellence and major contributions to their profession through specific examination requirements in 8 CFR §204.5(h) [21][22]. The applicant for EB-1A needs to create their own evidence package which must meet both the evident standards and personal understanding of the evaluation process because the program does not provide any sponsor-based evaluation methods. The two functions of EB-1A operate as both a legal process and a system for evaluating

who meets the statutory requirements through decision-making discretion and assessments of peer excellence [23]. The United States uses EB-1A as an essential method which permits them to choose high-skilled workers who will drive innovation and research and economic development. The analysis of pre-filing strategies requires policy and adjudication context because this understanding enables researchers to match their findings with institutional expectations [24].

#### **4.1 Immigration Adjudication & Merit Evaluation**

The EB-1A immigration adjudication process shows a basic conflict between official requirements and personal understanding of what defines "extraordinary ability." The regulatory rules establish types of evidence that adjudicators have to adhere to and they do not specify how to evaluate the significance of each accomplishment. Merit now hinges on particular circumstances in the sense that it has to be compared with the typical standards in the industry as opposed to being evaluated as a separate entity. This procedure brings subjectivity since adjudicators have to determine whether the overall profile of the applicant demonstrates constant recognition and elite achievement in their final judgement of merit.

The performance evaluation process relies on the way individuals employ narratives in order to judge their work. The manner in which evidence is presented gives rise to various outcomes since evidence must be structured and presented within its context to attain its desired outcome. The publication needs to be interpreted differently because it can be a separate work or serve as a joint to form a continuous chain of influence and recognition. The evaluation of awards and positions becomes even more significant when they are looked at through the prism of power and approval of colleagues. EB-1A adjudication process is a legal process that helps to assess an applicant based on his/her work experience that is used as evidence of his/her outstanding capabilities.

#### **4.2 Human Capital & Signaling Theory**

The EB-1A application evaluation can be better related to the economic and organizational theories and, specifically, Signaling Theory and human capital. The human capital theory determines that the skills and knowledge and the capacity to produce as the key value of human resources since these are the attributes of the economy output. These are some of the basics which cannot be determined by an immigration adjudication system because they are not in physical form. The gifts of individuals need external signs that serve as substitutes of demonstrating the real gifts. Signaling theory provides a formal viewpoint with the help of which it is possible to interpret EB-1A evidence as a system of communicative signs. Publications and citations, awards and media appearances and judging positions are professional evidence of competence that illustrates numerous aspects of professional value. Creation of knowledge is indicated by publications and citations are used to show the extent to which work is impacted and the recognition given by awards by external parties. The strength of signals relies on their presence since they should exist as long as their trustworthiness and independent existence and complementary capability is also present. One reference by a respected source is better than a number of references by less worthy sources and a judging position in a respected forum is better than a peer position in an informal setting. Adjudicators in EB-1A visa determination process use signal interpretation to determine extraordinary ability through assessment of different signals which show reliability and importance. An application should be able to demonstrate value in its signals that should indicate value based on this view.

#### **4.3 Gaps in Existing Research**

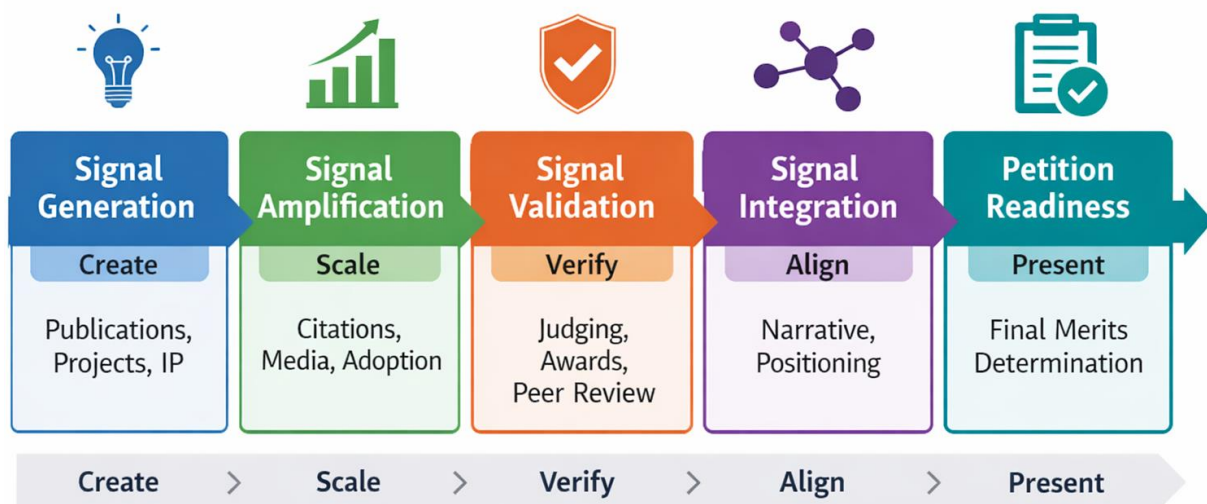
The research about high-skilled immigration and EB-1A adjudication has developed into a substantial body of work yet researchers have not studied how applicants prepare their cases through a systematic method of pre-filing preparation. The majority of academic and professional documents about immigration petitions describe the petition stage which involves applicants demonstrating their eligibility through evidence documentation and regulatory compliance methods. The two factors hold significance yet they create an implicit assumption about the complete development of applicant profiles which needs examination to understand how profiles form. The focus on documentation requirements has resulted in a lack of development for systems that create applicant profiles. The existing guidance for applicants mainly

instructs them on how to showcase their current accomplishments instead of teaching them methods to develop, organize, and strengthen their accomplishments throughout history. The application process demonstrates multiple weaknesses because it contains incomplete proof and shows poor alignment with essential information while the story fails to show ongoing significant results. The current research fails to explore how time affects profile development since it does not show how initial activities lead to later results through time progression.

## V. PROFILE ARCHITECTURE BEFORE PETITION: A PRE-FILING STRATEGY FRAMEWORK

Profile Architecture redefines EB-1A preparation as a multi-stage, engineered system, which is more than mere documentation of previous work. The architectural system uses evidential components as its foundation which develops through time to create a complete signaling system that combines aspects of signaling models and reputation systems and career development frameworks based on life stages [23, 24]. The framework defines their evaluation process by three key aspects that must be evaluated to develop an entire assessment system that unites all the accomplishments of every individual [25]. The architecture system allows the applicants to develop their professional signals that they have to develop until they present them at the end. The model generates evidence by its operations that meet evidence requirements and final merit standards to reduce subjectivity and facilitating results that are easier to comprehend. The method retains its archaic form of credibility and influence and power and acknowledgement that allow it to be applied in both academic and industrial and hybrid professional contexts [26].

**Figure 1: Profile Architecture Pipeline (Conceptual Model)**



### 5.1 Signal Generation: Foundational Evidence Construction

The former section of the profile architecture design builds ground level signals that scientists employ in developing their area knowledge and their fundamental professional reputation. The signals of this system that have been laid down consist of scholarly publications and patents and technical artifacts and leadership roles and other domain-relevant outputs. The stage considers these activities as fundamental components that are designed by professionals to enhance their work outcomes as one of the ways of justifying their outcomes. The selection is centered on activities that will create evidence based on the success and those that the external parties will appreciate. Example: A machine learning engineer invents a new method of optimization and publishes that method in a peer-reviewed journal and contributes to an open-source system used by many people. The outputs serve as main indicators which establish both theoretical expertise and real-world effect, thus creating a solid base which supports the upcoming development processes.

### 5.2 Signal Amplification: Expansion of Visibility and Impact

The second phase of the filing begins after basic signals creation since it requires to increase the current signal networks in order to satisfy all the areas of interest of professionals that need to demonstrate their practical efficacy by manifesting themselves. Amplification process involves five approaches that comprise citation accumulation, media exposure, conference dissemination, product adoption, and community engagement. The stage changes independent works into well-known results which bring increased assessment value. This system works by amplification that forms network effects whereby increased visibility of a signal will lead to increased opportunities of getting additional recognition and reuse. The project will be designed to convert local achievements into quantifiable impact indicators that will not just be confined to the local professional circles. The startups and research organizations begin to use the open-source work of the engineer as it becomes popular, and the published research of the engineer begins to be cited. The initial products of this process are now being used as indicators of impact that are measurable and add to the overall signal evaluation.

### **5.3 Signal Validation: External Recognition and Authority Formation**

The third stage requires independent confirmation through third-party recognition which boosts the validation results of existing signals that have been generated and intensified. Validation mechanisms include invitations to serve as a judge, peer reviewer, editorial board member, or recipient of competitive awards. The recognition received by the individual demonstrates their active participation in the field while their peers and institutions give them evaluative power. The process enables organizations to fight informational disadvantages because externally validated signals which organizations use to assess their performers possess stronger validity than internally generated signals. The process of validation acts as a credibility multiplexer which strengthens the trustworthiness of previous signals. The roles he takes on display his expertise as recognized by his peers while establishing him as an expert in his field.

### **5.4 Signal Integration: Narrative Structuring and Coherence**

The fourth stage requires organizations to organize their various signals into a unified professional story which matches their strategic objectives. The process requires organizations to stop gathering information and start interpreting data which enables them to create a unified presentation of their continuous achievements and their influence on the field. The process requires identification of a main thematic axis which must function as the organizing framework for all signals. The goal is to reach narrative coherence because every signal needs to back up the others while creating a unified assessment message. The adjudication process needs this stage because its interpretive nature makes clear and coherent explanations essential for building accurate perceptions. Example: The engineer shows how he connects his work to “scalable artificial intelligence systems for real-world deployment” through his publications and open-source work and judging positions and industry adoption which create a unified story about his ongoing impact and recognition.

### **5.5 Petition Readiness: Strategic Consolidation and Presentation**

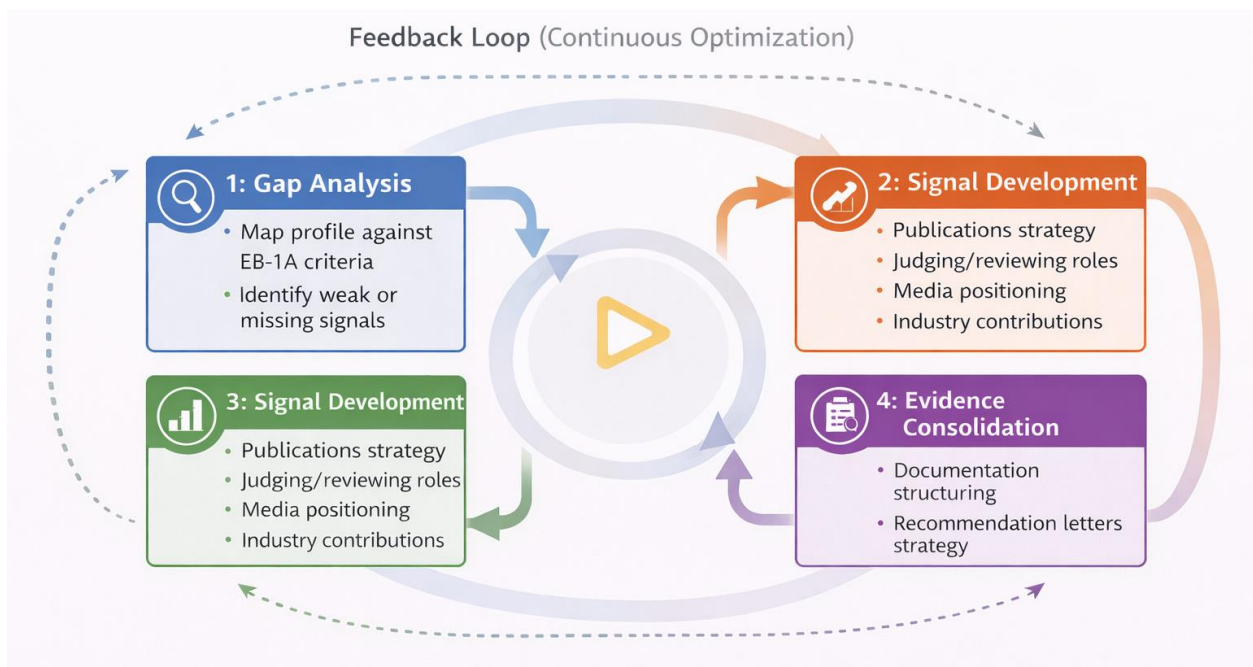
The last phase of the process transforms the developed architect profile into an official petition format which documents all evidence according to adjudication standards. The process requires the organization of evidence materials according to existing regulatory standards which include the development of necessary documentation and the creation of a coherent display that aids adjudicators in understanding the information. The current process requires evidence to be organized into a complete structure which enables the development of a persuasive case through the presentation of evidence. The petition demonstrates evidence which meets the required qualifications along with the planned establishment of a trustworthy signal system. Example: The engineer establishes separate signal categories for their evidence which include credibility through publications, impact through citations and adoption, authority through judging roles, and recognition through media coverage.

## **VI. PRE-FILING STRATEGY MODEL**

The conceptualization of the pre-filing strategy model views the preparation of EB-1A as a forward-gazing, iterative, and systematic process that starts long before assembling the petition. The model develops

professional signals in a deliberate manner that is aligned with evaluative requirements and an adjudicatory requirement as compared to traditional approaches that relies on historical documentation. It is a model that involves organized planning, signal optimization and narrative engineering to develop a structured system that exhibits superior talent in all stages of profile development. This is done by initially carrying out a diagnostic analysis of existing signals, followed by narrow signal development and refinement and validation and integration until it yields a complete profile that can be petitioned [27][28]. The model applies the feedback loops to ensure that the applicants can enhance their course by developing skills and trying new evaluation tools. Professional development is a continuous process that goes beyond short-term outcomes to acquiring long-term success. Organized pre-filing work applicants demonstrate a superior signal clarity and better quality evidence and more compelling stories than applicants who employ reactive methods based on practitioner observations [29]. The model builds credibility based on its evidenced components that indicate capability based on the Signaling Theory doctrine that informs profile formation [30]. The pre-filing strategy model creates a multi-faceted approach that assists in reducing uncertainty and enhancing the level of evaluation outcomes and increasing the chances of success of EB-1A applications.

**Figure 2: Pre-Filing Strategy Model (Iterative Signal Development Framework)**



### 6.1 Stage 1: Gap Analysis

The pre-filing strategy model begins its first stage by executing a systematic gap assessment between the applicant's current profile and the EB-1A evidence requirements. The process needs to establish achievement connections with the ten official requirements while transforming those achievements into primary indicator types which include credibility, impact, authority and recognition. The evaluation process requires evaluators to assess the independent verifiable power of existing evidence through two methods which involve assessing evidence quality and evidence strength. The structured audit process identifies signal deficiencies through two methods which include detecting absent categories and detecting weak signals and detecting poorly distributed evidence. The current stage assesses both signal balance and signal diversity which must demonstrate multiple extraordinary ability dimensions instead of showcasing a specific area of expertise. The applicant who published multiple works but received few citations and didn't gain outside acknowledgment has identified his impact and validation signals. The diagnosis results in specific actions which will be executed during the following phases because strategic planning will guide all efforts.

### 6.2 Stage 2: Signal Development

The creation of key signals is needed in the process of development that will create missing aspects that were identified in the initial phase of work. It is done as a strategic plan which picks up activities that bring about the most benefits on the individual elements and their cumulative impacts. The publications approach requires the applicants to present the research product as developed academic outlets which provide the visibility and citation capability as the main requirement of the work. The objectives of the group include two which are to gain judging positions and review positions as the positions reflect professional authority and recognition by other colleagues. Professional visibility motivates applicants to create their presence in their profession by network activities. Research dissemination via interviews and articles and online platforms are three main channels through which researchers can get the needed media coverage. Their contribution can be seen through non-academic professions contributions which include production of products and patents and spearheading of projects which bring about tremendous results. The data scientist displays his professionalism through the three activities that include publication of applied research work and participation in open-source projects and working in professional communities that lead to invitations to peer review and media coverage.

### **6.3 Stage 3: Narrative Alignment**

The third phase is to develop a coherent narrative that links all the generated signals to show consistent high performance and outstanding competencies. The initial stage in the process involves gathering all signals that will be converted into insights that may reveal how the organization has attained its objectives by applying constant improvement measures. It involves two key components that serve as national or international acknowledgment and professional field accomplishments. The candidates should demonstrate that their research activities are not limited to the region and that they have been recognized by the broader professional community. The framework involves a description of achievements that encompasses their scope and level of impact and its significance that shows the way work has changed approaches and broadened knowledge and influenced industry players. An applicant does not only reposition his or her work as a project but as a contribution to the development of scalable AI systems in the world, with references, adoption statistics, and international partnerships.

### **6.4 Stage 4: Evidence Consolidation**

The last step involves full and systematic presentation of evidence that culminates in the drafting of a petition document. Document organization system should be able to relate all evidence with its respective standards without losing the overall story development. The evidentiary record needs to be organized in a logical way which makes it easy for adjudicators to evaluate the evidence. The strategy of the recommendation letter is one of the most important factors during this stage since some expert testimonials need to be selected based on their suitability to the personal narrative of the applicant. The letters are used to authenticate the achievements as they demonstrate their significance to the profession through which they certify significant indicators of achievement that comprise impact and recognition. The evidence is arranged into different categories that are interconnected to provide evidence based on several sources that prove the same claims. The applicant has organized his or her petition into various sections that follow the signal categories that his or her documentation and recommendation letters demonstrate through continuing peer recognition and influence by others thereby creating a powerful and compelling application.

## **VII. COMPARATIVE CASE ANALYSIS**

The current section investigates the proposed pre-filing strategy model effectiveness through a comparison of two different approaches which include reactive petitioning methods and strategically designed pre-filing profiles. The researchers utilized a structural analysis method to study how different ways of generating signals, sequencing signals and integrating signals with signals affect their effect on adjudication results. Reactive approaches require applicants to create their application documents about their current achievements which leads to them creating incomplete evidence because they use disparate evidence sources which results in weak evidence links and their application process lacks cohesive storytelling. Minimum criteria requirements are met by such profiles but their content does not provide sufficient

interpretive depth and assessment details which are essential for winning final merits evaluation. The development of pre-filing strategy-driven profiles proceeds through the planned creation and increase and testing of signals which builds a system of evidence that reaches high levels of coherence and proves itself through mutual reinforcement. The profiles show two things because they show regulatory compliance and prove their ongoing effect through recognition in different areas. The study shows that successful practitioner patterns depend more on their ability to show diverse signals and use cross-validation methods and present their stories than they do on their total amount of evidence. The combination of their publications with citation data and their judging responsibilities and media recognition creates an evaluative case that surpasses the strength of their major achievements. The comparison reveals that EB-1A outcomes depend on two factors which are the applicant's qualifications and the way those qualifications get showcased to others. The research results support the main proof of this paper which states that profile architecture and pre-filing strategy determine success because they function as critical elements that convert EB-1A into a documentation requirement which includes system-level design challenges.

**Table 2: Comparative Analysis of Reactive vs Pre-Filing Strategy Approaches**

| <b>Dimension</b>                     | <b>Reactive Filing Approach</b>             | <b>Pre-Filing Strategy Approach</b>                       |
|--------------------------------------|---|---|
| <b>Preparation Timeline</b>          | Short-term (weeks/months before filing)     | Long-term (planned over months/years)                     |
| <b>Profile Development</b>           | Passive accumulation of achievements        | Strategic and intentional signal construction             |
| <b>Evidence Structure</b>            | Fragmented and loosely connected            | Integrated and systematically organized                   |
| <b>Signal Diversity</b>              | Limited; often concentrated in few criteria | Broad; covers credibility, impact, authority, recognition |
| <b>Signal Strength</b>               | Variable; often weak or unsupported         | Strong; supported by independent validation               |
| <b>Narrative Coherence</b>           | Inconsistent or unclear                     | Highly coherent and strategically aligned                 |
| <b>Adjudicatory Interpretability</b> | Difficult to interpret significance         | Clear and easily interpretable                            |
| <b>Use of Signaling Mechanisms</b>   | Implicit and unstructured                   | Explicit and systematically leveraged                     |

|                                    |  |   |
|------------------------------------|--|---|
| <b>Cross-Signal Reinforcement</b>  | Minimal or absent                            | Strong interlinking between signals                 |
| <b>Risk of Denial</b>              | Higher due to weak final merits case         | Reduced due to strong overall profile               |
| <b>Adaptability Across Domains</b> | Limited (often academic-heavy bias)          | High (supports academic, industry, hybrid profiles) |
| <b>Final Merits Determination</b>  | Often fails due to lack of sustained acclaim | Strong alignment with “top of field” standard       |
| <b>Strategic Control</b>           | Low; dependent on past achievements          | High; proactive and controlled development          |
| <b>Outcome Predictability</b>      | Uncertain and inconsistent                   | More predictable and optimized                      |
| <b>Overall Effectiveness</b>       | Moderate to low                              | High  |

## VIII. LIMITATIONS

The study presents a new structured framework to develop pre-filing strategies for EB-1A applications which has multiple limitations that restrict the research scope and model testing capabilities. First, the research depends on a constructive and conceptual approach because there are no accessible large-scale adjudication databases. The framework develops from theoretical links between different concepts and actual patterns from work experience and research findings that lack statistical proof. Second, EB-1A adjudication requires judges to make subjective judgments because they need to assess merit with their personal judgment powers during the final evaluation process [31][32][33]. The process creates different results which no existing model can entirely standardize or document. Third, the framework requires applicants to have control over their resources which does not apply to all professional fields and geographic regions. The model functions independently of different domains yet academic and industry and interdisciplinary differences necessitate specific changes under different contexts. The study lacks a tracking system to monitor applicant progress through time which hinders its capacity to assess how pre-filing methods affect approval rates. The limitations of this study require careful interpretation because they demonstrate the need for future research to confirm and enhance the proposed framework [34][35].

### 8.1 Data and Empirical Constraints

The primary limitation of this research arises from the absence of complete structured adjudication data which blocks researchers from assessing their developed system. EB-1A decisions are delivered to the public in an inconsistent manner because only selected case summaries and practitioner reports and anecdotal evidence are available as public information. The process of establishing strong statistical ties between profile features and adjudication results faces multiple difficulties. The study depends on qualitative pattern recognition and conceptual modeling as its primary research methods yet these methods fail to capture all actual variations found in adjudication systems. The study lacks longitudinal data which prevents tracking of applicant progress across different time periods and limits research on

how initial profile development impacts final results. The assessment of pre-filing strategy performance needs extended time measurement because these strategies progress through multiple development phases. The absence of such data makes it impossible to determine how much each individual signal contributes to the outcome and to distinguish between direct effects and effects that arise from external factors. The framework establishes an organized approach based on theoretical principles yet its ability to forecast outcomes requires validation through actual testing.

## **8.2 Subjectivity in Adjudication**

The EB-1A adjudication process operates under its fundamental limitation because its final judgment depends on personal opinions of the evaluators. Adjudicators must follow the regulatory criteria which establish a basic framework but they have the power to decide how much evidence matters and what results it produces. The same profiles will produce different results because adjudicators, policy interpretation and contextual factors will create different approaches. The proposed framework tests subjectivity reduction through two components which focus on signal coherence and narrative coherence but their through which results will be reduced. The standards required to establish value for publications and industry contributions because they change between different fields and different adjudicators. The process of standardizing "extraordinary ability" measurement faces difficulties because this quality cannot be measured through exact scientific methods. The model improves applicant profiles through its better capacity to show information but the model fails to deliver dependable results.

## **8.3 Variability Across Professional Domains**

The framework will show its practical value through various professional fields which develop their processes for generating signals, interpreting them and assessing their value. Academic fields use established metrics to measure achievements which include publications, citations and peer review thus making it easy to connect those achievements with EB-1A criteria. The lack of standardized indicators in both industry-driven and interdisciplinary fields creates challenges for applicants who need to showcase their work through different methods. A startup founder can prove their major impact through three achievements which include revenue growth, user adoption and technological innovation but those accomplishments do not match with academic indicators. Professionals who work in new fields have to deal with recognition problems because there are no established evaluation methods. The existence of two different elements creates obstacles which prevent implementation of a standardized method across various operational contexts.

## **8.4 Resource and Accessibility Constraints**

The process of establishing a structured pre-filing plan needs both time and resources and needs access to opportunities which all applicants cannot equally obtain. The development of high-quality signals requires continuous efforts together with institutional backing and professional networks to achieve its objectives. The proposed framework remains inaccessible to applicants from underrepresented regions and resource-constrained environments because these applicants experience difficulties accessing essential opportunities. The model requires applicants to possess strategic awareness and planning skills but this requirement does not apply to all applicants especially those who lack expert guidance and mentorship. The existing system creates achievement gaps because individuals with more resources and support systems can enhance their profiles more effectively than others.

## **IX. FUTURE RESEARCH DIRECTIONS**

The framework which defines profile architecture together with its pre-filing strategy creates research possibilities because it establishes new research pathways that lead from conceptual modeling to empirical validation testing [36]. The study establishes a systems-based and theory-driven foundation yet requires additional research to develop metrics which will test the model's effectiveness to measure its success across various applicant profiles and different professional domains [37, 38]. The primary research

direction combines data-driven evaluation model development with machine learning techniques which use new datasets and practitioner insights to forecast EB-1A results through signal configuration patterns [39]. The future research direction will investigate how automated decision-support systems can help applicants determine their profile readiness while adjusting their strategies in real-time. The field of comparative policy analysis shows potential for research which investigates EB-1A visa requirements through its links to international talent visa programs and discovered successful methods from other systems [40]. The research study demonstrates that using interdisciplinary methods which combine immigration law with labor economics and information systems enables better understanding of professional signaling processes across various environments. The upcoming research work will develop both theoretical and practical aspects of EB-1A preparation to create a data-driven system which evaluates talent through its international standards.

### **9.1 Quantitative Modeling and Predictive Analytics**

Researchers need to create dependable quantitative models which use structured multi-dimensional profiles to forecast EB-1A adjudication results. The system progresses from basic scoring methods to advanced assessment frameworks which use five factors to evaluate their effectiveness and their ability to maintain multiple streams of independent signals throughout different time periods. A weighted scoring framework will assign different levels of importance to signals based on their credibility which distinguishes between peer-reviewed publications and blog articles and their reach which distinguishes between national and international recognition and their validation which distinguishes between independent and self-reported evidence. Machine learning methods use classification models together with clustering techniques and probabilistic inference methods to discover hidden patterns which distinguish successful profiles from unsuccessful ones thereby enabling prediction of approval probabilities. Simulation-based modeling enables the creation of counterfactual scenarios which applicants can use to assess profile strength changes that result from specific modifications like introducing a judging position or raising citation numbers. The system introduces marginal signal utility which enables researchers to measure the additional worth of every achievement that a person attains. The models will develop into decision-support dashboards which deliver immediate feedback together with predictive results that will help to decrease uncertainty during the EB-1A process.

### **9.2 AI-Driven Profile Optimization Systems**

The development of AI-powered systems for dynamic and personalized profile optimization shows strong potential to assist applicants during their entire pre-filing process. The systems would operate as smart advisory systems which would track an applicant's changing profile to provide specific recommendations for improving particular signal categories. An AI system can detect deficiencies in authority signals while recommending peer review and conference judging and editorial contributions that match the applicant's expertise and professional connections. Natural language processing (NLP) tools enable users to build and improve their writing and recommendation letters and evidence descriptions through tools that maintain consistency and clarity and meet adjudicatory standards. The integration of knowledge graphs with professional databases allows applicants to evaluate their profiles through contextual benchmarking which compares their profiles to both peer groups and successful cases. The reinforcement learning methods enable the system to enhance its recommendation process through analyzing user feedback and actual results from its recommendations.

### **9.3 Cross-National and Comparative Policy Analysis**

Future research should conduct its analysis of EB-1A evaluation methods by developing a global policy framework that compares various international approaches to defining exceptional talent. Immigration systems in the UK Global Talent Visa and Canada Express Entry and Australia Global Talent Program use separate methods to evaluate high-skilled professionals through their points-based assessment systems and endorsement-driven evaluation systems. The comparative analysis shows different evaluation systems because they use varying assessment standards about their ability to show evidence and their intended results which help understand how EB-1A evaluation system works. Points-based systems need

organizations to measure their performance through visible achievements which include educational background, professional history and language skills whereas EB-1A evaluation process depends mostly on judges who use their personal judgment to assess applicant information. Hybrid evaluation models need to develop assessment methods that use quantitative metrics for evaluation purposes while allowing evaluators to create their assessments through qualitative evaluation systems. Cross-national research studies demonstrate how different regions change their practices to accommodate new talent categories, which include digital creators, open-source developers and professionals who work in multiple fields.

#### **9.4 Longitudinal Studies of Profile Development**

The studies will need to track the development of applicant profiles beginning with the generation of their initial signals until the final evaluation of their results. The longitudinal research methods are used by the researchers to examine the profile development in various stages that indicate how various signals build up and increase in intensity with time. The studies will identify key points of change that arise when the first publications begin to be cited and when greater visibility opens a possibility of validation that encompasses judging roles. The study will examine the mechanism of signal decay since the old achievements are not relevant without new accomplishments that are made to support them. The analysis of temporal data enables researchers to develop sequencing models that identify the optimum sequence to use in developing the signal to get the best results. The proposed profile architecture framework requires longitudinal data to be empirically tested through longitudinal data since this data will indicate the extent to which the framework predicts and explains the results. The model requires better theoretical grounding to prove itself as a valid model to be used in academics and practice.

#### **9.5 Domain-Specific Adaptation and Customization**

The researchers are required to come up with their own profile architecture systems that will fit various job fields since various fields need various approaches to their assessment signals. The academic measures of publications, citations and peer review are primary factors in an academic environment whereas product impact, patents, revenue contribution and leadership measures are more important in the industry. By developing taxonomies that denote domain specific signals, improved connections between accomplishments and assessment standards will become possible and will improve knowledge about profile development. Open-source contributions and platform adoption are high-impact signals in the technology industry, and the creative industries depend on the media presence and engagement with the audience as primary recognition signals. The specific domain adaptations will allow developing industry benchmarks that will allow candidates to determine their position among other professionals in their industry. The suggested system will enhance profile assessment as it offers easy to read materials through which assessors can make decisions. The area of research will result in the creation of specialized frameworks and decision support tools that will focus on the needs of academic disciplines without disregarding the key components of profile architecture in various professional areas.

#### **Conclusion**

The researchers introduce their work on the topic of EB-1A application process by offering their own design of the profile architecture framework that outlines the activities that have to be performed pre-filing before the applicants begin their work on the documentation. The research indicates that the success of EB-1A relies on three elements that are: the legal interpretation and signaling mechanisms, and systems thinking since they dictate the way professionals use their time in constructing various professional signals. The discussion shows the interrelationship between credibility and impact, and authority and recognition as two dimensions that combine to establish the adjudicatory perception that judges apply to establish final merits in cases involving subjective assessments. The paper presents a practical model on the basis of theoretical concepts that takes the applicants and advisors through its multi-stage process that involves gap analysis, signal development, narrative alignment and evidence consolidation. The research demonstrates that targeted pre-filing methods create profiles which deliver better signal results and easier understanding of their content compared to techniques that develop profiles in response to needs. The study uses EB-1A testing as a continuous assessment tool which people use to create their professional

identity. The paper sets the research directions that will enhance the empirical validation and predictive modelling and domain-specific adjustment even in the presence of data limitations and adjudicatory subjectivity. The research transforms EB-1A preparation into a strategic design process which takes place over time while providing a framework to match personal accomplishments with institutional assessment in today's global talent competitive environment.

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