

STATEMENT OF PROFESSIONAL OPINION

Delivered by:

Teofana Valentinova Dimitrova, PhD –

Associate Professor at the University of Plovdiv “Paisii Hilendarski”, 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 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)*.

The candidate submitted a total of 41 scientific papers and a list of 5 research projects.

There are 27 scientific papers and 2 textbooks¹ 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: 21 papers are popularized in Bulgaria (13 of which are in English language) and other 6 papers are published abroad.

¹The “Evolution of Management” Textbook has two editions. In the second edition corrections and additions were made due to further in-depth researches of the author on the investigated problems, which necessitated the changes.

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

In 2014 she defended her dissertation and obtained her doctorate degree (PhD) in the professional field 3.8. Economics – a PhD Program in “Economics and Management (Motivation of Human Resources)”.

Since 2015 the applicant has been involved in scientific-teaching activities at the Department of Management and Quantitative Methods in Economics at the FESS.

It is evident from the submitted Certificate of Work Experience that Dr. Angelova has a pedagogical internship at the post of Chief Assistant as of April 24, 2019 - 03 years, 07 months and 24 days. Also, she obtained the Doctor of Philosophy (PhD) Degree 04 years ago, 09 months and 24 days ago, and that period stipulation makes her meet the national and institutional requirements of:

- the *Act for the Development of the Academic Staff in the Republic of Bulgaria* (ADASRB) (Art. 24, par. 1: p. 1 and 2a);
- the *Rules for Application of ADASRB* (RAADASRB) (Art. 53, par. 1: p.1 and 2a); and
- the *Rules for Development of the Academic Staff of the University of Plovdiv* (RDASUP) (Art. 65, par. 1: p. 2 and 3a) for occupation the academic position ‘Associate Professor’.

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

She is fluent in English and Russian.

She is a member of the Union of Economists in Bulgaria, the Association of Teachers of Economics and Management, the Bulgarian Association for Management of People and the Union of Scientists - Plovdiv.

I know Mina Angelova from her papers and publications, and in person – as one of the most industrious and high-profile colleagues the Faculty has. Thus, I want to assert my best impressions of her desire to work and to input much energy in every initiative she is involved into.

I think she is an initiative, responsible and promising young scientist, capable of teamwork.

I shall not dare to miss the positive feedback from the students shared with me about her enthusiasm and professional aptitude to work.

2. General Characteristics of the Applicant's Activities

Chief Assistant Professor Mina Angelova, PhD has a teaching load that meets, and even exceeds the approved annual mandatory teaching load at the University of Plovdiv “Paisii Hilendarski”.

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

In particular, she held 180 hours of lectures on the academic discipline "Human Resources Management", which meets the requirement of RDASUP in Art. 64, par. 2.

At present, the applicant teaches a total of 6 academic courses at the FESS:

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

These academic courses are provided by Chief Assistant Professor Mina Angelova, PhD, based on a genuine authorship approach set in the Syllabi of the courses. These academic courses are approved and accepted by the Departmental Council of the Department of MQME.

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.

She is the author of a genuine textbook: “Evolution of Management”, which is duly composed, in a readable manner, and it provides a high-profile scientific and methodical level to the reader.

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.

Having focused in particular on the announced competitive selection procedure, it has to be stated that the following set of papers and publications are submitted and taken into consideration: 1 individual monograph (in English), 1 individual book, 2 individual textbooks (first and second revised and supplemented edition), 2 studies, 23 scientific articles and reports. Moreover, 1 study, 1 article and 1 report of the mentioned above papers and publications are subject to references and indexes in world-renowned scientific information databases (Scopus and Web of Science). Certificates for acceptance of 5 reports indexed in Scopus are attached, as well.

In general, Dr. Angelova's papers and publications are dedicated to current and insufficiently researched scientific fields, which may be summarized in the following categories:

- **Entrepreneurship and innovation** - social entrepreneurship, entrepreneurial culture, digital entrepreneurship, institutional and cultural environment for innovation, crowd-funding process.
- **Management and Sustainable Development** - reengineering the management process, optimizing the management of business processes.
- **Human Resources Management** - management of the motivation process, demotivation of employees, non-formal training of human resources.

I accept the division of scientific and applied science contributions, according to the mode of submission by the candidate, but I would like to highlight some of the main results and contributions:

- **Analysis and evaluation of interconnections and dependencies between phenomena** such as: social enterprise, social entrepreneurs and social entrepreneurship; entrepreneurial culture and innovation of Bulgarian entrepreneurs; digital entrepreneurship and bioeconomics; political instability and innovation activity of enterprises in Bulgaria; crowd-funding practices and entrepreneurial choices; economic growth and entrepreneurial culture (3; 6; 7; 10; 20; 22).
- **Developing and validating methodological guidelines** for: exploring various aspects of motivation process management in an organization (5; 24), introducing innovative non-formal employee training through agent-oriented systems (13), implementing business process reengineering (15; 26).

- **Conceptualizing and identifying the factors determining the development and promotion of the entrepreneurial culture** in Bulgaria (9; 21).

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

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.

In terms of scientific metrics, the number of citations of R&D results exceeds the minimum threshold set by the RAADASRB.

Dr. Angelova is a Project-Leader of 2 projects (1 National and 1 University); and she is a participant in 3 projects (2 National and 1 University). These facts serve as evidence of her research and application skills.

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

Furthermore, she is a Secretary-of-Science of the Department of MQME, and a Secretary General of the Quality Assurance Committee at the Faculty level. Also, she participates in working groups on periodic preparation of Reports and Self-Assessment Reports on procedures for Institutional and Program Accreditation procedures.

3. Critical Comments and Recommendations

I have no principal or formal critical notes on Dr. Angelova's scientific work and teaching.

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, 2019

Signature:.....

Associate Professor Teofana Dimitrova, PhD