

ATTITUDE OF REVIEWER

from

Dr. Georgi Ivanov Shopov,

Professor at Plovdiv University "Paisii Hilendarski"

on the materials submitted for the competition

for the academic position of associate professor

at the Paisii Hilendarski University of Plovdiv,

in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.4.
„Social Activities (Organisation and management of social work)“

In the competition for "Associate Professor" announced in the State Gazette, no. 94 of 12.11.2021, as the only candidate participated Dr. Nona Dimitrova Glushkova, Chief Assistant at PU "Paisii Hilendarski".

1. General presentation of the procedure and the applicant

By Order No. RD-2155/12.01.2022 of the Rector of PU "Paisii Hilendarski", I have been appointed as a member of the Scientific Jury for the above competition for the academic position of Associate Professor.

The set of materials submitted by the only candidate, Dr. Nona Glushkova, is in accordance with the Regulations for the Development of the Academic Staff of PU.

She possesses a PhD in Pedagogy, obtained in 2013 at PU within the framework of the PhD programme of Pedagogical Faculty (PF) "Educational Theory and Didactics (Educational Administration)". The professional path and growth of the candidate are entirely related to the field of education: initially shortly as a primary teacher, and since 2003 (i.e. already over 18 years) - as a university lecturer (assistant, senior assistant, since 2010 - chief assistant (initially in the Department of Primary Pedagogy, and since 2015 and currently - in the newly established Department of Social Activities). This is indicative of the sustainability of her choice for professional realization.

My personal impressions are from our joint work in the Department of Social Activities of the Faculty of Pedagogy of Plovdiv University, as well as from our participation in various scientific forums. My opinion is that my colleague Glushkova is an respected academic lecturer and researcher in the scientific specialty "Social Activities" and specifically in the field of organization and management of social work.

2. General description of the applicant's activities

2.1. Assessment of the educational and pedagogical activity and preparation of the candidate.

The annual lecture and extracurricular engagement of the chief asst. Dr. Nona Glushkova, according to her official report, usually exceeds 700 hours with a norm of 360 hours. She gives lectures at the Bachelor's degree on a full-time and part-time basis in 11 academic disciplines, including "Organization and Management of Social Work" (i.e. - directly on the topic of the competition), "Pedagogical Approaches in Social Work", "Culture Management in Social Institutions", "Social Pedagogical Activities with Children and Families", etc. In the Master's de-

gree in Management of Social Organizations (for specialists and non-specialists), Dr. Glushkova lectures on several subjects, including Organization and Management of Social Work, Strategic Management of Social Activities. Classes are held at the Pedagogical Faculty of PU. Along with this, she carries out an intensive work with students during their studies in the PU, including a scientific supervision of 35 graduates, after having obtained her PhD in 2013.

2.2. Compliance with the minimum national requirements under Article 2 b of the Law on the Development of Academic Staff in the Republic of Bulgaria (LDASRB) and the Regulations for its implementation (Article 1a, paragraph 1).

According to the report on the fulfilment of the minimum national requirements under Article 26 of the LRAADB for holding the academic position of Associate Professor, *the candidate has 570 points with a required minimum threshold of 400 points*. Dr. N. Glushkova fulfils the additional requirements for the academic position of Associate Professor, adopted by the Faculty Council (FC) of the FP:

- With an additional 60 points required for research activities above the nationally defined 200 points for Group D (regarding the author's publications), she has 110 points, i.e. - 50 points over the additional threshold.
- When required at least 1 publication in scientific journals, refereed and indexed in world-known databases, she has presented in the reference 2, of which 1 is accepted for publication in the journal "Pedagogy" (refereed in Web of Science).
- With an additional 20 points required above the nationally defined 50 points for Group E (on citations and reviews), she has 110 points, i.e. - exceeding the additional threshold by 60 points.
- The additional requirements of the PF concerning the teaching workload at the Universities in the last active academic year, have also been exceeded: with a minimum threshold of 30 points, she has 123.1 points, i.e. - 4 times more.

Thus, *the candidate Nona Glushkova fully complies* both with the National Minimum Requirements, according to the Law on Associate Professor (Article 2-b) and the Regulations for its implementation (Article 1a, paragraph 1), as well as with the Additional Requirements for the Academic Position of Associate Professor, set by the FS of PF.

2.3. Assessment of the candidate's scientific and applied activity.

The candidate has submitted a total of 21 scientific works, including: 2 independent monographs; 18 scientific articles and conference papers (2 of them co-authored); 1 book (based on a PhD thesis) and a list certifying participation in 5 projects (mainly of a training nature - as an academic tutor, mentor and/or project team member).

For this attitude of reviewer, 14 scientific works are accepted for evaluation - 2 independent monographs and 12 scientific articles and reports. 7 scientific works on the PhD dissertation - 6 publications (reports and articles), plus 1 book published on the basis of the defended dissertation, are not assessed.

The total volume of the 14 works is (according to the list of scientific publications and copies of them) 429 pages, of which 314 pages in monographs (73%) and 115 pages (or 27%) - in scientific studies, articles and reports, incl. the pages of the total publications distributed according to the number of authors. 13 of the papers were published in Bulgaria and only 1 (which was co-authored) was published in a foreign journal. Only this article is published in English.

The presented by the candidate list of 12 citations in scientific publications in the country and abroad (incl. 1 citation in a publication refereed and indexed in world-renowned and national databases with scientific information), as well as in monographs and collective volumes with scientific peer-review, reveal the candidate as a recognizable scientist - mainly by Bulgarian researchers.

The publications are results of the personal work of Dr. Nona Glushkova. The structure of the scientific and applied activity shows that the candidate focuses not only on the development of publications related to her scientific interests and teaching activities, but also on "soft" projects, mainly aimed at the training of pedagogical specialists, practical training of students at PU, creation of teaching resources (curricula) for e-learning of students. This is a good example of combining teaching with scientific and applied activities.

As *scientific contributions* of Dr. Glushkova I would mention those related to:

First - *upgrading the scientific knowledge* in the field of present competition - organization and management of social work:

- Classification of national institutions implementing the management of social work (Monograph 1).
- Clarification and assessment of the nature of training and qualification of social workers as an element of their management in the organization in the context of adult education (monograph 2).
- Outlined trends in the strategic management of social work in the country (monograph 1, publications 5,7).

Second - *scientific and applied contributions* such as:

- Proposing an approach to flexible training of future social workers according to the dynamics of socio-economic processes in the country and changes in social policy, as well as a system of objectives to assess the effectiveness of the training of students - future social workers (monograph 1).
- Developed 4 curricula for compulsory and advanced education of students related to the organization and management of social work (monographs 1,2).
- Identified needs for the formation of specific competencies in the educational process of students of social pedagogy and social work, according to empirically identified requirements and expectations from their future employers in social organizations (publication 1).
- Proposed opportunities for qualification of employees working in social work organizations (monograph 2).

To summarize and complement my characterization of Dr. Glushkovas' teaching and research activities, I would like to note that I consider the presented *scientific publications and contributions as a personal/own achievements and a product of the candidate's research in accordance with the norm of scientific ethics according to the procedure regulated in the LDASRB and the Rules for the Development of the Academic Staff of PU.*

3. Critical comments and recommendations

I would recommend my colleague Glushkova the following:

- To actively exploit in the future the opportunities offered by the university research programme, national research programmes (e.g. the Research Fund), European research and education programmes in terms of both project-based research and academic mobility in foreign universities.
- Aim for more publications in English, including in foreign publications, which will make them accessible to a wider readership.
- In her future scientific work to focus not only on the description of the specific object of research, but also to develop the other aspects of the complex scientific research - "analysis and evaluation" and "prescription/proposals".
- When formulating contributions, to give the significant scientific results achieved, rather than to describe activities carried out.

CONCLUSION

The documents and materials submitted by Dr. Nona Glushkova meet all the requirements of the LDASRB, the Regulations for the implementation of the LDASRB and the relevant Rules of the PU "Paisii Hilendarski".

The candidate has presented a sufficient number of scientific works published after the materials used in the defence of her PhD thesis. In the works submitted for the competition there are own scientific and applied contributions, which have received national and international publicity, as a representative part of them have been printed in monographs, in a refereed journal with a significant impact factor, in scientific collections and by academic publishers. The presented works have a scientific and practical character, some of them are directly oriented to the academic work at PU. The scientific and teaching qualification of prof. as. Dr. Nona Glushkova's academic and teaching qualifications are evident. The results she has achieved in teaching and in scientific research activities fully comply with the additional requirements of the Faculty of Pedagogy for participation in such competitions.

After getting acquainted with the materials and scientific works submitted for this competition, analysis of their significance and contributions contained in them, *I 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 the Chief Assistant Dr. Nona Glushkova to the academic position of "Associate Professor" at the PU "P. Hilendarski" in the professional field 3.4. Social Activities (Organization and Management of Social Work).*

14.02.2022

Signed:

Prof. Georgi Shopov, PhD