

**On the attention of the President of the Scientific Jury Panel
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 Professional Field 3.7. Administration and Management
(Economics and Management - Human Resources Management),
publicly announced at the State Gazette, Issue 31, as of April 12, 2019**

STATEMENT OF PROFESSIONAL OPINION

Delivered by:

Professor Milen Ivanov Baltov, PhD

It is both the Order № P33-3749 of July 11, 2019 of the Rector of the University of Plovdiv "Paisii Hilendarski" (UP) and the decision of the Scientific Jury Panel, 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 of an 'Associate Professor' at UP.

In accordance with the *Act for the Development of the Academic Staff in the Republic of Bulgaria (ADASRB)* and the *Rules for Application of ADASRB (RAADASRB)*, I present this statement of professional opinion based on investigation both of the academic activities and on the submitted set of materials of the only candidate, who has applied for this position in the field of Higher Education 3. Social, Economic, and Legal Sciences; Professional Field 3.7. Administration and Management – Human Resources Management: **Chief Assistant Professor Mina Nikolaeva Angelova, PhD** of the University of Plovdiv "Paisii Hilendarski".

General Characteristics of the Competitive Selection Procedure and the Applicant's Activities

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 both to *ADASRB* and to the *Rules of Development of the Academic Staff of the University of Plovdiv (RDASUP)*.

The applicant has as a pedagogical internship of 4 years after obtaining the Doctor of Philosophy (PhD) Degree as well as the necessary academic lectures. The candidate submitted a total of 41 scientific papers and a list of 5 research projects.

There are 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 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.

Ch. ass. prof. Angelova, PhD is a participant in 5 research projects that are funded by National and International organizations. She is a project-leader of 2 projects. Among the major projects of the applicant are: "Student Practices - Phase 1" under OPNOIR and "Conceptual Model for Implementing Innovation and Increasing the Competitiveness of Industrial Enterprises" funded by the National Science Fund of Bulgaria.

Brief Biographic Data of the Applicant

Ch. ass. prof. Mina Nikolaeva Angelova is a tenure-track chief assistant professor at the UP Paisii Hilendarski for the last 4 years. Before the occupation of this job position, she works as an entrepreneur in own agency.

For the last 8 years she works as a part-time assistant professor at the UNWE and as a tenure-track chief assistant professor at the UP Paisii Hilendarski. The applicant teaches academic courses in the field of human resources management and quantitative methods in economics.

Furthermore, she is a Secretary-of-Science of the Department of MQME, and a Secretary General of the Quality Assurance Committee at the Faculty of Economics and Social Sciences of the UP.

Dr. Angelova holds a Bachelor Degree in "Industrial Management" and a Master Degree in "Economics of Food Industry" in the University of Food Technologies, Plovdiv.

After graduating 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 professional field 3.8. Economics – a PhD Program in “Economics and Management (Motivation of Human Resources)”. The applicant in this competitive selection procedure has valuable practical experience in the organization of different scientific events as well as a researcher with proved professional aptitude to work.

Estimation of the Academic Activities of the Applicant

The academic activities of the applicant in this competitive selection procedure for the tenure-track academic job position of an ‘Associate Professor’ in professional field 3.7. Administration and Management (Economics and Management - Human Resources management) is connected with the subject of this competitive procedure. Her auditorium teaching experience meets, and even exceeds, the approved annual mandatory teaching load at the University of Plovdiv “Paisii Hilendarski”.

Her average auditorium teaching load for the last academic year is more than 500 hours (converted to academic exercises) and, in particular, 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 Syllabus of the courses. These academic courses are approved and accepted by the Departmental Council of the Department of Management and Quantitative Methods in Economics.

Furthermore, she participated in Staff Mobility for teaching according Erasmus Programme in partner universities from EU. Based on this, she had disseminated her teaching experience of the academic disciplines and programs abroad.

Brief Characteristic of the Submitted Scientific Papers

The number, content, thematic and scientific field of the applicant's papers for the tenure-track academic job position of an 'Associate Professor' in professional field 3.7. Administration and Management (Economics and Management - Human Resources management) are connected with the scientific specialty of this competitive selection procedure. In general, Dr. Angelova's papers and publications are dedicated to current and insufficiently researched scientific fields.

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 terms of content, the monograph "*Social Entrepreneurship and Social Entrepreneurs (The Case of Bulgaria)*" deals with an extremely important economic problem, devoted to Social Entrepreneurship as a key element of the European and, in particular, the Bulgarian practice, taking into consideration that Bulgaria is an emerging market, which transits from a centrally-planned to social market economy. The study is based on profound investigation of the relationship among the phenomena: Social Enterprise – Social Entrepreneurs – Social Entrepreneurship. The subject of the monograph work is to study the existing (real) state of the opportunities and motivation for Social Entrepreneurship in Bulgaria, the reasons and the factors that determine them, its consequences, and the utilization of the opportunities with a view to increasing the share of Social Enterprises (SEs) and the motivation of employees and owners. With a great importance is the application of the in-depth interviews and the elaborated profiles of the social entrepreneurs.

In the one of the academic studies called "*Management of the (de) motivation process and its impact over the human capital*" the subject of the research are the applied methods for managing the motivation process, the reasons and the factors that determine them, their consequences. It is developed and approved methodology and methodological situations for diagnostic analysis and assessment of the factors that influence the management of the

motivation process. Methodological considerations include the use of process strategic management approaches (and in particular a model of strategic controlling); the survey method based on questionnaires and aimed at exploring key components that reflect the state of the working environment in the enterprise; the method of the in-depth interview, targeted to a sample of representatives of the management of each enterprise; statistical methods for processing the results obtained.

A basic focus in the papers of the applicant for the tenure-track job position is the human resources management, motivation factors, etc.

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'. The total number of points in accordance with the national requirements in the *Rules for Application of ADASRB* of applicant's papers submitted for the competitive procedure is 453,33 points. They are dedicated as follows:

- ✓ PhD thesis - 50 p.;
- ✓ monograph works - 100 p.;
- ✓ textbooks and school appliances - 80 p.;
- ✓ papers and reports - 265.83 p., and
- ✓ academic studies - 37.5 p.

The total number of points of noted citations is 100. She has 135 p. by participation in projects as a project-leader and as a participant.

In summation, the total result is **768.33** points in accordance with the national requirements.

The overall conclusion is that the applicant for the tenure-track academic job position of an 'Associate Professor' has provided not only the academic courses with textbooks, but also she has dedicated her R&D papers and publications to current and insufficiently researched scientific problems in the fields of 'Economics and Management' and 'Human Resources Management'.

Evaluation of the Scientific and Applied-scientific Contributions and Citations of the Applicant

The submitted set of materials include a Self-Assessment Report of scientific and applied-scientific contributions, developed by ch. ass. prof. Angelova, PhD. In the Report

are summarized the scientific contributions with scientific and applied-scientific importance.

The scientific contributions are devoted on the 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 bio economics; political instability and innovation activity of enterprises in Bulgaria; crowd-funding practices and entrepreneurial alternatives; economic growth and entrepreneurial culture, etc.

The applied-scientific contributions are focused in developing and validating methodological guidelines for: exploring various aspects of motivation process management in an organization, introducing innovative non-formal employee training through agent-oriented systems, implementing business process re-engineering, etc.

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.

The analysis of the scientific publications substantiates the assertion that Dr. Angelova's R&D activities are distinguished by their emphasized practical value.

In summation, the overall conclusion is that the applicant's scientific output and the academic contributions (scientific, applied-scientific and applied) are included in the submitted publications for scientific consideration and assertion (monographs, academic papers, scientific papers and reports). Dr. Angelova's scientific and teaching qualifications are undoubtedly professional.

Critical Comments and Recommendations

The applicant's publications, teaching and project activities present the candidate as a serious scientists. Based on my experience, the recommendation for her future work is to include young colleagues and PhD students in publications.

According to the traditions of UP Paisii Hilendarski, I would like to recommend to the applicant to work harder in introducing new academic courses in English and Russian language. That is a prerequisite for increasing the number of foreign students and higher level of student mobility.

CONCLUSION

The documents, materials, academic activities and R&D 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”. In terms of scientific metrics, the requirements of the above mentioned acts for the tenure-track job position of an ‘Associate Professor’ are fulfilled.

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).

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)**.

Burgas
03.09.2019

Signature:.....
/Professor Milen Baltov, PhD/