

REVIEW

from

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Associate Professor at Plovdiv University "Paisii Hilendarski"

on the materials submitted for participation in the competition
for the academic position of "Associate Professor"
at the Paisii Hilendarski University of Plovdiv,

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 "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 Education, as the only candidate is Dr. Nona Dimtrova Glushkova, Chief Assistant. at the University of Plovdiv (PA) "Paisii Hilendarski".

I. General presentation of the procedure and the candidate

By order № RD-2155 / 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 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 Education.

Documents for participation in the announced competition have been submitted by the only candidate Dr. Nona Dimitrova Glushkova.

Presented by Chief Assistant Dr. Nona Glushkova set of materials on paper is in accordance with the Regulations for the development of the academic staff of the University of Plovdiv, and includes the following documents required by the Rules of the University of Plovdiv.

The candidate Dr. Nona Glushkova has submitted a total of 21 scientific papers, including 2 independent monographs, 1 book based on a dissertation, 18 scientific articles and conference reports, 2 of which are co-authored and a list for participation in 5 national, educational and research project.

For this opinion, 14 scientific papers are accepted for evaluation - 2 independent monographs, 1 book based on a defended dissertation and 12 scientific articles and reports. 6 scientific papers (reports and articles) on the dissertation for ONS "Doctor" are not included.

The distribution of scientific papers by relevant sections, in the country and abroad, is as follows 10 in the country and 2 abroad - in English in refereed publications with impact factor.

2. Brief biographical data of the candidate

Candidate Nona Glushkova graduated with a Bachelor's degree in Pedagogy in 2002. and Master's degree in Educational Management in 2004. at the University of Plovdiv "P. Hilendarski". She has a scientific and educational degree "Doctor" in the field of higher education 1. Pedagogical sciences, professional field 1.2. Pedagogy, acquired in 2013 at the University of Plovdiv within the doctoral program of PF "Theory of Education and Didactics (Education Management)" on the topic of the dissertation "Public Relations as a marketing approach in the management of Bulgarian high school." The professional path of the candidate began for a short period as a primary school teacher and continued since 2003. as a university lecturer - assistant, senior assistant and chief assistant (since 2020) at the Department of Primary School Pedagogy, and until 2015 her scientific growth, research interests and publications are mainly related to management in the field of education. Since the beginning of the establishment of a separate department of "Social Activities" in the Faculty of Pedagogy in January 2015. and currently, Dr. Nona Glushkova is a senior assistant at the department.

3. General characteristics of the candidate's activity

Evaluation of the educational and pedagogical activity and preparation of the candidate

The annual classroom and extracurricular employment of Ch. Assistant Professor Dr. Nona Glushkova, according to her official report, shows employment of 700 hours, which significantly exceeds the approved standard of 360 hours. Dr. Glushkova's teaching work is mainly related to the professional field of "Social Activities". In the Bachelor's Degree - full-time study in the specialty "Social Activities" she lectures in 11 subjects, including basic disciplines such as "Organization and management of social work", "Management of culture in social institutions", "Marketing approaches in management of the social organization", "Pedagogical approaches in social work", "Social pedagogical activities with children and families", for which lecture courses have been developed. In the Master's Degree in Management of Social Organizations (for specialists and non-specialists) Dr. Glushkova leads lecture courses on 4 Courses - "Organization and management of social work", "Strategic management of social activities", "Team management in social work organizations", "Public relations in the social sphere". In addition to the specialty "Social Activities", Dr. Nona Glushkova gives lectures in other specialties of the Faculty of Pedagogy (Preschool and Primary School Pedagogy, Social Pedagogy, Primary School Pedagogy), as well as in other faculties of PU "P. Hilendarski". As a result of the active work with the students, a scientific guide of 37 graduates was provided.

Fulfillment of the minimum national requirements under Art. 2 b of ZRASRB and the Regulations for its application (art. 1 a, para 1).

According to a report by Dr. Nona Glushkova for compliance with the minimum national requirements under Art. 26 of the Law for the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB) for holding the academic position "Associate Professor", the candidate has 570 points with a required minimum threshold of 400 points. Dr. Nona Glushkova also fulfills the adopted additional requirements of the Faculty of Pedagogy for holding the academic position of "Associate Professor". With a requirement of an additional 60 points above the nationally set 200 research points for Group D (concerning the author's publications), the candidate has 110 points. When required for at least 1 publication in scientific journals, referenced and indexed in world-renowned databases, she presented in reference 2, of which 1 was accepted for publication in the journal "Pedagogy" (referenced in the Web of Science). With an additional 20 points required for group D (for citations and reviews) above the nationally set 50 points, Dr. Glushkova has 110 points.

Regarding the additional requirements of the Faculty of Pedagogy regarding the teaching activity during the last active academic year for the candidate, with a minimum threshold of 30 points, the candidate reports 123.1 points.

These data prove that the candidate Dr. Nona Glushkova fully meets both the National Minimum Requirements, according to ZRASRB (Art. 2-b) and the Regulations for its implementation (Art. 1a, para. 1), and the Additional requirements for academic position "Associate Professor", approved by the PF of PU P. Hilendarski.

Evaluation of the scientific and scientific-applied activity of the candidate.

The publications of the candidate Dr. Nona Glushkova are: 2 independent monographs, 1 book on the dissertation, 2 articles in refereed and indexed in the world database with scientific information 10 articles in non-refereed journals with scientific editing or published in edited collective volumes . From articles 1 are published in the journal Pedagogy and 1 is a journal of the ICERI 2021 conference (referenced in the Web of Science) and 10 articles are in collections. One of the articles (co-authored) was published in English. Attached is a list certifying participation in 5 projects (mainly of an educational nature - as an academic mentor, mentor and / or member of the project team).

The reference of the candidate Dr. Nona Glushkova contains 12 citations in scientific journals in the country and abroad, as 1 citation is in a publication, referenced and indexed in world-famous and national databases with scientific information, as well as in monographs and collective volumes with scientific review. The data meet national requirements and are evidence that the candidate can

be identified as a recognizable scientist, especially by Bulgarian scientists studying various issues of organization and management of educational and social institutions.

Contributions (scientific, scientific-applied, applied) and citations

The habilitation thesis "Organizational and managerial basics of social work" examines the organizational aspects of social work in the context of the existing until the adoption of the Law on Social Services legal framework. Based on the study of the nature of management as an activity, process and scientific discipline and the systematization of views on the nature and characteristics of the organization and management of social work as a system, the characteristics of organizations for social and their specifics are derived. The subsystems of social assistance are presented and the emphasis is placed on the consideration of social services aimed at different groups of users and the institutions providing these services. Based on the summary of information on the main strategies and plans oriented to the social assistance system, the main trends in its development are presented. Special attention is paid to the presentation of the applied aspects in the university preparation of the students in the professional field "Social Activities" and to possible directions for its improvement.

The monograph "Training and qualification of social workers - realities and prospects" presents basic problems of training and qualification of social workers as an important element of human resource management, and the issue is considered in terms of legal changes related to the adoption of standards for the quality of social services and their importance for increasing the satisfaction of service users. The research has a scientific application nature and is aimed at research, analysis, interpretation and summarization in theoretical, empirical and diagnostic terms of information about the nature of training and qualification of staff as part of its management, taking into account the specifics of social work organizations. The theoretical study of the problem of training and qualification of staff, as well as the features of training and qualification of staff in social work organizations is complemented by the interpretation of the results of empirical research. Results and conclusions from own empirical research with the participation of 58 students majoring in "Social Activities" at PU "P. Hilendarski" and 74 social workers professionally engaged in complexes for social services in Plovdiv, which aims to determine the real situation and future expectations regarding the professional training of current and future social workers and on this basis to define the possible fields for better training of employees in social work organizations. The interpreted issues contain potential for future research, research and analysis.

The published book based on a defensive dissertation for the educational and scientific degree "Doctor", namely "Aspects of the marketing approach in the management of education - public relations" is structured with a pragmatic focus. Significant practical and applied spaces of marketing are presented as an important direction and tool for management in order to achieve more effective

functioning of educational institutions. The problem of wider application of the marketing approach in the social sphere is extremely relevant, as it allows for in-depth study of educational needs - current and future, as well as to promote good practices and sustainable results. Nona Glushkova presents theoretical formulations and at the same time considers practical and applied aspects of educational marketing in the Bulgarian educational system. The problems of public relations are considered in a similar direction.

The presented 2 articles in refereed editions address current issues aimed at improving training in the professional field of "Social Activities" and specific aspects of social work with children.

The article in the journal Pedagogy (in press) "Formation of professional competencies in the process of university training of students social pedagogues and social workers", based on the interpretation of the results of an empirical study among heads of social institutions on the importance of specific professional and specific knowledge, individual qualities and interpersonal skills to build the necessary professional competence for each position, current requirements for training in social work are formulated in order to form and improve competencies in the relevant areas. The article published in the ICERI 2021 collection deals with issues related to certain aspects of social work in educational institutions in order to prevent violence, reduce aggression and promote friendship as a protective factor.

The articles presented in non-refereed editions outline the following areas of content representation in the issues under consideration, concerning both general issues related to the management of social and educational institutions and specific practical aspects of social work:

- nature and trends in the management of social work;
- staff training in social work organizations;
- the factors for effective adaptation of the newly appointed employees in the organizations for social work;
- knowledge, skills and competencies for preventing and overcoming social exclusion;
- socialization as an adaptation process for children - users of social services in the community;
- mentoring in education as a form of teamwork;
- interdependence between the students' affiliation to the school organization and the school organizational identity;
- organizational culture and organizational image as a means of affirming the school's organizational identity.

The issues considered by the candidate are focused in two directions: social work and pedagogical aspects. Such orientation of scientific interests is shown by the aspiration of the candidate Dr. Nona Glushkova to cover various aspects of social activities in pedagogical terms. At the same time, this complementarity of scientific research in both professional fields reflects promising models for interdisciplinarity of research, which is especially relevant for social work as combining the results of several scientific fields and results in a higher degree of scientific applicability of research and interpretation. The contributions of the candidate Dr. Nona Glushkova are in two areas: scientific and scientific-applied.

As scientific contributions of Dr. Nona Glushkova I would like to mention those related to the study and systematization of problems in the field of organization and management of social work related to:

- the definition and classification of the institutions implementing the management of social work;
- considering the training of social workers as one of the possible directions of training for adults;
- the formulation of the main trends in the strategic management of social work;

Scientific and applied contributions can be formulated as

- linking the education of future social workers and the vocational training and qualification of employees in social institutions with the objectives of social policy and trends in economic and social processes;
- determining the important guidelines and specific forms for improving the qualification and professional training of employees in social and educational institutions;
- identification of the expectations and requirements of the potential employers to the competencies that the future social workers must have and their reflection in the studied theoretical and practical disciplines;
- specific proposals for changes in the content of the curriculum and in the practical training of students in the professional field "Social Activities" in order to form competencies necessary for their practical implementation.

In the reference Dr. Nona Glushkova cites 12 citations in scientific journals in the country and abroad (including 1 citation in a publication, referenced and indexed in world-famous and national databases of scientific information), 8 citations in monographs and collective volumes with scientific review and 3 citations in unreviewed scientific peer-reviewed journals. The cited notes are in essence and are in a positive and supportive plan of the interpreted problems and scientific theses of the citing

authors. Based on the refinement of the publications and citations of the candidate, it can be concluded that he is recognizable among the scientific community mainly by Bulgarian researchers.

4. Assessment of the personal contribution of the candidate

Scientific publications and contributions can be assessed as a result of the research of the candidate Chief Assistant. Dr. Nona Dimitrova Glushkova and personal achievement and are in accordance with the norm of scientific ethics in the procedure regulated in ZRASRB and in the Regulations for development of the academic staff of PU and the specific requirements specified in the Regulations for development of the academic staff of the Faculty of Pedagogy

5. Critical remarks and recommendations

The recommendations to the Chief Assistant Dr. Nona Dimitrova Glushkova are aimed at intensifying her publishing activities with an emphasis on more publications in refereed journals with impact factor and to expand the scope of the issues in her research in the field of social work, focusing on targeting, and use of the existing professional experience and expertise in the field of pedagogy to interdisciplinary research and analysis in the professional field of Social Activities. Strengthening the analytical nature of scientific publications and formulating conclusions of a practice-oriented nature to improve the organization and management of social work will increase the interest and the number of citations by authors with scientific interests in the same professional field.

6. Personal impressions

My personal impressions of Chief Assistant Dr. Nona Glushkova have been since the beginning of the Department of Social Activities as an independent structure within the Faculty of Pedagogy and its inclusion as a member of the Department. During this period, she showed a responsible attitude to the implementation of the goals and objectives related to the overall activities of the Department of Social Activities and maintains collegial and ethical relations with members of the department. At the same time, she actively communicates and provides the necessary assistance to students of Bachelor's and Master's degrees - both in terms of subjects taught, and especially in the organization and conduct of current and undergraduate practices, while maintaining good relations with the heads of social institutions in which the practical training of students in the specialty is conducted. My colleague Dr. Nona Glushkova has established herself as an authoritative academic lecturer and serious researcher in the field of management and professional field "Social Activities", especially in the field of organization and management of social work.

CONCLUSION

The documents and materials submitted by the candidate PhD. Nona Dimitrova Glushkova meet the requirements of the Law on the Development of Academic Staff in the Republic of Bulgaria (LDASRB), the Regulations for implementation of LDASRB and the relevant Rules of PU "Paisii Hilendarski".

The candidate in the competition has submitted a sufficient number of scientific papers published after the materials used in the defense of PhD. In the works of the candidate there are original scientific and applied contributions, which have received international recognition as a representative part of them are published in journals and scientific journals published by international academic publishers. The theoretical developments have scientific and practical applicability, and some of them are directly oriented to the educational work. The scientific and pre-teaching qualification of PhD Dr. Nona Dimitrova Glushkova is undoubted.

The results achieved by PhD Nona Dimitrova Glushkova in the teaching and research activities fully comply with the specific requirements of the Faculty of Pedagogy, adopted in connection with the Regulations of the University of Plovdiv for the application of LDASRB.

After getting acquainted with the materials and scientific papers presented in the competition, analysis of their significance and contained in them scientific, scientific-applied and applied contributions, I find it reasonable to give my positive assessment and recommend to the Scientific Jury to prepare a report-proposal to the Faculty. Council of the Faculty of Pedagogy for the election of PhD Nona Dimitrova Glushkova to the academic position of "Associate Professor" at the University of Plovdiv "Paisii Hilendarski" in professional field 3.4. Social Activities (Organization and management of social work).

15.03.2022

Reviewer:

Assoc. Prof. Lyudmila Vekova, PhD