

## **A REVIEW**

**delivered by:**

**Ivanka Milkova Kostova, PhD - a professor at the University of Plovdiv Paisii Hilendarski**

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*  
Scientific specialty *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 (Economics 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 ch. ass. prof. M. Angelova, PhD is duly prepared as a paper-bound set, and it is in compliance to the *Rules of Development of the Academic Staff of the University of Plovdiv* (RDASUP). It includes the next documents:

- a request to the Rector for admission to the competition;
- a CV prepared toward requirements of the *European format*;
- a Master Degree diploma;
- a Doctor of Philosophy (PhD) Degree diploma;
- a list of scientific papers;
- a reference for compliance with the minimum national and additional faculty requirements;
- an annotation of materials, including self-assessment of contributions;
- a declaration of originality and authenticity of the enclosed documents;
- transcripts of protocols from the Department Council, Faculty Council, and Academic Council in connection with the competition;
- a State Gazette announcing the competition;
- a length of service certificate;
- documents for teaching practice;
- research documents;
- documents in accordance with additional requirements of the respective faculty;
- other documents.
- set of documents on paper from item 1 to item 15;
- set of documents in electronic media including item 1, item 2, from item 4 to item 14.

The applicant **chief assistant professor Mina Nikolaeva Angelova, PhD** has submitted a total of 41 scientific papers.

It is worth stating that 7 papers had been already presented to substantiate the PhD awarding process at University of National and World Economy in 2014. The same argument is valid for another 5 peer-reviewed scientific papers which shall not be taken into account for this procedure, as she 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 the University of Plovdiv Paisii Hilendarski - **Annex 5. List of scientific papers** of the submitted package of documents.

There are 29 publications (27 scientific papers and 2 textbooks) deemed compatible for scientific consideration and assertion, as they do not fall at the scope of the PhD-thesis works and do not contribute to the competitive selection procedure to occupy the academic job position of

“Assistant Professor” and “Chief Assistant Professor”, and, thus, may be accounted for the final evaluation and assertion. Their structure is as follows:

- ✓ **1 individual Monograph** in English;
- ✓ **1 individual Book**;
- ✓ **2 Academic Studies** - 1 individual; 1 academic study, indexed in Scopus and Web of Science;
- ✓ **23 Articles and Reports** - 9 individual; 7 papers are 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.

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 (Annex 5. List of Scientific Papers, publications № 3, 7, 8, 14, 17, 18, 19, 20, 21, 23, 24, 25, 28) and 8 are in Bulgarian (Annex 5. List of Scientific Papers, publications № 4, 5, 13, 15, 22, 26, 27, 29);
- ✓ **6 papers are published abroad** (Annex 5. List of Scientific Papers, publications № 6, 9, 10, 11, 12, 16).

## **2. A Brief Biographic Data of the Applicant**

Mina Angelova graduates a High-School of Mathematics “Akademic Kiril Popov” Plovdiv in 2005.

In 2009 she graduated from the University of Food Technologies. Dr. Angelova holds a Bachelor Degree in “Industrial Management” with a professional qualification ‘engineer-economist’.

In 2010 she holds a Master Degree in “Economics of Food Industry” at the University of Food Technologies..

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), Sofia. She defends her dissertation and obtains the Doctor of Philosophy (PhD) Degree in the science specialty 05.02.18 Economics and Management (Motivation of Human Resources).

She has valuable practical experience in positions, such as a Marketing Expert, Customer Relations Manager, and General Manager.

From 2011 till 2014 she works as a part-time assistant professor at the Department of Industrial Business of the Business Faculty in the UNWE.

From 2015 till present she is a tenure-track assistant professor at the post of Chief Assistant at the Department of Management and Quantitative Methods in Economics of the FESS in the UP.

### **3. General Characteristics of the Applicant's Activities**

#### *Estimation of the academic 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”.

According to the specifics of the science field, her auditorium teaching load covers the minimum of 45 hours of lectures.

In particular, she held 285 hours of lectures for the academic 2018/2019 year on the academic discipline "Human Resources Management" (Annex *Individual academic plan 2018/2019*).

According to the requirements of Art. 64, par. 2 is provided a total teaching load (195 hours of lectures for the academic year 2018/2019, accounted at 585 hours of lectures and seminars (converted to academic exercises according to the Individual Academic plan)), that exceeds the minimum requirements (at least 120 hours of lectures for academic year, and 45 of them should be on the specifics of the professional field).

#### *Evaluation of the scientific and applied science activities of the applicant*

I accept the division of scientific and applied science contributions, according to the mode of submission by the candidate. The contributions and self-estimation are summarized in the following categories based upon the thematic field of the publications: Economics and Management; Entrepreneurship; Human Resources Management.

#### **Scientific Contributions**

The below-listed scientific contributions are presented in details, in order to demonstrate the academic potential to enrich and enlarge scientific knowledge in the three mentioned scientific directions:

1) The R&Ds in Economics and Management demonstrate academic approaches to address the challenges, which Small- and Medium-sized Enterprises /SMEs/ face in the Bulgarian context. Also, it shows how Economics and Management may provide opportunities for SMEs to increase their competitiveness and sustainable development by introducing innovations, business process management, and position themselves at the global market. The listed R&Ds in Economics and Management in Table-1 demonstrate what modern ways the applicant has used to conduct researches, to provide methodologies and methodological provisions, and to organize diagnostic analyses and evaluations of the factors that influence management of the organizations.

**Table 1 R&Ds in Economics and Management**

Report in English <b>SCOPUS</b>  <b><u>2019</u></b>	Pastarmadzhieva, D., <b>Angelova, M.</b> & Georgiev, P. (2019) <i>The Impact of Political (in)stability on the Innovation Performance: the Case of Bulgaria</i> , International conference on Creative Business for Smart and Sustainable Growth (CreBus 2019), Date of Conference: 18-21 March 2019, Conference Location: Sandanski, Bulgaria, indexed by <b>IEEE/SCOPUS</b> , Publisher: IEEE, acceptance certificate, in print
Report in English <b>SCOPUS</b>  <b><u>2019</u></b>	<b>Angelova, M.</b> , Pastarmadzhieva, D., Dimitrova, G. & Georgiev, P. (2019) <i>Innovative Practices in Wine Industry: Opportunities for Competitiveness Enhancement in Bulgaria</i> , International conference on Creative Business for Smart and Sustainable Growth (CreBus 2019), Date of Conference: 18-21 March 2019, Conference Location: Sandanski, Bulgaria, indexed by <b>IEEE/SCOPUS</b> , Publisher: IEEE, acceptance certificate, in print
Paper in Bulgarian  <b><u>2019</u></b>	<b>Angelova, M.</b> (2019) <i>Opportunities for Management and Sustainable Development of Machine-Building Enterprise</i> , Journal Management and Sustainable Development, ISSN 1311-4506, in print, acceptance certificate
Paper in English <b>SCOPUS</b>  <b><u>2018</u></b>	<b>Angelova, M.</b> , Pastarmadzhieva, D., Georgiev, P. & Dimitrova, G. (2018) <i>An Innovative Model for Business Financing in Wine Production</i> , Journal of International Studies ( <b>SCOPUS</b> ), 11(4), 106-119. Cite Score 2018 - 1.16; SJR 0.33, doi:10.14254/2071-8330.2018/11-4/8(ISSN 2306-3483 Online, 2071-8330 Print), Online available on:  <a href="https://www.joiss.eu/?471,en_an-innovative-model-for-business-financing-in-wine-production">https://www.joiss.eu/?471,en_an-innovative-model-for-business-financing-in-wine-production</a>
Paper in English <b>SCOPUS</b>  <b><u>2018</u></b>	Nikolova – Alexieva, V., Mihova, T.& <b>Angelova, M.</b> (2018) <i>Factors affecting business process management in the Bulgarian enterprises to achieve sustainable development</i> , Published in: 2018 International Conference on High Technology for Sustainable Development (HiTech)  Date of Conference: 11-14 June 2018, Conference Location: Sofia, Bulgaria, <b>ISBN Information</b> : Electronic ISBN: 978-1-5386-7039-2; CD-ROM ISBN: 978-1-5386-7038-5; Print on Demand(PoD) ISBN: 978-1-5386-7040-8; <b>DOI</b> : 10.1109/HiTech.2018.8566254; INSPEC Accession Number: 18308430; Publisher: IEEE, <b>SCOPUS indexed 2019</b> , Date Added to IEEE Xplore: 10 December 2018  Online available on: <a href="https://ieeexplore.ieee.org/document/8566254">https://ieeexplore.ieee.org/document/8566254</a>
Paper in English  <b><u>2018</u></b>	Nikolova – Alexieva, V., Mihova, T., <b>Angelova, M.</b> & Bakardzhieva, M. (2018) <i>Increasing organization's performance by driving business agility and operational excellence through BPM</i> , Proceedings of the 15 <sup>th</sup> International Conference on Business Economics "Challenges to industrial growth", vol. 1, pp. 43-56; 12-14 October 2018, 70 <sup>th</sup> Anniversary of the Industrial Business Department of the University of National and World Economy, Sofia,Bulgaria
Paper in English  <b><u>2018</u></b>	Mihova, T., Nikolova–Alexieva, V. & <b>Angelova, M.</b> (2018) <i>Conceptual IMPACT Model of Process Management on the meat industry enterprises in Bulgaria</i> , Journal "Fundamental Sciences and Applications", ISSN 1310-8271, vol. 24/2018, pp.187-192
Paper in English	<b>Angelova, M.</b> & Nikolova–Alexieva, V. (2018) <i>Business Climate and Preconditions for Reviving the Bulgarian Industry</i> , International scientific journal "Machines. Technologies. Materials." issue 2/2018, pp. 69-72 (Print ISSN 1313-0226, Web ISSN 1314-507X)

<b><u>2018</u></b>	
Paper in English <b><u>2017</u></b>	<b>Angelova, M. &amp; Pastarmadzhieva, D. (2017) <i>Challenges and Opportunities for Flexible Crediting of Small and Medium-sized Enterprises in Bulgaria</i>, Journal “Fundamental Sciences and Applications”, ISSN 1310-8271, vol. 23/2017, pp.167-170</b>
Paper in Bulgarian <b><u>2016</u></b>	<b>Angelova, M. (2016) <i>Business Process Re-engineering in Machine-Building Enterprise</i>, A periodic edition of “Scientific publications of the scientific union of mechanical engineers”, vol. 2, pp. 108-110, ISSN 1310-3946</b>
Paper in Bulgarian <b><u>2016</u></b>	<b>Angelova, M. (2016) <i>Opportunities to Introduce Innovations in Machine-Building Enterprise</i>, A periodic edition of “Scientific publications of the scientific union of mechanical engineers”, vol. 1, pp. 31-34, ISSN 1310-3946</b>

2) The R&Ds in Entrepreneurship present in a systematic manner the conceptual framework, concerning the interconnection and mutual influence of the Entrepreneurial Culture, on the one hand, and certain economic indicators concerning the development of Entrepreneurship in Bulgaria, on the other.

In the papers and publications, summarized in Table-2, are demonstrated social phenomena on the Bulgarian market, related to Social Entrepreneurs and Social Entrepreneurship. Furthermore, an in-depth academic study of the role of digital entrepreneurship is delivered. This academic study proves that the essential factor to increase creativity and innovativeness of sustainable growth of Bulgaria is the bio-based economy.

Not only a systematization of the science knowledge, but also empiric results are provided, based upon conducted surveys in number of SMEs from 2011 till present. It is used the approach of triangulation in the papers and publications, where quantitative and qualitative research techniques are combined.

**Table 2 R&Ds in Entrepreneurship**

Monograph in English <b><u>2019</u></b>	Angelova, M. (2019) <i>Social Entrepreneurs and Social Entrepreneurship (the Case of Bulgaria)</i> , monograph, Plovdiv University Press, 146 p., ISBN 978-619-202-404-8
Academic Study in English <b>SCOPUS</b>	Nikolova – Alexieva, V. & <b>Angelova, M.</b> (In print) <i>Opportunities for Raising the Entrepreneurial Culture – a Factor for Competitiveness of the Bulgarian Economy</i> ; International Journal of Entrepreneurship and Small Business, vol. xx/ 20xx, pp. xxxx, <b>Scopus Indexed</b> , Inderscience publisher (ISSN online: 1741-8054, ISSN print: 1476-1297), accepted for print, <b>acceptance certificate, DOI:10.1504/IJESB.2019.10014160</b>

<b><u>In print</u></b>	The paper can be seen listed as forthcoming at: <a href="http://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=IJESB">http://www.inderscience.com/info/ingeneral/forthcoming.php?jcode=IJESB</a>
Report in English <b>SCOPUS</b>  <b><u>2019</u></b>	Alexieva, V & <b>Angelova, M.</b> (2019) <i>Digital Entrepreneurship: Doing Business for Smart and Sustainable Bio-Based Economy</i> ; 8th International Scientific Conference “TechSys 2019” – Engineering, Technologies and Systems, Technical University of Sofia, Plovdiv Branch 16-18 May 2019; IOP Conference Series: Materials Science and Engineering (DOI:10.1088/ ISSN 1757- 899X; Online ISSN: 1757-899X; Print ISSN: 1757-8981); <b>indexed in Scopus</b> , Conference Proceedings Citation Index ( <b>Web of Science</b> )
Report in English <b>SCOPUS</b>  <b><u>2019</u></b>	Pastarmadzhieva, D.& <b>Angelova, M.</b> (2019) <i>Optimization of Bulgarian Political Culture as a Prerequisite for Enhancement of the Entrepreneurship</i> , International conference on Creative Business for Smart and Sustainable Growth (CreBus 2019), Date of Conference: 18-21 March 2019, Conference Location: Sandanski, Bulgaria, indexed by <b>IEEE/SCOPUS</b> , Publisher: IEEE, acceptance certificate, in print
Paper in English  <b><u>2019</u></b>	<b>Angelova, M.</b> (2019) <i>Possibilities for Social Entrepreneurship in Wine Industry: an Exploratory Approach</i> , International scientific journal “Science. Business. Society.”, Vol. 4, Issue 1/2019, pp. 15-18. (Print ISSN 2367-8380, Web ISSN 2534-8485).Publisher: Science technical Union of Mechanical Engineering “Industry 4.0” (Plenary Report)
Paper in English  <b><u>2018</u></b>	<b>Angelova, M.&amp; Nikolova – Alexieva, V.</b> (2018) <i>Developing a Conceptual Model of Entrepreneurial Culture</i> , Journal “Scientific Researches of the Union of Scientists in Bulgaria – Plovdiv”, Series B. Natural Sciences and the Humanities, Vol. XVIII/2018, pp. 292-295,ISSN-1311-9192 (Print), ISSN-2534-9376 ( Online)
Paper in English  <b><u>2018</u></b>	Angelova, M. (2018) <i>The Crowd-funding Process – an Underestimated Opportunity in Bulgaria</i> , International scientific journal “Science. Business. Society.” Issue 1/2018, pp. 15-18 (Print ISSN 1313-0226 Web ISSN 2534-8485)
Paper in Bulgarian  <b><u>2017</u></b>	Pastarmadzhieva, D. & Angelova, M. (2017) <i>Subordination between Political and Entrepreneurial Culture - Prospects for Economic Growth</i> , published in the peer-review, referee, and indexed scientific, Journal of Union of Scientists in Bulgaria - Plovdiv, Series A. Social Sciences, art and culture, vol IV, pp. 61-64, ISSN 1311-9400 (Print); ISSN 2534-9368 (On-line)
Paper in English  <b><u>2017</u></b>	Angelova, M. (2017) <i>An Entrepreneurship in Bulgaria – Possible or Not for Young People</i> , International scientific journal "Machines. Technologies. Materials",vol.2/2017r, pp.42-44
Paper in Bulgarian  <b><u>2016</u></b>	Angelova, M. (2016) <i>Perspectives and Challenges to Young Entrepreneurs in Bulgaria</i> , Conference proceedings, ISSN 1310-3946; 1314-6327, pp. 736-743; XIV International Scientific Conference „Management and Engineering’16”, 19-23.06.2016, held in Sozopol, Bulgaria

3) The papers and publications in the field of Human Resources Management provide information on R&Ds, which enrich the scientific knowledge about the opportunities to optimize the working environment and modes of applications of modern methods and techniques in the Human Resources Management – and in particular – the management of the motivation process. The papers and publications are summarized in Table-3 below.

**Table 3 R&Ds in Human Resources Management**

Book in Bulgarian <b><u>2019</u></b>	Angelova, M. (2019) <i>Optimization of the Working Environment by Overcoming the Demotivation of Human Resources</i> , 230 p., Plovdiv University Press, ISBN 978-619-202-453-6
Report in English <b>SCOPUS</b> <b><u>2019</u></b>	<b>Angelova, M.</b> , Georgiev P., Dimitrova G.& Pastarmadzhieva D. (2019) <i>Business-Science-Education: a Collaboration for Competitive and Sustainable Growth of the Wine Industry</i> ; 8th International Scientific Conference “TechSys 2019” – Engineering, Technologies and Systems, Technical University of Sofia, Plovdiv Branch 16-18 May 2019; IOP Conference Series: Materials Science and Engineering (DOI:10.1088/ ISSN 1757- 899X; Online ISSN: 1757-899X; Print ISSN: 1757-8981); <b>indexed in Scopus</b> , Conference Proceedings Citation Index ( <b>Web of Science</b> )
Report in Bulgarian <b><u>2019</u></b>	<b>Angelova, M.</b> , Georgiev, P., Pastarmadzhieva, D. & Dimitrova, G. (2019) <i>A Model for Informal Learning of Specialists Employee from Wine Industry</i> , proceedings Vol. II “Knowledge. Creativity. Innovations. Industrial Management.” Vol. 3, issue 2/2019, pp. 189-193 (Print ISSN 2535-0021, Web ISSN 2535-003X); XVI International Scientific Congress “Machines. Technologies. Materials” Borovets
Academic Study in Bulgarian <b><u>2018</u></b>	<b>Angelova, M.</b> (2018) <i>Management of the (de)Motivation Process and its Impact over the Human Capital</i> , Scientific papers of the Faculty of Economic and Social Sciences, vol. 11, pp. 7-57, Plovdiv University Press, ISSN: 1313-227X, acceptance certificate
Paper in English <b><u>2017</u></b>	<b>Angelova, M.</b> (2017) <i>The Human Capital Ratification – a Key Factor for Development</i> , International scientific journal “Science. Business. Society. vol.2/2017, pp.134-136 (Print ISSN 1313-0226, Web ISSN 2534-8485)
Report in English <b><u>2016</u></b>	<b>Angelova, M.</b> (2016) <i>Management of the Motivation Process in Enterprises</i> , Proceedings of International Conference on Engineering, Technologies and Systems TECHSYS 2016, pp. 415 - 418

### **Applied Science Contributions**

#### **1) National Scientific Research Priorities Compliance**

This section demonstrates that conducted researches and produced papers and publications are in compliance to the National Research Priorities of the Republic of Bulgaria, having into consideration the updated National Strategy for the Development of Researches in Bulgaria



2017-2030. This Strategy identifies crucial components to improve significantly the nature and level of researches in Bulgaria.

This Strategy delineates that among the main weaknesses of research in Bulgaria are the "weak links between the research organizations and the business". However, this is seen, also, as an opportunity to "strengthen the role of the triangle knowledge - education, research and innovation" and "science-business links strengthening and stimulating innovation on the basis of scientific results" [National Strategy for the Development of Research in Bulgaria 2017-2030, p.22].

Applicability of produced academic results are in direct relation to overcome these weaknesses, as stated in the National Strategy – and application of these findings may drive enhancement of competitiveness of the investigated enterprises.

In general, identification of the challenges for the SMEs in Bulgaria, at present, and demonstrated research expertise may be taken into consideration to offer solutions to identified problems, which refer to optimization of the working environment.

## **2) EU Scientific Research Priorities Compliance**

Scientific and project activities are fully in line with the EU scientific research priorities, in particular – with the strategy: *Europe 2020: A Strategy for Smart, Sustainable and Inclusive Growth*, and the EU Framework Program for Research and Innovation: *Horizon 2020*.

Produced results of the scientific researches could lead to optimization of SMEs' activities, through focusing on human resource management, entrepreneurship, and innovation. Special attention is paid to viability of produced results in regards to management of the motivation process.

General conclusions of the researches of significant applicable importance is that optimization of business activities of the researched SMEs may contribute to a more sustainable and competitive economy.

*Europe 2020*, like the *National Strategy of Bulgaria*, emphasizes the need for science and business cooperation to "maintain a strong industrial and knowledge base and enable the EU to lead global sustainable development" [*Europe 2020: A European Strategy for Smart, Sustainable and Inclusive Growth*]. This cooperation is also a priority of the EU Framework Program for Research and Innovation, *Horizon 2020*, where one of the priorities is "Science with and for society" [EU Framework Programme for Research and Innovation (Horizon 2020), p.17]. Among the key priorities of the Work Program for 2016/2017 are SMEs and, in particular, their innovation activity [Horizon 2020 Work Programme 2016-2017, p. 7].

On the basis of the above mentioned, it can be concluded that applied science contributions correspond to both the EU research priorities and to National strategic research priorities of Bulgaria.

### **Other Contributions**

There is much academic and team-work demonstrated in the conducted researches and activities within the three scientific fields: 3.8. Economics, 3.3. Political sciences and 4.6. Informatics and Computer Science. Furthermore, as a result of the accrued productive teamwork, Dr. Angelova has the chance to be a team-leader of a National Project, financed by the Bulgarian Science Fund 2018-2020.

The team is composed by scientists from different scientific fields. The research team is, thus, formally designed to cover the different aspects of the researched problems.

The universality under consideration allows for the combination of scientific expertise and the achievement of high results both in the field of scientific knowledge and those that could be the basis for concrete practical actions.

Furthermore, this National Project is of an interdisciplinary nature and it corresponds to *The National Strategy for the Development of Research in Bulgaria 2017-2030*, which considers “inter-disciplinary” as a "prerequisite for the development of all the major scientific areas in which Bulgaria can build the necessary scientific capacity" [National Strategy for the Development of Research in Bulgaria 2017-2030, p.27]. Thus, this may, also, be considered as an academic research contribution of national importance.

In terms of scientific metrics, the number of citations of R&D results exceeds the minimum threshold set by the *Act for the Development of the Academic Staff in the Republic of Bulgaria* (ADASRB), announced at the State Gazette, Issue 56, as of July 06, 2018, Group D.

The total number of noted **citations of the scientific works is 13**, classified in 3 groups (Annex 6. Compliance with the Minimum National and Additional Faculty Requirements):

- ✓ **2 citations** and/or reviews in scientific editions, referenced and indexed in world-renowned databases of scientific information or in monographs and collective volumes;
- ✓ **3 citations** in monographs and in collective-works volumes with scientific review procedures;

- ✓ **8 quotations** or reviews in non-refereed scientific peer-reviewed journals.

It should be noted that for the sake of participation in this competitive procedure, are presented materials in **Group E of the ADASRB (Annex 6)**, listed below:

- ✓ Participant/Expert in **2 National projects and 1 University project**;
- ✓ Participant/Expert in **3 International Scientific and Educational projects**;
- ✓ **Project-Leader of 2 projects** (1 National and 1 University);
- ✓ Author of a **genuine textbook** “Evolution of Management” (first and second revised and supplemented edition).

The scientific results are presented and/or disseminated in total of **36 International, National, Regional, and University Conferences and Seminars** (Annex 13. Documents for research activities).

The applicant meets the additional faculty requirements for the tenure-track academic job position of ‘Associate Professor’, accepted with a decision of the Faculty Committee at the FESS, a Protocol 134/April 22th, 2019 (Annex 14).

#### **4. Estimation of the Personal contributions of the Applicant**

The overall conclusion is that the applicant's scientific output for the tenure-track job position of ‘Associate Professor’ is a personal contribution.

#### **5. Critical Comments and Recommendations**

My recommendations to the applicant are to continue and deepen the researches in the field of Human Resources Management.

#### **6. Personal Impressions**

Ch. ass. prof. Mina Angelova participates in 5 Round Tables, organized by reputable Bulgarian scientific organizations, and in 2 Scientific Forums, as a Full Member on duty for the Scientific Jury Panels.

In addition, her academic activities include participation, as a reviewer in 2 International Scientific conferences (1 abroad and 1 in Bulgaria), that are indexed in SCOPUS, i.e. she delivered professional reviews to 6 reports.

She is a member in professional scientific organizations.

## 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)**.

September, 2th 2019

**Signature:**.....

Professor Ivanka Kostova, PhD