

STATEMENT OF PROFESSIONAL OPINION

Delivered by:

Professor KIRIL PETROV ANGUELOV, DSc

(Scientific specialties: Economics and Management, Organization and Management of Production, and Organization and Management Outside the Field of Material Production)

Technical University of Sofia

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 Professional Field **3.7. Administration and Management**

Scientific Specialty **Economics and Management**,

published in the State Gazette Issue 31, as of April 12, 2019

for the candidate **Chief Assistant Professor MINA NIKOLAEVA ANGELOVA, PhD.**

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.

1. General characterization of the candidate's research and applied scientific activities

Chief Assistant Professor Mina Nikolaeva Angelova is the only candidate in this competitive selection procedure.

She has submitted for scientific consideration and assessment **27 scientific publications**: 1 monograph, 1 book, 2 studies and 23 articles and scientific reports (one study and five papers are indexed in the Scopus and Web of Science). The applicant is an author of **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** and **other 6 papers** are published

abroad. Eight of the scientific papers are in Bulgarian and 19 are in English language. Eleven of which are individual and the others are with co-authorship.

The applicant is an author of a monograph entitled „Social Entrepreneurs and Social Entrepreneurship (the Case of Bulgaria)“.

The articles are basically in the field of **Entrepreneurship, Human Resources Management (HRM), Innovation, and Sustainable Development.** The submitted publications for assessment definitely have the characteristics required for the specialty *Economics and Management*. They do not repeat the publications presented during obtaining the Doctor of Philosophy (PhD) Degree and during the competition for the academic position ‘Chief Assistant Professor’.

In 2014 she defended her dissertation and obtained her doctorate degree (PhD) in the professional field of the competition with a dissertation topic “Investigation and Overcoming Human Resources Demotivation” (University of National and World Economy - UNWE, Sofia).

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

From 28.06.2011 to 01.07.2014 the applicant is a part-time assistant professor in the UNWE. Since July, 13th 2015 till present she is a tenure-track chief assistant professor at the University of Plovdiv Paisii Hilendarski, Faculty of Economic and Social Sciences (FESS), Department Management and Quantitative Methods in Economics (MQME).

Dr. Mina Angelova is a well-known scientist both in the Bulgarian scientific space and abroad through her publications and her activities as a tenure-track professor. It’s evident from her scientific papers significant amount of science, applied-science and applied contributions in the field of this competitive procedure.

It should also be noted, that the candidate’s publications significantly exceed the minimum national scientific-metric requirements of Article 2b of the Act for the Development of the Academic Staff in the Republic of Bulgaria (ADASRB) and the relevant requirements of the University of Plovdiv (UP).

2. Assessment of the candidate's pedagogical preparation and activities

The applicant in the competitive selection procedure for the tenure-track academic job position 'Associate Professor' is a tenure-track chief assistant professor at the University of Plovdiv Paisii Hilendarski, FESS, department MQME since July, 13th 2015. She worked as a part-time assistant professor in the UNWE (till July 2014).

Throughout her entire development as a lecturer, Dr. Angelova has conducted classes (lectures and practical seminars) in number of academic courses such as:

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

She teaches ‘Economics of Enterprise’ for Erasmus students. 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 and she has developed relevant teaching materials. In this way she published a textbook *Evolution of Management* (first and second revised and supplemented edition).

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 last 5 years is more than 2000 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).

The requirements of Article 24 (1) of the Act for the Development of the Academic Staff in the Republic of Bulgaria are over-fulfilled multiple times.

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.

The entire teaching activity of the applicant has been concentrated in the Bachelor and Master Degrees Programs in the professional area 3.7 Administration and Management and 3.8. Economics. It fully corresponds to the specifics of the specialties of the University of Plovdiv.

In connection with her teaching activity, Dr. Mina Angelova has not stopped improving her qualification level. She is fluent in English and Russian.

The applicant in this competitive selection procedure 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.

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. She participated in a project financed by Operative Programme “Science and Education for Intelligent Growth” as an academic adviser.

The presented pedagogical preparation and activity of the candidate clearly characterize Dr. Mina Angelova as suitable for the tenure-track academic job position in this competition.

3. Main scientific and applied scientific contributions

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 studies, 23 scientific articles and reports, and 2 individual textbooks (first and second revised and supplemented edition).

The analysis of the scientific publications substantiates the assertion that Dr. Angelova's R&D activities are distinguished by their emphasized practical value. Studying the scientific publications submitted in the current competition, serves as grounds to conclude that they contain scientific, scientific-applied and applied results. It's related to enriching, conceptualization and precisising the existing scientific knowledge and application of methods for solution of a specific economic problem with formulated conclusions and recommendations for the management practice of Entrepreneurship, HRM, Innovation, and Sustainable Development.

It also should be noted, that one study and five articles and reports are subject to references and indexes in world-renowned scientific information databases (Scopus and Web of Science).

I consider the claim of the candidate regarding the scientific, applied-scientific and applied contributions of her publications as completely relevant. My opinion is that some of the contributions can be claimed more convincingly while grouping them all into the three fields according to the mode of submission by the candidate.

4. Significance of contributions to science and practice

The candidate's contributions are related to enriching, conceptualization and precisising the existing scientific knowledge and application of methods for solution of a specific economic problem with formulated conclusions and recommendations for the management practice of Entrepreneurship, HRM, Innovation, and Sustainable Development.

Dr. Mina Angelova is not simply a theoretician scientist. Many of her contributions have found realization both in scientific and applied projects in industry and in the educational process. She participates in 5 scientific, applied and academic projects.

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. They are grouped as follows: 2 citations in SCOPUS, 2 in monographs, 1 citation in a collective volume with science review, and the others are in non-refereed editions with science review.

On the basis of the above, I conclude that Dr. Angelova is a scientist recognized in the Bulgarian and European space in the scientific fields mentioned above. In this regard, I accept the contributions as real and meaningful.

5. Critical notes and recommendations

Dr. Mina Angelova has submitted scientific publications which clearly show professionalism, good theoretical background and strong applicability of scientific results and prove the potential for further development of her research activities. These serves as the grounds for making specific recommendations with a view to further enhance her achievements.

In some scientific publications, there is a need for greater scientific substantiation of the author's ideas.

I believe that the candidate should focus her research on 1-2 scientific problems in her future work, which will allow them to be covered in depth.

From my point of view, according the applicability of the scientific results obtained, it is appropriate for the applicant to increase her advisory work by periodically publishing summarized scientific findings in Class A journals.

6. Conclusion

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, connected with Entrepreneurship, HRM, Innovation, and Sustainable Development, I confirm that they are a contribution to the theory and the practical solution of number of problems. The applicant for the tenure-track job position of 'Associate Professor' - **Chief Assistant Professor Mina Nikolaeva Angelova, PhD** has the necessary qualifications and professional qualifications required for the occupation of this academic position.

I reckon that I have sound reasons to deliver my Positive Assessment and I recommend to the Scientific Jury Panel 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 the field of Higher Education **3. Social, Economic, and Legal Sciences**; Professional Field **3.7. Administration and Management**, science specialty **Economics and Management (Human Resources Management)**.

19.08.2019

Sofia

A member of the scientific jury:.....

/prof. Kiril Anguelov, DSc/