

REVIEW

On a competition for the occupation of an academic position "Associate Professor",

In the field of higher education: 3. Social, economic and legal sciences,

Professional direction: 3.7 Administration and Management

(Business Logistics and Entrepreneurship)

Prof. Dr Assen Zlatarov University, Burgas

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With the candidate: chief assistant professor Adile Mustaphova Dimitrova, PhD

Member of the scientific jury: Associate professor, Velika Bineva, PhD

Prof. Dr Assen Zlatarov University, Burgas

Department of „Economics and Management“

1. General characteristics of the candidate's research and applied scientific activity.

For participation in the competition the candidate has submitted 49 works, including 42 publications, two independent monographs, one collective monograph and four co-authored textbooks. They are directly related to the competition and do not repeat the works submitted for the acquisition of the educational and scientific degree PhD.

The scientific works are structured in three thematic groups:

1. **Logistics and supply chain management** (publications No. D6.1, D6.4, D6.9, D6.10, D6.12, D6.13, D7.1, D7.2, D7.3, D7.4, D7.6, D7.9, D10.1, and D7.11);

2. **Outsourcing of logistics activities** (publications B1, D6.11, D7.5, D7.7, D7.10, D7.14, D7.15, D7.20, D7.23, D7.24);

3. **Entrepreneurship** (publications No. D4.1, D6.6, D6.7, D7.12, D7.13, D7.16, D7.17, D7.18, D7.21, D7.22, D9.1, D9.2, D9.3, D9.4, D9.5).

Two independent monographs were submitted for the competition. One of them is a major habilitation work. One chapter of a collective monograph in English has been published.

Thirteen (13) of all submitted scientific publications are in journals refereed and indexed in world-renowned databases of scientific information (Scopus; Web of Science), and twenty-four (24) publications are in non-refereed peer-reviewed journals or edited collective volumes. Five (5) studies in English published in edited collective volumes were submitted. Most of the publications 26 issues are co-authored, 16 are authored.

The candidate has submitted a reference for 475 scientific citation points: 4 citations in peer-reviewed monographs, 15 in non-refereed journals and 24 citations in scientific journals referenced and indexed in world-renowned databases of scientific information or in monographs and collective volumes.

Chief assistant Adile Dimitrova, PhD has presented four textbooks: Logistics Management, Economic Logistics, Logistics in Tourism and Notes on Economic Logistics (distance learning textbook).

A list of the candidate's participations in 2 national projects and 9 university projects is presented, one of which she is the head of the research team.

2. Evaluation of the candidate's pedagogical training and activity.

The teaching activity of chief assistant professor Adile Dimitrova, PhD is 9 years. Lectures and exercises were conducted in various disciplines as follows:

1. "**Innovation Management**", lectures and exercises, 5th semester, full-time/part-time studies, Bachelor of Economic Management.

2. "**Business Planning**", exercises, 7th semester, full-time/part-time studies, Bachelor of Economic Management.

3. "**Strategic Management**", exercises, 7th semester, full-time studies, Bachelor of Economic Management.

4. "**Operations Management**", exercises, 8th semester, full-time studies, Bachelor of Economic Management.

5. "**Business Logistics**", exercises, 8th semester, full-time studies, Bachelor of Economic Management

6. "**Business Logistics**", lectures and exercises, 1st year, 2nd semester, Master's degree program "Enterprise Financial Management", full-time study.

7. "**Business Logistics**", lectures and exercises, 1st year, 2nd semester, Master's degree program "Human Resource Management and Development", full-time study.

8. "**Business Logistics**", lectures and exercises, 1st year, 2nd semester, Master's degree program "International Business Management".

9. "**Strategic Governance of the Public Sector**", lectures and exercises, Master's degree program "Public Sector Administration and Management", full-time study.

10. "**Cost Management**", lectures and exercises, Master's degree, Master's degree program "Enterprise Financial Management", full-time study.

11. "**Staff Assessment and Selection**", lectures and exercises, Master's degree, Master's degree program "Human Resource Management and Development", full-time study.

The candidate has participated in the development of 7 curricula in the disciplines:

For the Bachelor's degree program "Economic Management": "**Innovation Management**", "**Business Logistics**", "**Business Entrepreneurship**", and "**Organisational Design**".

For the Master's degree program "Economic Management" – 4 semesters: "Business Logistics" in Master's specialty "International Business Management"; "Business Logistics" in Master's specialty "Human Resource Management and Development"; "Business Logistics", in Master's specialty "Enterprise Financial Management".

For the last 3 academic years (2019/2020, 2020/21 and 2021/22) the teaching load is in the following norm: 360 hours for 2019/2020, 2020/21 and 400 hours for 2021/22.

For the last three years, the number of hours above the standard is 628.5 hours in the Bachelor's degree and 267.5 hours in the Master's degree. The total teaching activity for the period from 2019 to 2022 shows a workload of 2016 hours.

Very good impression is made by the candidate's work as a scientific supervisor of students from the Master's programmes "Financial Management of the Enterprise" and "Human Resources Management". As a result of their joint work 11 theses have been realized in the field of personnel selection and evaluation, cost analysis and other topics that address current issues and challenges in the field of logistics and entrepreneurship.

3. Main scientific and scientific-applied contributions.

The contributions contained in the publications submitted for the competition can be summarized as follows:

1. A comprehensive concept for improving the processes in the supply logistics of the organization is developed, including approaches for determining the overall need for improvement of supply logistics, the need for improvement of its constituent sub-processes and the priorities for their improvement.

2. A series of conceptual models are developed on the role of logistics and the importance of logistics strategy for SMEs; the impact of logistics outsourcing on the demand for logistics services, and the level of outsourcing and logistics costs on organizational performance.

3. A methodology for dynamic improvement of the supplier's business processes based on identified changes in the customer-supplier relationship is developed.

4. Methodologies are proposed to improve the logistics processes in the organization and to calculate a "coefficient of overall efficiency", which is used to determine the range of the need for optimization of supply logistics.

5. On the basis of theoretical studies of the scientific literature, the main aspects of the evaluation of outsourcing efficiency and groups of criteria for the evaluation of the optimal scope of outsourcing of the logistics processes of the organization are distinguished.

6. A conceptual research model of the influence of behavioral factors on the entrepreneurial intentions of business students at universities in Bulgaria, Ukraine and Poland is proposed, as well as a research methodology and the areas of influence in the direction of improving the entrepreneurial intentions of these students by comparing the degree of influence of the factors of the external environment and the main behavioural factors on career choice and entrepreneurial intention.

7. The paper analyses the application of logistics management and supply chain management approaches; the logistics service providers (3PLs) that are most often outsourced by organisations; and the relationship between outsourcing of individual logistics activities and organisational performance.

8. The main behavioral factors and the capabilities of the Theory of Planned Behavior to predict entrepreneurial intentions and to form intentions for certain behaviors are analyzed.

4. Significance of contributions to science and practice.

The scientific works presented in the competition are the personal work and merit of the candidate. I have no hesitation about the significance of the contributions in the scientific works of chief assistant Adile Dimitrova, PhD which is confirmed by the submitted reference of citations. The scientific researches are in the directions relevant for our time, which can

find wide application, both in the educational process and in practice. The quantitative indicators of the scientific criteria for the academic position of Associate Professor have been met, even exceeded.

5. Critical comments and recommendations.

I found relevant and significant scientific and applied achievements in the field of business logistics and entrepreneurship, but I could make the following recommendation to the candidate: for her future research activity to expand her publication activity in journals with impact factor and impact rank.

However, the candidate's research that I have become familiar with is complete and developed with the in-depth research characteristics, typical of scientific work for the acquisition of the academic position Associate Professor.

Conclusion

I give a **positive assessment** of the scientific production of chief assistant Adile Dimitrova. Taking into account the scientific works, the contributions and their importance for science and practice, her research and teaching activities, I accept that she meets all the requirements for the academic position of Associate Professor. The quantitative indicators of the criteria for filling the position have been met, therefore I find it justified to propose to chief assistant Adile Mustaphova Dimitrova, PhD **to occupy the academic position of Associate Professor** in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.7. Administration and Management (Business Logistics and Entrepreneurship).

5.08.2023

Burgas

Jury member:

/Assoc. Prof. Velika Bineva, PhD/