

# STATEMENT OF PROFESSIONAL OPINION

Delivered by:

**Nadya Dimitrova Mironova, PhD –**

**Associate Professor at the University of National and World Economy, Bulgaria**

based on the submitted materials

in regards to the competitive selection procedure of applicants

for the tenure-track academic job position

*'Associate Professor'*

at the University of Plovdiv “Paisii Hilendarski”

in the Field of Higher Education **3. Social, Economic, and Legal Sciences;**

Professional Field **3.7. Administration and Management**

**(Economics and Management - Human Resources Management)**

The competitive selection procedure for the “Associate Professor” job position is publicly announced both at the State Gazette, Issue 31, as of April 12, 2019, and at the website of the University of Plovdiv “Paisii Hilendarski” – to meet the needs of the Department of Management and Quantitative Methods in Economics at the Faculty of Economic and Social Sciences. In reference to this, it is the Chief Assistant Professor Mina Nikolaeva Angelova, PhD of the University of Plovdiv “Paisii Hilendarski”, who applied as a candidate for this job position.

## 1. General Presentation of the Procedure and the Candidate

It is the Order № P33-3749 of July 11, 2019 of the Rector of the University of Plovdiv “Paisii Hilendarski” (UP), which designates me as a Full Member on duty for the Scientific Jury Panel to deliver professional assertion on employment for the academic job position “Associate Professor” at UP in the field of Higher Education 3. Social, Economic, and Legal Sciences; Professional Field 3.7. Administration and Management – Human Resources Management, announced by the Faculty of Economic and Social Sciences (FESS) to meet the needs of the Department of Management and Quantitative Methods in Economics (MQME) of the FESS.

It has to be stated that for the announced competitive selection procedure, it is only one candidate, who has applied for this position: **Chief Assistant Professor Mina Nikolaeva Angelova, PhD** of the University of Plovdiv “Paisii Hilendarski”.

The submitted set of materials of Dr. M. Angelova is in compliance to *the Rules of Development of the Academic Staff of the University of Plovdiv* (RDASUP). It includes the next documents:

- 1) a request to the Rector for admission to the competition;
- 2) a CV in European format;
- 3) a Master Degree diploma;
- 4) a Doctor of Philosophy (PhD) Degree diploma;
- 5) a list of scientific papers;
- 6) a reference for compliance with the minimum national and additional faculty requirements;
- 7) an annotation of materials, including self-assessment of contributions;
- 8) a declaration of originality and authenticity of the enclosed documents;
- 9) transcripts of protocols from the Department Council, Faculty Council, and Academic Council in connection with the competition;
- 10) a State Gazette announcing the competition;
- 11) a length of service certificate;
- 12) documents for teaching practice;
- 13) research documents;
- 14) documents in accordance with additional requirements of the respective faculty;
- 15) other documents.

The candidate submitted a total of 41 scientific papers. It is worth stating that 7 papers had been already presented to substantiate the PhD awarding process. The same argument is valid for another 5 peer-reviewed scientific papers which shall not be taken into account for this procedure, as candidate had already utilized their scientific values to contribute to the competitive selection

procedure to occupy the academic job position of the Chief Assistant Professor at University of Plovdiv Paisii Hilendarski.

There are 29 scientific papers deemed compatible for scientific consideration and assertion, as they do not fall at the scope of the PhD-thesis works and PhD-related publications, and, thus, may be accounted for the final evaluation and assertion. They include: 1 monograph, 2 studies, 1 book, 2 textbooks and 23 articles and reports.

Therefore, classification of the scientific papers by the standards of compliance used in Bulgaria and abroad, is as it follows: 21 papers are popularized in Bulgaria (13 of which are in English language) and other 6 papers are published abroad.

Its obvious from the submitted materials deemed compatible for scientific consideration and assertion that:

- 1) The materials are not with contents overlap;
- 2) There is no missing documents;
- 3) There are applied publication certificates;
- 4) All the publications are applied in full text .

The applicant in this competitive selection procedure has valuable practical experience in positions, such as a General Manager, Customer Relations Manager, and Marketing Expert.

It is evident from the submitted CV that Dr. Angelova has a pedagogical internship more than 4 years (as of September 2019). She works as a part-time assistant professor at the UNWE, Sofia from 2011 to 2014. In 2015 she is a tenure-track assistant professor at the post of Chief Assistant at UP. The scientific experience corresponds with this competitive selection procedure and is approved by the quality of the submitted materials for assertion.

Dr. Angelova holds a Bachelor Degree in “Industrial Management” and a Master Degree in “Economics of Food Industry” (University of Food Technologies, Plovdiv).

During the period 2011-2014 she is studying in a full-time PhD programme at the Department of Industrial business in the University of National and World Economy, Sofia, and in June, 30<sup>th</sup> 2014 she defends her dissertation and obtains the Doctor of Philosophy (PhD) Degree in the professional field Economics and Management (Motivation of Human Resources).

It is evident from the CV of Dr. Angelova argumentation for the presence of communicative, organizational, professional, digital and other skills.

I do not know in person Dr. Angelova but based on the submitted documents according this competitive selection procedure I think she is an initiative, responsible and promising scientist. I shall not dare to miss the positive feedback shared with me from my colleagues who work with her in different project teams.

## 2. General Characteristics of the Applicant's Activities

Chief Assistant Professor Mina Angelova, PhD has a teaching load that meets the approved annual mandatory teaching load at the University of Plovdiv "Paisii Hilendarski". Her auditorium teaching load for the academic 2018/2019 year according the specifics of the professional field covers the minimum of 45 hours lectures. In particular, she held 285 hours of lectures on the academic discipline "Human Resources Management".

Her auditorium teaching load for the academic 2018/2019 year is accounted at 585 hours of lectures and seminars (converted to academic exercises). It includes the next academic courses at the FESS:

- Evolution of Management;
- Human Resources Management;
- Motivational Techniques and Practices;
- History and Organization of Management.

Dr. Mina Angelova teaches the academic course 'Management by Motivation' to Master degree students and 'Economics of Enterprise' for foreign students. According to art. 64 (2) of RDASUP is provided an auditorium teaching load that meets, even exceeds, the minimum requirements.

Dr. Angelova actively works with students. She is the initiator and founder of the Manager's Club at the Department of MQME, which organizes and conducts various scientific forums, round tables, seminars and more academic events of the Faculty. In addition, a student and a PhD student are included in the scientific project she guides, financed by the Bulgarian Science Fund.

In general, Dr. Angelova's researched scientific contributions may be summarized in the following categories:

1) **Competitiveness and sustainable development through the implementation of innovations, and business process management** - to address the challenges which SMEs are facing in the Bulgarian context, to provide opportunities for increasing their competitiveness and sustainable development by introducing innovations and business process management.

2) **Human Resources Management** - increasing the knowledge according the opportunities for optimization of the working environment and approbation of modern methods and techniques for human resources management and, in particular management of the motivational process.

3) **Entrepreneurship** - conceptualizing and identifying the factors determining the development and promotion of the entrepreneurial culture in Bulgaria. The researches explore social phenomena on the Bulgarian market related to social entrepreneurs and social

entrepreneurship. It has been investigated the role of digital entrepreneurship as an essential factor for enhancing the creativity and innovation for sustainable growth of the Bulgarian bio economy .

Having focused in particular on the announced competitive selection procedure, it has to be stated that the publications of Dr. Angelova have applied science contributions.

The following set of papers and publications are submitted and taken into consideration: 1 individual monograph (in English), 1 book, 2 studies (1 individual; 1 indexed in Scopus and Web of Science), 23 scientific articles and reports (9 individual, 7 subject to references and indexes in world-renowned scientific information databases Scopus and Web of Science), 2 individual textbooks (first and second revised and supplemented edition).

Affidavit of support of the quality of the R&D results, achieved by the applicant – is the level of their citation. The total number of noted citations of the scientific works is 13, and 2 of them are in articles indexed in world-renowned scientific information databases Scopus и Web of Science.

The applicant actively participates in International scientific events (in total 36 conferences, 5 round tables, 2 scientific events as a scientific jury). She has submitted a plenary report in International conference.

Dr. Angelova is a reviewer at 2 International scientific conferences (1 abroad and 1 in Bulgaria) indexed in Scopus.

I accept the division of scientific and applied science contributions, according to the mode of submission by the candidate.

The analysis of the scientific publications substantiates the assertion that Dr. Angelova's R&D activities are distinguished by their emphasized practical value. It is also impressive the well-aware professional aptitude of the applicant, her analytical way of thinking and precise synthesizing skills.

Furthermore, a good impression is made by the applicant's participation in interdisciplinary teams with scientists from other scientific fields. The monograph presented is written in English at a high scientific level, including a theoretical study of social entrepreneurship, supported by extensive literary research, methodological contributions and empirical results. In my opinion, the contributions are a personal matter of Dr. Angelova.

The overall conclusion is that the Dr Angelova's scientific output exceeds the quantitative indicators of the national criteria and the faculty requirements for occupying the academic position of an 'Associate Professor'.

### **3. Critical Comments and Recommendations**

In order to assist the applicant's future research work in the competition, I can make the following notes and recommendations:

- 1) to continue with the publication activity in high impact factor / rang editions;
- 2) to develop a new direction according her areas of interest, such as digitalization;
- 3) to present the results of the research at conferences abroad;
- 4) to make an extensive research of other issues not less important for improvement and directly related to HRM.

## CONCLUSION

The documents and materials presented by Chief Assistant Professor Mina Nikolaeva Angelova, PhD meet all the requirements of the *Act for the Development of the Academic Staff in the Republic of Bulgaria (ADASRB)*, the *Rules of Application* of the ADASRB, and the corresponding *Rules* of the University of Plovdiv “Paisii Hilendarski”.

The candidate has submitted a sufficient number of scientific papers, published after publishing of the materials, employed for the defence of the Doctoral Degree (PhD) and after meeting the occupation criteria of the academic job position of Chief Assistant Professor.

The applicant's works have original scientific and applied contributions that have received international recognition, as a representative part of them have been published in journals and scientific papers, published by international academic publishers. Theoretical achievements of the candidate have practical applicability; some of them are directly oriented to the educational work.

Dr. Angelova's scientific and teaching qualifications are undoubtedly professional.

The achieved educational and R&D results by Chief Assistant Professor Mina Angelova, PhD fully comply to the specific requirements of the Faculty of Economic and Social Sciences, approved in regards to applying the Rules of the University for the implementation of ADASRB.

Having considered the whole set of materials and scientific works of the applicant, submitted in this competitive selection procedure, and having conducted a thorough analysis of their importance along to the scientific and applied contributions contained therein, I reckon that I have sound reasons to deliver my **Positive Assessment** and I recommend to the Scientific Jury Panel to prepare a Project-Report to the Faculty Council of the Faculty of Economic and Social Sciences to elect Chief Assistant Professor **Mina Nikolaeva Angelova, PhD** for the academic position of an Associate Professor at the University of Plovdiv “Paisii Hilendarski” in professional field **3.7. Administration and Management (Economics and Management - Human Resources Management)**.

05. 09. 2019

Signature:.....

(Associate Professor Nadya Mironova, PhD)