

STATEMENT OF PROFESSIONAL OPINION

Delivered by:

Ilian Ivanov Minkov, PhD –

Associate Professor at the University of Economics, Varna, 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”. In particular, she held 180 hours of lectures

on the academic discipline "Human Resources Management", which meets the requirement of *Rules for Development of the Academic Staff of the University of Plovdiv (RDASUP)* in Art. 64, par. 2.

The submitted set of materials of Dr. M. Angelova is in compliance to the RDASUP.

The candidate for the tenure-track academic job position 'Associate Professor' submitted a total of 41 scientific papers, i.e. 1 monograph, 1 book, 2 studies, 14 articles, 14 scientific reports and 2 textbooks.

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.

It is worth stating that 5 peer-reviewed scientific papers 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'. The same argument is valid for another 7 papers, which had been already presented to substantiate the PhD awarding process.

Therefore, classification of the scientific papers by the standards of compliance used in Bulgaria and abroad, is as it follows: 10 papers are in Bulgarian and 19 are in English.

Chief Assistant Professor Mina Angelova had graduated secondary education at OMG "Akad. Kiril Popov", Plovdiv in 2005. In 2009 she had graduated a Bachelor Degree, and in 2010 - a Master Degree in 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 (UNWE). She defended her dissertation on theme "Investigation and overcoming human resources demotivation" and obtained her doctorate degree (PhD) in the professional field 3.8. Economics – a PhD Program in "Economics and Management (Motivation of Human Resources)" with a diploma №151/08 July 2014.

Mina Angelova works as a part-time assistant professor at the UNWE from 2011 to 2014. In 2015 she wins a competitive selection procedure to occupy the academic job position of the Chief Assistant Professor at UP and is a tenure-track assistant professor in the Department "Management and Quantitative Methods in Economics".

It is evident from the professional curriculum of Dr Angelova that she holds positions as a Customer Relations Manager in 'Bimex Engineering' JSC and a General Manager in 'Agency Avrora' Ltd, town of Plovdiv, that helps her to gain valuable practical skills and experience in human resource management.

I know the applicant in this competitive selection procedure both as a member of the Association of Teachers of Economics and Management in Industry, and as well as a reviewer of her PhD dissertation. Thus, I want to assert my best impressions on her work.

2. General Characteristics of the Applicant's Activities

Chief Assistant Professor Mina Angelova, PhD has a teaching load that is exclusively active and diverse. From the beginning of her tenure-track chief assistant position in UP to present, she teaches academic courses:

- Evolution of Management;
- Human Resources Management;
- Motivational Techniques and Practices;
- Economics of Enterprise;
- Management by Motivation.

These academic courses are provided by her, based on a genuine authorship approach set in the Syllabus of the courses. For the needs of the educational process in the discipline Evolution of Management, she has published 2 textbooks (the second is a revised and supplemented edition).

Her auditorium teaching load increases in the years and for the academic 2018/2019 year is accounted at 585 hours of lectures and seminars (converted to academic exercises). It is also impressive the well-aware professional aptitude of the applicant using modern methods for teaching as brainstorming, role games, action learning, etc. for gathering 'soft skills' by the students that are extremely positive in a practical manner. It should be noted the good impression as a whole based on the active work of Dr Angelova in her collaboration with students:

- 1) the inclusion of students and PhD students in the scientific projects she guides, and
- 2) the initiation and foundation of the Manager's Club within the Department of MQME.

In general, Dr. Angelova's papers and publications are focused in four scientific fields, which may be summarized in the following categories:

- **Human Resources Management;**
- **Social Entrepreneurship;**
- **Innovation;**
- **Business Economics.**

Having focused in particular on the announced competitive selection procedure, it has to be stated that the following set of 29 papers and publications are submitted and taken into consideration: 1 monograph, 1 book, 2 studies, 13 articles, 10 reports and 2 textbooks. Moreover,

14 of the publications are individual, 15 are in co-authorship. 6 of the publications are in foreign editions.

Furthermore, it makes impression that most of Dr. Angelova's publications are in English (19) and only 10 are in Bulgarian. 8 of the publications are subject to references and indexes in world-renowned scientific information databases (Scopus and Web of Science).

Based on this, the overall conclusion is that the applicant's scientific output meets the quantitative indicators of the national criteria and the faculty requirements for occupying the academic position of an 'Associate Professor' in accordance with the *Act for the Development of the Academic Staff in the Republic of Bulgaria* (ADASRB), the *Rules for Application of ADASRB* (RAADASRB), and the *Rules for Development of the Academic Staff of the University of Plovdiv* (RDASUP).

Moreover, at the same time, they have been published in renowned and reputable publications, which is a convincing indicator of their quality. Furthermore, it must be made the conclusion that 8 (more than 30%) of the science publications are subject to references and indexes in world-renowned scientific information databases.

Dr. Angelova's publications are distinguished by the relevance and significance of the issues under consideration and the high degree of depth of their research. They focus on areas of scientific knowledge whose research and enrichment help to increase the competitiveness of companies in Bulgaria, for example, the possibilities for human resources management through motivation and leadership approach of management.

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 publications, indexed in Scopus.

Dr. Mina Angelova's research activity results in certain scientific achievements and corresponding contribution points. The candidate for the tenure-track academic job position 'Associate Professor' grouped the contributions of scientific, applied science and others. I acknowledge the contributions made, believing that they can be summarized as follows:

1. Enriching the theoretical and methodological assumptions regarding the management of human resources in business organizations with a focus on the possibilities for optimizing the work environment through managing the motivation process.

2. Development of a methodological framework for a diagnostic analysis and evaluation of the factors influencing the management of organizations and its application in enterprises from the Bulgarian industry.

3. Further development of scientific knowledge in the field of entrepreneurship, incl. social entrepreneurship and social entrepreneurs, the influence of the entrepreneurial culture on the development of entrepreneurship in Bulgaria, digital entrepreneurship and its role in enhancing the creativity and innovation of the Bulgarian bio-economy.

4. Outlining opportunities for improving the competitiveness and optimizing the activities of Bulgarian SMEs, with an emphasis on innovation, entrepreneurship and human resource management.

From my point of view, these contributions are a personal matter of the applicant. They reflect her research interests in the fields of human resources management, economics and management, and entrepreneurship.

Dr. Angelova's contributions have a significant scientific and applied value, as they enable them to be implemented in the management process and to improve the functioning of the companies in the current conditions of competition.

The publication, which has the character of a research work qualifying for an academic degree, is the monograph "Social Entrepreneurs and Social Entrepreneurship: the case of Bulgaria" (in English). I believe that it is an original scientific research, with outlined author positions and scientific contributions that are connected with the development of theoretical and methodological concepts in the field of social entrepreneurship and its role in achieving a better social structure of the Bulgarian economy.

It should also be noted that the candidate is able to balance between teaching, researching and managing huge administrative loads, i.e.:

1. Participation in 5 research projects, incl. as a leader of two of them. One of the managed projects is funded by the Bulgarian Research Fund of the Ministry of Education and Science.

2. Annual participation in Erasmus + International mobility at universities in Spain and Slovakia.

3. Participation in numerous scientific forums, incl. as a reviewer of reports at International conferences indexed in Scopus.

4. Participation in working groups on periodic preparation of Reports and Self-Assessment Reports on procedures for Institutional and Program Accreditation procedures, etc.

3. Critical Comments and Recommendations

I have no principal or formal critical notes on applicant of the competitive selection procedure for the "Associate Professor" job position.

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.

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)**.

15.08.2019

Signature:.....

Associate Professor Ilian Minkov, PhD