

REVIEW

by Dr. Vaska Stancheva-Popkostadinova – 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, as a candidate participates Chief Assistant Professor Dr. Nona Dimitrova Glushkova from PU "Paisii Hilendarski".

1. General presentation of the received materials

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.

As a member of the Scientific Jury, I received scanned copies of the following documents electronically:

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. List of citations;
8. Information on compliance with the minimum national and additional faculty requirements;
9. Annotations of the materials under art. 65. from RDASPU (in Bulgarian and in English);
10. Self-assessment of contributions (in Bulgarian and in English);
11. Declaration of originality and authenticity of the attached documents;
12. Certificate of work experience;
13. Documents for educational work;
14. Copies of scientific publications;
15. List with supervision of diploma works;

16. Official notes for participation in projects;
17. Certificates for additional qualification;
18. List with participation in scientific conferences and workshops.

Presented by Chief Assistant Dr. Nona Glushkova set of materials is in accordance with the Regulations for the development of the academic staff of Plovdiv University.

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

2. Brief biographical data of the candidate

Nona Glushkova was born on November 17, 1978 . She is a graduated of PU "Paisii Hilendarski" as a "Bachelor" in Pedagogy and as a Master in Educational Management. Since 2013 she has been a doctor of professional field 1.2. Pedagogy, scientific specialty Theory of Education and Didactics (Education Management). She has worked as a primary school teacher, assistant and chief assistant at the Department of Primary and School Pedagogy, and since 2015 she has been a Chief assistant professor at the Department of Social Activities at the Paisii Hilendarski University of Plovdiv, where she still works. She speaks Russian and English.

3. General characteristics of the candidate's activity

Assessment of educational and pedagogical activity and preparation of the candidate

Chief Assistant Dr. Nona Glushkova has extensive scientific and teaching experience - more than 18 years of teaching experience at the University of Plovdiv "Paisii Hilendarski". She participates in the training of students in Social Activities, Social Pedagogy, Primary and School Pedagogy. The candidate has developed 5 lecture courses in the Bachelor's degree and 5 - in the Master's degree in Social Activities. 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). The candidate has an annual horarium of 700 hours with a standard of 360 hours. In her teaching she uses modern methods and technical means, using the latest achievements of information and communication technologies

She has published 1 textbook "Management aspects of social work" (2016), designed for students in Social activities.

Dr. Nona Glushkova is the research supervisor of 10 graduates in professional field 3.4. Social activities (5 in Bachelor's degree and 5 in Master's degree), reviewer of diploma theses and long-term mentor of 2 students at Arete Youth Foundation. She has participated in 7 scientific forums: six of which are organized by PU "P. Hilendarski "and 1 international scientific forum. Official notes for participation in 5 national projects are presented. She was a reviewer of articles in the journal "Pedagogy" (2020).

The candidate also holds administrative positions at the Faculty of Finance: member of the faculty committees for practical training and quality management of the educational product.

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

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 Dr. Nona Glushkova fulfills and significantly exceeds the requirements.

Group indicators	Content	Minimum number of points	+ Additional points (Faculty of Pedagogy)	Real number of points of the candidate
A	Indicator 1	50	xxx	50
B	Indicator3	100	xxx	100
Г	Sum of indicators from 4 to 10	200	+60	310
Д	Sum of indicators from from 11 до 13	50	+20	110
Total number		400	+80	570

To the evidence for the scientific activity, the candidate has presented 2 independent monographs, 1 book based on a defended dissertation, 12 scientific articles and reports. There are 14 of them in Bulgarian and 1 in English. One article has been published in specialized editions abroad, 1 article in refereed and indexed editions in a world-famous database with scientific information. Most of the publications are independent (13) and only 2 articles are co-authored (1 second author, 1 third author).

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

The habilitation work "Organizational and managerial bases of social work" includes five chapters, the aim is to study and analyze the peculiarities of the organization and management of social work, based on an overview of existing regulations and trends in management and implementation.

Chapters one and two present management as an activity, process and science, emphasizing the nature and types of social work organizations, as well as the specifics of their management. Chapter three presents and analyzes the specific features of the individual elements (subsystems) of the National System of Social Work. Chapter four is devoted to the trends in the management of social work, based on a systematic analysis and synthesis of the main strategies and action plans for their implementation. Chapter five summarizes the information from the previous chapters, and the attached plan offers a model for training students majoring in "Social Activities" on the organization and management of social work, a necessary basis for the formation of adequate professional behavior.

The monograph presents important and useful aspects related to the management of social work in the implementation of basic management functions and adequate organizational structuring, taking into account the influence of leadership and leadership, in compliance with the rules of management decisions for effective professional activity. The monograph provides clear and specific descriptions and guidelines for work and optimization of training at different stages of professional development.

The monograph "Training and qualification of social workers" includes four chapters, the purpose of which is to study and analyze the available information "on the nature of training and qualification of staff as part of its management". social work '. Emphasis is placed on career development based on basic principles, acquisition of specific knowledge and building skills and competencies, with a view to effective professional realization. The data are derived from a trifocal survey on the specifics of the training of social workers and their satisfaction: documentary analysis, expert evaluation and survey among students and active social workers.

The monograph focuses on the possibilities for adapting the training of students in social activities and career development of practitioners.

The issues discussed in both monographs have prospects for further research and analysis.

The published book based on the defense dissertation for the ONS "Doctor" - "Aspects of the marketing approach in the management of education-public relations" presents the nature and importance of the marketing approach in the management of the educational institution. Based on the commission and systematic analysis, specific recommendations are made to optimize the management of the public relations application.

The article (1) presented in the world databases deals with important issues for social work training - the formation of professional competencies, based on a survey of social service managers on "the importance of professional and specific knowledge, individual qualities and interpersonal skills" required for the post. The aim of the author is to use the results to optimize the existing curricula for the specialties "Social Activities" and "Social Pedagogy".

The second referenced article (2) focuses on bullying and violence in school institutions and the role of friendship as a protective factor.

Publications 3, 4, 5 and 6 are devoted to the training of staff from social institutions, with important emphasis on the adaptation of newly recruited staff in different types of social structures (3); the attitudes and needs for specific knowledge and competencies for those working in the spectrum of community-based social services (4, 5); necessary knowledge for the process of deinstitutionalization and application of professional skills in the process of resocialization.

Publications 8,9,10,11,12 focus on specific aspects of education management, addressing specific aspects of mentoring, teamwork and leadership (8); use the tools of cyberspace in management and to improve communication (9) interaction between participants in the school organization and organizational affiliation (10); interaction between parents and the school organization in the formation of national identity (11); interdependence between organizational identity and management (12).

At first glance, the last group of publications seems a bit off topic of the competition. The connecting link is the considered management aspects and the creation of an adequate social environment for the formation of prosocial behavior among adolescents, with the emphasis on the role of parents. Through additional studies as a continuation of the topics presented in the scientific production of the candidate could bring out specific aspects of the development of social work in school, as well as establishing the school as an important partner in the organization and management of social work.

The candidate's contributions are complex (scientific-theoretical and scientific-applied) and are the personal work of the candidate, they are irrefutable and proven. Although they have been outlined when looking at the individual groups of publications, I would like to summarize them.

The contributions cover two main thematic areas: organization and management of social work and the educational environment and social work. In general, they relate to:

Analysis of existing and derivation of new and significant for the theory and practice of social activities problems;

- Systematization and upgrading of the existing knowledge about the process of organization and management of social work, based on studies on a regulatory basis, existing structures and current strategic documents, with proposed recommendations for optimization;

- New knowledge related to the training and practice of social work is presented, based on in-depth research among students, practicing social workers and experts.

- The results of the research were used to optimize curricula for the specialties "Social Activities" and "Social Pedagogy".

A reference for 12 citations is presented - 1 in a scientific publication, referenced in the world database; 7 - in monographs and collective volumes with scientific review, 4 - in unreviewed journals with scientific review.

The 2 monographs are mainly cited: "Organizational and managerial bases of social work" and "Training and qualification of social workers - realities and perspectives"; "Management aspects of social work", "Socialization as an adaptation process for children - users of social services in the community." The citations are essential and with the exception of 1, are from the last 3 years.

4. Assessment of the personal contribution of the candidate

The personal contribution of the candidate Dr. Nona Glushkova in the publications is indisputable, categorical and established, and the obtained results and formulated contributions are without a doubt her personal work and merit.

5. Critical remarks and recommendations

I have no critical remarks. I recommend Dr. Nona Glushkova to publish the results of her research in specialized scientific journals, incl. journals refereed and indexed in world-famous databases with scientific information.

6. Personal impressions

I have no personal impressions of the candidate.

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 Hilenradski". 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).

18.03. 2022 г.

Reviewer:

(Prof.Vaska Stancheva-Popkostadinova, MD, PhD)