

REVIEW

**by Dr. Maya Lyubenova Tcholakova - Associate Professor at SWU "Neofit
Rilski"**

of the materials submitted for participation in the competition

for the academic position of "Associate Professor"

of Plovdiv University "Paisii Hilendarski"

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

1. General presentation of the procedure and the candidate (s)

By order № PD-21-55 of 12.01.2022 of the Rector of Plovdiv University "Paisii Hilendarski" (PU) I was appointed a member of the scientific jury of the competition for the academic position of "Associate Professor" in PU in the 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 who has submitted documents is the Chief Assistant Professor Dr. Nona Dimitrova Glushkova from Paisii Hilendarski University of Plovdiv.

The set of paper materials presented by the candidate Nona Dimitrova Glushkova is in accordance with the Regulations for development of the academic staff of the University of Plovdiv, and includes the following documents:

1. Application form to the Rector for admission to participate in the competition;
2. Curriculum vitae in European format;
3. Diploma of higher education with acquired educational qualification degree of "Bachelor";
4. Diploma for higher education with acquired educational qualification degree of "Master";
5. Diploma for educational and scientific degree of "Doctor";
6. List of scientific papers;
7. Scientific papers (copies of publications);
8. List of citations;
9. Copies of publications with citations;
10. Information on compliance with the minimum national and additional faculty requirements;
11. Annotations of the materials under art. 65. from RDASPU (in Bulgarian and in English);
12. Self-assessment of contributions (in Bulgarian and in English);
13. Declaration of originality and authenticity of the attached documents;
14. Certificate of work experience;
15. Documents for educational work;
16. Documents for research work;
17. Other documents (8 pieces);
18. Set of paper documents from item 1 to item 17 -3 pieces;
19. Set of documents from item 1 to item 17 on electronic media - 8 pieces.

The candidate Nona Dimitrova Glushkova has submitted a total of 21 scientific works: 2 monographs, 1 book, 18 articles. 15 scientific works that are outside the dissertation and are considered in the final evaluation are accepted for review. 6 scientific works on the dissertation are

not reviewed. The distribution of scientific works by relevant sections, in the country and abroad, is as follows: 2 monographs, 1 book based on a defended dissertation, 11 articles (in Bulgaria) and 1 article abroad.

Documents (in the form of official notes) for participation in 5 national projects are also presented.

The complete familiarization with the project and scientific and applied activity of Ch. Assistant Professor Dr. Nona Glushkova provides grounds to give a positive assessment of the qualities of the research and publication activity, as well as the project activity of the candidate.

As can be seen from the candidate's autobiography, Nona Glushkova has a Bachelor's degree in Pedagogy and a Master's degree in Educational Management from Paisii Hilendarski University of Plovdiv. Since 2013 she has been a doctor of 1.2. Pedagogy, scientific specialty Theory of Education and Didactics (Education Management). She has nearly 19 years of research and teaching experience. The candidate leads lecture courses in Organization and Management of Social Work (Bachelor's and Master's degrees), Management of Culture in Social Institutions, Marketing Approaches in the Management of Social Organizations, etc. (Bachelor's degree), as well as Public Relations in the social sphere, Team management in social work organizations, Strategic management in social activities (in the Master's degree). I have no personal impressions of the candidate.

2. General characteristics of the candidate's activity (s)

The report on the implementation of the minimum national requirements and the additional faculty requirements for holding the position of “Associate Professor” shows that the candidate Ch. Assistant Professor Dr. Nona Glushkova fulfills and significantly exceeds the requirements. For participation in the competition she has presented 2 monographs, as follows:

1. Organizational and managerial bases of social work (2020). Paisii Hilendarski University of Plovdiv, ISBN 978-619-202-603-5, of 170 pages, which is indicated as habilitation work (group B);
2. Training and qualification of social workers (2020). Paisii Hilendarski University of Plovdiv, ISBN 978-619-202-605-9, of 144 pages, which is in group G.

For the other indicators in group G are presented 1 book based on a dissertation and 12 articles and scientific reports (2 in editions, referenced and indexed in world databases with scientific information, and 10 in non-refereed editions with scientific review and edited scientific volumes). In numerical terms, this leads to 310 points, which exceeds the requirements. The requirements are also exceeded in the group of indicators D (110 points from citations). The candidate has developed 5 lecture courses in bachelor's degree and 5 in master's degree in Social Activities and has been the scientific supervisor of 10 diploma theses in PD Social Activities. In addition, the candidate has

participated in 6 scientific forums organized by PU "P. Hilendarski "and 1 international scientific forum.

The acquaintance with the teaching and scientific and applied activity of the candidate Ch. Assistant Professor Dr. Nona Glushkova gives the opportunity to summarize that she has significant teaching and research experience, has developed lecture courses and published on the topic of the competition.

The submitted and reviewed materials presented for participation in the competition are not presented in other competitions for scientific degrees and academic positions.

The habilitation papers presented for participation in the competition are dedicated to the organizational and managerial aspects of social work and to the training and qualification of social workers. Monographs are in-depth studies that have both scientific-theoretical and practical-applied significance. Apart from them, the candidate has presented other publications that form the impression of a consistent, thorough and competent researcher in the above field and in the management of educational organizations and the creation of an appropriate social environment for the formation of prosocial behavior in adolescents.

The contributions of Ch. Assistant Professor Dr. Nona Glushkova can be summarized and characterized as:

- systematization of existing and formulation of new and significant characteristics of problems relevant to the theory and practice of social activities;
- creation and introduction of theoretically and empirically substantiated ideas, concepts and approaches;
- gaining new knowledge on the treated scientific problems.

It is noteworthy that the main contributions of the candidate are divided into two thematic areas - organization and management of social work and educational environment and social work. What I find in common is the focus on management aspects, which is also present in the dissertation for the acquisition of ESD "Doctor" and in the book published on the basis of the defended dissertation. In this sense, I interpret them together, not separately, and I believe that on the one hand, there is a meaningful and smooth transition to organizational and managerial aspects of social work, and on the other, an attempt to focus on the so-called "potential" synergy "between school education and social work", which brings with it the opportunity for significant future research in an underdeveloped niche.

The contributions are the candidate's own work and are located mainly in the professional field 3.4. Social activities. They can be identified in the scientific publications proposed by the candidate for review. The specific contributions can be summarized as follows:

- the knowledge about the organizational and managerial aspects of the organizations for social work and the school organizations is studied, systematized and enriched;
- new knowledge has been acquired and significant generalizations have been made regarding the training and practice of specialists in the field of social work and education;
- the acquired new knowledge is integrated into new programs and guidelines for training, education and practice in the relevant fields.

The candidate's contributions can also be found in citations by other authors. The citation data show that the candidate's contributions are recognizable nationally. Most citations are in monographs and collective volumes with scientific review, followed by citations in unrefereed journals with scientific review, as well as one citation in a scientific journal in Scopus.

The citations are substantive and have been made mainly in the last few years.

3. Critical remarks and recommendations

I have no critical remarks. My recommendation is to make the results of research more widely available in scientific journals included in the global indexing, referencing and evaluation system, in order to achieve greater visibility.

CONCLUSION

The documents and materials presented by Ch. Assistant Professor Dr. Nona Glushkova meet all the requirements of the Law on the Development of Academic Staff in the Republic of Bulgaria (LDASRB), the Regulations for the implementation of the LDASRB and the relevant Regulations of the University of Plovdiv "Paisii Hilendarski".

The candidate in the competition has submitted a sufficient number of scientific papers published after the materials used in the defense of ESD "Doctor". In the works of the candidate there are original scientific and applied contributions, with a representative part of them published in journals and scientific collections published by the university publishing house of PU "Paisii Hilendarski". Theoretical developments have practical applicability, as some of them are directly oriented to the education work. The scientific and teaching qualification of Ch. Assistant Professor Dr. Nona Glushkova is undoubted.

Achieved by Ch. Assistant Professor Dr. Nona Glushkova results in teaching and research activities fully comply with the minimum national and additional requirements of the Faculty of Pedagogy, adopted in connection with the Regulations of the University of Plovdiv for the implementation of LDASRB.

After getting familiarized with the materials and scientific works presented in the competition, analysis of their importance and the scientific, scientific and applied and applied contributions

contained in them, I find it reasonable to give my positive assessment and recommend the Scientific Jury to prepare a report-proposal to the Faculty 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).

16.03. 2022 г.

Reviewer:

Assoc. Prof. Maya Tcholakova