

## **STATEMENT**

by **Nona Dimitrova Glushkova, PhD –**  
**Associate Professor at Plovdiv University "Paisii Hilendarski"**  
of scientific works presented in relation with participation in a contest  
for occupying the academic position of **"Associate professor"**  
**at Plovdiv University "Paisii Hilendarski"**  
by: field of higher education **3. Social, economic and legal sciences,**  
professional field **3.4. Social activities**  
**(Social policies for aged and old people)**

In the competition for the academic position of "Associate Professor", announced in the State Gazette, issue 98 of 19.11.2024 and on the website of Plovdiv University "Paisii Hilendarski" for the needs of the Department of Social Activities at the Faculty of Pedagogy, Assistant Professor Tanya Vazova, PhD from PU "Paisii Hilendarski" participates as the only candidate.

By order No. ПД-22-445 of 18.02.2025, of the Rector of the Plovdiv University "Paisii Hilendarski", I have been appointed as a member of the scientific jury for the competition for the academic position of „Associate Professor“ at the University of Plovdiv in the field of higher education 3. Social, Economic, and Legal Sciences, professional field 3.4. Social activities (Social policies for aged and old people), announced for the needs of the Department of "Social Activities" at the Faculty of Pedagogy.

For participation in the announced competition has submitted documents only one candidate: Assistant Professor Tanya Vazova, PhD from PU "Paisii Hilendarski".

The set of materials presented by Assistant Professor Tanya Alyosheva Vazova, PhD on paper and in electronic format is in accordance with the Regulations for the Development of the Academic Staff of the Paisii Hilendarski University.

At its first meeting, the scientific jury accepted the competition documents and established that the scientific production presented by Senior Assistant Professor Tanya Alyosheva Vazova, PhD is in accordance with the national minimum requirements set out in the Law for the Development of Academic Staff in the Republic of Bulgaria, the Regulations for the Implementation, as well as with the additional faculty requirements, and is eligible for participation in the competition.

At this meeting, I was appointed to prepare a statement. On examination and analysis of the materials, I found that there were no procedural irregularities.

The submitted by the assistant professor Tanya Alyosheva Vazova's set of documents is well systematized and provides an objective and complete assessment of the candidate for participation in the competition for the academic position of Associate Professor.

Assistant professor Tanya Vazova, PhD participated in the competition for Associate Professor with 23 (twenty-three) scientific works: 1 (one) monograph, 1 (one) book published on the basis of a defended dissertation, 1 (one) study and 20 (twenty) scientific articles. This scientific production was not submitted for the academic position of "Assistant Professor" and for the educational and scientific degree "Doctor". All the scientific works are in the profile of the competition, meet the requirements and are accepted for review.

### **Biographical information about the candidate**

Assistant professor Tanya Vazova, PhD received a Bachelor's degree in Economics and Labor Organization in 2003 and a Master's degree in the same specialty in 2005 at the University of National and World Economy - Sofia. Her professional career began in 2003 as an expert in Human Resources Management. For the period 2005 – 2016 she held management positions and performed consulting activities in specialized social service organizations. From 2016 to the present, Tanya Vazova has been a Human Resources Management consultant at HR Support Ltd. and manager of Home LTS Bulgaria OOD, whose field of activity is the provision of services in the long-term care sector in a home environment. In 2018, Tanya Vazova defended her doctoral dissertation at the University of

National and World Economy on the topic of "Competency Models in the Long-Term Care Sector". In 2020, she was a part-time lecturer in the Department of Social Activities at the Faculty of Pedagogy of the Paisii Hilendarski University, and since 2021, Dr. Tanya Vazova has successively held the academic positions of "assistant" and "assistant professor" in the department. In 2022, he became the chairman of the Association "Network for Social Development and Support", whose main activity is training, supervision and consultations in the field of social services.

The candidate's scientific interests and her professional competence and qualifications are in line with the profile of the announced competition for associate professor.

### **Personal impressions**

I know Assistant Professor Tanya Alyosheva Vazova, PhD as a fair colleague, a dedicated professional and a respected lecturer, adhering to high scientific criteria, as evidenced by her scientific output.

## **2. General description of the applicant's activities**

### ***Compliance with minimum national requirements***

From the attached reference for the fulfilment of the minimum national requirements, it is evident that Assistant Professor Tanya Alyosheva Vazova, PhD has 50 points in indicator A, 100 points in indicator C, 275 points in indicator D, 130 points in indicator E, i.e. the total number of points is 555 with the required 400 points. The minimum national requirements are met and the scores in indicators D and E are significantly exceeded.

### ***Evaluation of the candidate's teaching and pedagogical activity***

Assistant Professor Tanya Alyosheva Vazova, PhD teaches numerous courses in the Bachelor's and Master's degree programmes, with an annual workload of over 600 hours. All courses are in the area of PD 3.4. Social activities, and for some of them the Assistant Professor Tanya Vazova, PhD is the author of the curricula.

Dr. Vazova complements her academic and extracurricular work with supervision, checking and evaluation of coursework, development of examination options for semester exams, basic and institutional provision and organization of practical training of students from the specialty "Social Activities", thesis reviews, participation in trainings and regular interactions with students related to consultation, instruction and guidance of student research work.

The attached references show the activity of the candidate on two planes: teaching and research, between which there is a constant transfer.

### ***Evaluation of the candidate's scientific and applied activity***

Assistant Professor Tanya Vazova, PhD participated in the announced competition for "Associate Professor" with 23 scientific works, distributed as follows: habilitation work - 1 monograph, 1 book published on the basis of a defended dissertation, 1 study and 20 scientific articles. The study and one of the scientific articles are co-authored (in English) and have been published in scientific journals, refereed and indexed in world-renowned databases with scientific information. 14 (fourteen) of the articles and reports published in non-refereed peer-reviewed journals or published in edited collective volumes are in Bulgarian, 2 of them are co-authored, and 5 (five) - in English, of which 3 are independent and 2 - co-authored. I would summarize the thematic areas of the presented articles and papers in three main groups: social services for the elderly and the elderly, competences and competence models for work in the long-term care sector and training (including distance learning through web-based platforms and artificial intelligence) of qualified personnel for the provision of social services for the aged and old people. All articles and papers are in line with the profile of the competition and address important theoretical and practical aspects of both social activities for long-term care and targeted social policies for the aged and old people.

The monograph " Social services for aged and old people in Bulgaria: development, challenges, prospects in Bulgaria: Development, Challenges, Prospects" is 262 pages long and is based on the study of 63 literature sources. It deals with a topical and significant topic for the contemporary society: the provision of social services for the elderly and the elderly in the context of

demographic, social and economic challenges. The study presents a comprehensive and in-depth perspective on the challenges and opportunities facing the sector and covers the development of social policy, regulatory framework and practices in the sector, offering a rigorous analysis of trends, issues and opportunities. Chapter One presents the theoretical and methodological aspects of social services for the elderly and the elderly, analyses the main categories related to the provision of these services and provides definitions of the terms “aged” and “old people”. Here, Tania Vazova describes the legal framework in Bulgaria and in the international context, highlights the impact of demographic and social changes on the development of social services and outlines the main problems such as age discrimination and lack of coordination between institutions. The second chapter is devoted to an analysis of the development of social services for the elderly and the elderly in Bulgaria in the period 2002 – 2019 with an emphasis on the types of services and their provision by both public and private structures. Valuable points in the monograph are the focused analysis related to the identification of the shortcomings in the scope and quality of services, noting the limitations in the capacity of infrastructure and staffing, and skillfully formulated guidelines for improving accessibility and quality through the introduction of innovations and improvements in management. The third chapter examines the changes in the provision of social services after 2019, analyzing the transformations in the approach to social care with a focus on deinstitutionalization and the promotion of community and home-based services. Particular attention is given to the impact of the COVID-19 pandemic on social services and the sector's adaptation to new conditions. The presented concepts of active ageing and equality, the proposed good practices and examples of effective service models and the highlighted importance of staff training and qualification as a key factor for sustainable development of the sector strongly shape the image of Tanya Vazova as a competent researcher, oriented towards finding scientifically based solutions to real problems in practice. The monograph concludes with adequate and purposeful recommendations for the improvement of social services in Bulgaria, focusing on the need to introduce integrated models of care on the one hand, and on the other - to optimize resource management and its adaptation to modern times.

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

Information about the contributions is contained in the self-evaluation made by the candidate Tanya Vazova. I accept the contributions formulated by Dr. Vazova in three areas:

1) Created models for defining competencies for positions in the long-term care sector, such as: defined the key technical and behavioral competencies for caregivers, caregivers and home helpers, created recruitment strategies, training programs and attestation forms that support career development in the long-term care sector, implemented practical approaches to improve professional competencies and the quality of social services. (Published Paper – Competency Models in the Long Term Care Sector for the Positions of Caregiver, Attendant, Home Care Aide (2021); 3; 4; 5; 7; 8; 11; 14; 15).

2) Analysis of the process of development of social services (2002-2024) with emphasis on: key reforms, challenges and opportunities for improvement of the sector and specific recommendations for improving the quality of services, programs for social inclusion of the elderly, training systems and partnerships between the public and private sectors (Habilitation work – monograph "Social services for aged and old people in Bulgaria: development, challenges, prospects" (2024); 2; 6; 17; 18; 20).

3) Developed models for distance learning of social workers through web-based platforms and artificial intelligence, highlighting the importance of digital literacy for the effectiveness of social services and professional development (1, 12, 13, 14, 15).

Assistant Professor Tanya Alyosheva Vazova, PhD participates in the competition for the academic position of "associate professor" with 12 (twelve) citations, of which 7 are in scientific publications, referenced and indexed in world-renowned databases with scientific information or in monographs and collective volumes, and 5 are in non-refereed journals with scientific review. The

citations included in the report for compliance with the minimum national requirements cover the time range from 2021 to 2023.

Everything mentioned so far testifies to the activity of the candidate in relation to the promotion of her scientific achievements and her recognition in scientific circles.

### **3. Critical comments and recommendations**

I have no critical comments and recommendations.

### **CONCLUSION**

The documents and materials, presented by Assistant Professor Tanya Vazova, PhD, fully meet the requirements of the Law for the Development of Academic Staff in the Republic of Bulgaria (LDASRB), the Regulations for the Implementation and the Regulations for the Development of Academic Staff of Plovdiv University "Paisii Hilendarski" for the academic position of Associate Professor. The candidate in the competition has submitted a significant number of high-quality scientific works published after the materials used in the defense of the PhD degree and those involved in the competition for the academic position of Assistant Professor. The candidate's publications contain original scientific and applied contributions. The scientific and teaching qualification of Assistant professor Tanya Vazova, PhD is undoubted, and the high results achieved by the candidate in teaching and research activities fully comply with the requirements for the academic position of Associate Professor. I have no suspicion of plagiarism in the publications submitted for review.

After reading the materials and scientific works submitted in the competition, and after the analysis of their significance and the scientific and applied contributions contained in them, I find it justified to give a deserved high evaluation and my positive conclusion and to recommend the Scientific Jury to prepare a report-proposal to the Faculty Council of the Faculty of Pedagogy to appoint assistant professor Tanya Alyosheva Vazova, PhD for the academic position "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 (Social policies for aged and old people).

10.04.2025

Statement, prepared by: .....

/Assoc. Prof. Nona Glushkova, PhD/