

OPINION

By Dr. Rossitsa Simeonova Ilieva
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of the materials submitted for participation in the competition
for the academic position of "**Associate Professor**"
of **Plovdiv University "Paisii Hilendarski"**
in the field of higher education 3. Social, economic and legal sciences,
professional field 3.4. Social activities
(Organization and management of social work)

In the competition for "Associate Professor", announced in the State Gazette, issue 94 of 12.11.2021 and in the website of Plovdiv University "Paisii Hilendarski" for the needs of the Department of Social Activities at the Faculty of Pedagogy, as a candidate participates Chief Assistant Professor Dr. Nona Dimitrova Glushkova from Paisii Hilendarski University of Plovdiv.

1. General presentation of the procedure and the applicant

By order №PD 21-55 of 12.01.2022 of the Rector of the University of Plovdiv "Paisii Hilendarski" (PU) I was appointed a member of the scientific jury of the competition for the academic position of "**Associate Professor**" in field of higher education 3. Social, economic and legal sciences, professional field 3.4 Social activities (Organization and management of social work), **announced for the needs of the Department of Social Activities** at the Faculty of Pedagogy.

The only candidate for participation in the announced competition has submitted documents - **Chief Assistant Professor Dr. Nona Dimitrova Glushkova from Paisii Hilendarski University of Plovdiv.**

The set of materials presented by Nona Glushkova on electronic media is **in accordance** with the Regulations for development of the academic staff of the University of Plovdiv and includes all required documents.

The candidate has submitted a total of **15 scientific publications** for participation in the competition, of which 2 monographs, 1 book (on the dissertation research for the acquisition of ONS "Doctor") and 12 articles (outside the list of 6 publications for the acquisition of ONS "Doctor" “).

The distribution of the presented 15 scientific publications is as follows - 14 published in the country and 1 abroad, 14 are in Bulgarian and 1 in English (co-authored), 2 articles and reports in scientific journals, referenced and indexed in world databases (No. 1 and 2 of the list of publications).

8 scientific papers **are accepted for review**, which are according to the profile of the announced competition for Associate professor and are taken into account in the final evaluation of the candidate (monographs 1 and 2, articles No. 1, 3, 4, 5, 6, 7). 7 scientific papers that are outside the professional field and the profile of the announced competition in Social Activities (Organization and Management of Social Work) **are not reviewed** (book 1, articles No. 2, 8, 9, 10, 11, 12 of the list of publications for participation in the competition).

The candidate for participation in the announced competition for Associate professor - Nona Dimitrova Glushkova - is a graduate of Paisii Hilendarski University of Plovdiv, respectively Bachelor of Pedagogy, Master of Educational Management and Doctor of Education Management (2013). In the period 2003-2006 she was an assistant at the Pedagogical College in the town of Pazardzhik, and since 2006 he has been a lecturer at the Paisii Hilendarski University of Plovdiv. As of 2015 and at the moment she is Chief Assistant Professor at the Department of Social Activities“.

In the presented report for participation in project activities 5 projects are listed, financed by national programs, national organizations and Plovdiv University, in which she acts as a trainer, academic mentor and mentor.

For the period 2015-2021 she participated in 7 scientific forums - mainly organized by the Faculty of Pedagogy of the University of Plovdiv, 1 national and 1 international conference..

2. General characteristics of the candidate's activities

Educational and pedagogical activities

Chief Assistant Professor Dr. Glushkova leads numerous lecture courses in bachelor's programs (11 in total) and in master's programs (5 in total) at the university, 7 of which are directly related to the profile of the competition - Organization and management of social work. He is a

member of various committees at the Faculty of Pedagogy of the University of Plovdiv. After acquiring the ONS "Doctor" she was the scientific supervisor of 35 graduates.

Scientific activities and contributions of the candidate

The *monograph "Organizational and managerial bases of social work"* (2020, 170 pages) is an attempt to systematize the issues related to the management of social work as a national system and basic subsystems, based on an overview of the basics of management as an activity and characteristics of social work organizations. On this basis, the author's experience in developing and implementing a curriculum for the course on Organization and Management of Social Work at the University of Plovdiv is presented for the trends in the management of social work in Bulgaria.

In the first chapter, by referencing and systematizing mainly Bulgarian researchers on the topic is an overview of management as an activity, process and science is made (essence and schools in the development of managerial thought; basic management functions; types of organizational structures; power, influence, leadership and leadership; managerial decision making) and outlines the main characteristics of social work organizations (internal and external environment, personnel management). The second chapter is devoted to the nature and characteristics of social work, the national system of social work in our country and the signs of the establishment of various sub-systems in it. The third chapter presents the characteristics of the main subsystems of social work in Bulgaria - social assistance, social services, social work with children, social work in the field of employment - mainly based on references of normative documents, without critical analysis and personal opinion.

In the fourth chapter "Trends in the management of social work" in essence is a reference review of strategic documents in the state system of social work, outlining the priorities of social policy in our country, is implemented.

Chapter five, dedicated to the training of social workers on the problems of organization and management of social work, presents the curriculum of the course Organization and Management of Social Work at the University of Plovdiv "Paisii Hilendarski". A valuable emphasis in the program are the planned exercises related to the managerial aspects of social work with less frequently considered different target groups (apart from the traditional ones, addressed in the lecture part).

It can be summarized that the presented scientific publication is more of a textbook and can be assessed as a useful basic resource for the preparation of students majoring in Social Activities on the Organization and Management of Social Work as a key course, forming their professional competence. In structural terms, the work could be refined and it is difficult to define it as a monographic theoretical in-depth study with the author's contribution to the systematization of the issue.

The main citations are Bulgarian authors who have studied this issue, the predominance of references to publications on the topic and relevant normative documents. The author's critical analysis and personal opinion on the issues under consideration do not stand out, with the exception of Chapter Five.

In the monograph *“Training and qualification of social workers - realities and perspectives”* (2020, 144 pages) the subject of research is the training and qualification as part of personnel management (its main functions are outlined) in the context of adult training. The specifics of the training, qualification and career development of the staff in the social work organizations are considered and on this basis possible areas for basic and continuing qualification of the specialists in the social work organizations are proposed.

Some of the paragraphs of this publication (Chapter Two, paragraphs 2.1, 2.2 and 2.3.) overlap partly with the content of the first monograph. The logic for including paragraph 2.4.3 (effects of social work with social services users - socialization, desocialization and resocialization, social adaptation and maladaptation) in the second chapter of the paper is not substantiated and what is its connection with the topic of the monograph.

A valuable practical and applied contribution to the basic and continuing education of social workers are the results presented in Chapter Three of empirical research on the topic of professional training of social workers for prevention and overcoming the social isolation of users of social services. In particular, 3 studies were conducted: 1. with 56 students in Social Activities from the University of Plovdiv (with a questionnaire of 10 questions); 2. with 74 social workers with a survey of 13 questions regarding training needs and preferred training characteristics; 3. expert assessment - a summary of the skills acquired by the students during internships is presented through an analysis of protocols conducted. There is a good presentation and summary of the data obtained and interpretation of the empirical results of the three studies.

Chapter four of the monograph presents the curricula of the elective courses for Bachelors in Social Activities at the University of Plovdiv - Management of Culture in Social Institutions, Marketing Approaches in the Management of Social Organizations and Public Relations in the Social Sphere for masters in MP "Management of social organizations". Arguably and in an appropriate format, the programs are outlined as opportunities for raising the qualification of managerial staff and social workers in the system of social work in our country.

Article No. "Formation of professional competencies in the process of university training of social pedagogues and social workers" (2022, accepted for publication in the journal Pedagogy) presents the results of an interesting empirical study with 15 directors of social services (mentors of

trainee students) from the city of Plovdiv regarding significant groups of managerial competencies of the managers of social services. The publication has a valuable practical contribution to the training of future social workers and the formation of their basic managerial competence in the framework of their university training.

Article №3 "Factors for effective adaptation of newly hired employees in social work organizations" (2021) outlines the nature and stages of professional adaptation and very well identified personal and organizational factors influencing the adaptation of professionals in these organizations (organizational culture, teamwork, leadership, mentoring, supervision). The publication has a practical contribution to the practical management of staff in social work organizations.

Article №4 "Staff training as part of the management of social organizations" (2021) presents the results of a survey of the opinion of social workers in residential social services on training as part of the management of staff related to prevention and overcoming the social isolation of consumers from this type of service. The needs for training and the preferences for the characteristics of the trainings for continuing qualification of social workers are studied. The results of this study are included in monograph 2 and represent a practical contribution to the organization of continuing education of social workers in our country.

Article №5 "Knowledge, skills and competencies for preventing and overcoming social exclusion" (2019) presents the results of a survey among students in Social Activities on the necessary competencies for social work as a profession and specific competencies of social workers in social services in the community. The results of this study are also included in monograph 2.

Article 6 "Socialization as an adaptation process for children - users of social services in the community (2017) discusses the factors influencing the socialization of children in this type of services. The considered issues are also included in monograph 2.

The issues discussed in Article 7 "Social work - the nature and trends in its management" (2016) are included in the monograph 1.

Conclusion on the scientific contributions of the candidate's works - can be summarized and evaluated as mainly practical in the following areas:

- developed 4 curricula for the preparation of students in Social Activities in the field of the competition - reflected in monographs 1 and 2 - main contribution of the candidate;
- - monograph 2, articles 1, 4 and 5 - on the basic training and continuous education of social workers;

- monograph 2 and article 3 - on the effective personnel management in social work organizations
- the conducted empirical studies and their results, which are valuable in the training of social workers in the component related to the organization and management of social work.

Citations

A reference to 12 citations by Bulgarian authors is presented, of which: 1 in scientific journals, referenced and indexed in world databases - the publication is in a foreign language; 8 in monographs and collective volumes with scientific review - 2 are in a foreign language; 3 in unreferred publications with scientific review.

The presented report for fulfillment of the national minimum and additional faculty requirements and for holding the academic position “Associate Professor” shows that the candidate for participation in the announced competition Chief Assistant Professor Dr. Nona Glushkova **meets the national minimum requirements and exceeds them** in indicators D and E, as well as meets and exceeds the additional faculty requirements.

Assessment of the personal contribution of the candidate

I accept the practical-applied contributions formulated in the self-assessment of the candidate in thematic direction 1 - organization and management of social work.

From the theoretical contributions for thematic area 1, included in the self-assessment, for personal merit of the candidate I accept the factors influencing the adaptation of newly hired specialists in social work organizations (monograph 2 and article 3).

I do not review the formulated contributions in thematic area 2, as the publications related to it are not subject to evaluation, because they are not related to the professional field and the profile of the announced competition.

3. Critical remarks and recommendations

Taking into account the review and evaluation of the candidate's scientific work, I would like to formulate several recommendations aimed towards the next steps in the professional and career development of my colleague:

- - to focus more on the theoretical and critical understanding of important aspects of the organization and management of social work, offering author's classifications, models, technologies, etc. on this issue;

- To expands and enriches her scientific publications abroad, participation in projects and in national and international scientific forums.

CONCLUSSION

The documents and materials submitted for participation in the competition by the candidate Chief Assistant Professor Dr. Nona Glushkova **meet all the requirements** of the Law on the Development of Academic Staff in the Republic of Bulgaria (ZRASRB), the Regulations for the implementation of the ZRASRB and the relevant Regulations of the University of Plovdiv "Paisii Hilendarski".

The candidate in the competition has presented a relatively small number of scientific publication on the profile of the announced competition, published after the materials used in the defense of ONS "Doctor". The scientific production of the candidate is distinguished mainly by original applied contributions. The two presented monographs have practical applicability, especially in connection with the university training of future social workers and the practice of personnel management in social work organizations. The scientific and teaching qualification of Dr. Nona Glushkova is beyond doubt and deserves admiration.

Chief Assistant Professor Dr. Nona Glushkova's results achieved in teaching and research **fully comply with the minimum national and additional requirements** of the Faculty of Pedagogy of PU "Paisii Hilendarski".

After getting acquainted with the materials and scientific publications submitted for the competition, the analysis of their significance and the scientific and applied contributions contained in them, I find it reasonable to **give my positive assessment** and recommend to the scientific jury to prepare a report to the Council of the Faculty of Pedagogy for the **election** of Chief Assistant Professor Dr. Nona Glushkova **for the academic position of "Associate Professor"** at the University of Plovdiv "Paisii Hilendarski" in the field of higher education 3. Social, economic and legal sciences, professional field 3.4. Social activities (Organization and management of social work).

20.03.2022

Signature:

(Assoc. Prof. Dr. Rossitsa Simeonova)