

REVIEW

by: Prof. Dr. Miglena Temelkova

The University of Telecommunications and Posts

Department: "General Engineering", Faculty: "Telecommunications and Management"

Higher education field: Social, economic, and legal sciences

Professional field: 3.7 "Administration and management"

Higher education field: Technical Sciences

Professional field: 5.13 "General engineering"

Regarding: competition for **associate professor** in the professional field: 3.7 "Administration and management", scientific field "Organization and management of production" (Business logistics and entrepreneurship)

1. Information on the competition

The competition for the academic position "Associate Professor" is in the scientific field 3. Social, economic, and legal sciences, professional field 3.7 "Administration and management", scientific field "Organization and management of production" (Business logistics and entrepreneurship). It was announced in Government Newspaper no. 42/12.5.2023 for the needs of "Prof. Dr. Asen Zlatarov" University - Burgas.

By Order No. RD-183/27.6.2022 of the Rector of the University "Prof. Dr. Asen Zlatarov" - Burgas, the members of the scientific jury were determined.

According to the procedure, all requirements of the law, and the internal regulations of the University "Prof. Dr. Asen Zlatarov" - Burgas terms and rules, as the submitted documents are one candidate, and accordingly her documents were admitted to consideration by the scientific jury.

2. Information about the candidates in the competition

The only candidate for the above-mentioned competition is Chief Assistant Dr. Adile Dimitrova.

Dr. Adile Dimitrova was born in 1976 in Targovishte. In 1999, she graduated with a Master's degree in "Ecology and Environmental Protection", and in 2006, she graduated with a Master's degree in "Business Administration" at TU-Varna. In 2014, on the basis of diploma No. 0018/07.07.2014, issued by the University "Prof. Dr. As. Zlatarov" - Burgas, Faculty of Social Sciences, Department of "Economics and Management", she also received a Ph.D. in the field of "Organization and Management of Production". She has an additional professional qualification

as a teacher, obtained at TU-Varna.

She speaks Turkish and English at a very good level.

From 1999 - 2014, she worked in managerial positions in various production organizations, and her internship was mainly in business logistics.

In the period 2014 - 2017, she was an assistant in the Department of "Economics and Management" of the Faculty of Social Sciences at the University "Prof. Dr. As. Zlatarov" - Burgas, leading seminars on the disciplines of Business Logistics, Business Planning, Innovation Management. Since 1.4.2017, she is the chief assistant at the University "Prof. Asen Zlatarov" - Burgas, conducting lectures and seminars on the disciplines: Innovation Management, Business Logistics, Business Planning, Cost Management, Strategic Management in the Public Sector, Evaluation and Selection of Personnel in the Bachelor's and Master's degree and seminars on the disciplines of Strategic Management and Operations Management.

It is evident from the presented biographical reference that Chief Assistant Dr. Adile Dimitrova has a solid business practice and many years of teaching experience at the University "Prof. Asen Zlatarov" - Burgas, which is a logical prerequisite mediating the occupation of the academic position of "Associate Professor" by Dr. Dimitrova.

3. Fulfilment of the requirements for occupying the academic position

Ch. assistant Dr. Adile Dimitrova presented a total of 45 publications and participation in 11 scientific research and practical-applied projects in the competition for "Associate Professor"

Scientific works are distributed by the applicant as follows:

- ✓ independent monograph (habilitation thesis) – 1 issue;
- ✓ independent monograph, which is not the main habilitation thesis - 1 issue;
- ✓ co-authored scientific publications in journals referenced and indexed in world-renowned databases with scientific information (Scopus; Web of Science) – 13 issues;
- ✓ scientific publications in non-refereed journals with scientific review or edited collective volumes (of which 15 independent and 9 co-authored) – 24 issues;
- ✓ studies in English (4 in co-authorship), published in edited collective volumes – 5 issues;
- ✓ published chapter of a collective monograph in English - 1 issue.

3.1. Fulfillment of the quantitative requirements for occupying the academic position

The scientific works of Ch. assistant Dr. Adile Dimitrova, in quantitative scientometric terms, repeatedly exceed the minimum national requirements laid down in the Rules for the Implementation of the Act of the Development of the Academic Personnel in the Republic of Bulgaria (RIADAPRB) for candidates for the academic position of "Associate Professor", as well as the requirements of the university "Prof. Asen Zlatarov" - Burgas for awarding of the academic position of "Associate Professor". The total number of points collected by Dr.

Dimitrova by groups of scientometric indicators is 1320.83. The minimum scientometric requirements based on the scientific production presented by the candidate are exceeded by more than 300%, and those of the University "Prof. Asen Zlatarov" - Burgas - almost twice.

A list of 11 scientific and applied projects in which Dr. Adile Dimitrova took part is presented.

3.2. Fulfilment of the qualitative requirements for occupying the academic position

The publications presented in the competition consider the modern trends in the development of science on the investigated issues and add scientific and theoretical value to the modern management and organization of production business organizations.

I accept that the applicant's works and scientific-applied developments accepted for review are in the field and issues of the competition area for the academic position "Associate Professor" and reflect the progress of the applicant's scientific thought in the field of business logistics and supply chain management, logistics outsourcing activities and entrepreneurship.

The fulfillment of the qualitative requirements for the occupation of the academic position "Associate Professor" could be linked to specific achievements of the candidate in her publications, namely:

- ✓ theoretical and methodological complementation in management theory;
- ✓ development of new concepts, methodologies, and conceptual models in the management of logistics processes, outsourcing in the field of business logistics, and behavioral factors affecting entrepreneurial activity;
- ✓ upgrading the practice with specific methodologies, algorithms, models, and approaches in the field of logistics process management, outsourcing in the field of logistics, and behavioral factors affecting entrepreneurial activity;
- ✓ adapted tools and approaches for managing production business organizations.

4. Evaluation of the candidate's educational and teaching activities

Dr. Adile Dimitrova, from 2014 until now, has been an assistant and chief assistant in the Department of Economics and Management of the Faculty of Social Sciences at the University "Prof. Dr. As. Zlatarov" - Burgas. Her teaching activity began in 2014 as a part-time assistant in the same department. Since the end of 2014, she has been in the full-time position of "assistant", and since 2017, she has also occupied the position of chief assistant in the same department.

From the documents provided, it is clear that the candidate has educational and pedagogical experience, as she leads a significant number of classes (lectures and exercises). She has developed 7 study programs in the respective educational degrees.

The candidate leads lectures and seminars in bachelor's and master's programs of the University "Prof. Dr. As. Zlatarov" - Burgas.

During the last four academic years, the total number of taught hours by the candidate exceeded the norm at the university by an average of about 150 study hours per year in bachelor's and master's courses.

The educational and teaching activity of the candidate corresponds to the field of the competition and is related to the professional and scientific fields.

Guided by the already stated facts, I believe that the pedagogical training, activities, and teaching-educational approach of Ch. assistant Dr. Adile Dimitrova, meets the criteria for awarding the academic position "Associate Professor" in scientific field 3. Social, economic, and legal sciences, professional field 3.7 "Administration and management", scientific field "Organization and management of production" (Business logistics and entrepreneurship), as well as the challenges and requirements of the European general education area.

5. Characteristics and significance of the presented scientific works/publications

Regarding the qualitative characteristics of the publications submitted for review in the competition, it can be summarized that they refer to important scientific topics, on which there is often controversy in the specialized literature. In general, the publications presented in the competition are in the field of:

- ✓ business logistics and supply chain management (publications No. Γ6.1, Γ6.4, Γ6.9, Γ6.10, Γ6.12, Γ6.13, Γ7.1, Γ7.2, Γ7.3, Γ7.4, Γ7.6, Γ7.9, Γ10.1, Γ7.11);
- ✓ outsourcing of logistics activities. (publications No. B1, Γ6.11, Γ7.5, Γ7.7, Γ7.10, Γ7.14, Γ7.15, Γ7.20, Γ7.23, Γ7.24);
- ✓ entrepreneurship (publications No. Γ4.1, Γ6.6, Γ6.7, Γ7.12, Γ7.13, Γ7.16, Γ7.17, Γ7.18, Γ7.21, Γ7.22, Γ9.1, Γ9.2, Γ9.3, Γ9.4, Γ9.5).

The published monographic works are not based on the defended educational and scientific degree "Doctor" and have their own scientific value in the scientific discussion on the researched topic.

There are 11 scientific and applied projects presented by the candidate in the competition and they are related to the problems of management in business organizations, the possibilities of applying digital technologies to increase the competitiveness of business, the development of human resources, business logistics, and entrepreneurial attitudes.

In general, the scientific significance of the publications provided can be summarized as follows:

- ✓ there is an upgrade of basic scientific and theoretical-methodological management concepts, models, methodologies, and approaches;
- ✓ there is an enrichment of scientific practice with specific tools for managing logistics processes, logistics outsourcing, and entrepreneurial attitudes;
- ✓ there is refinement in the theoretical formulation of basic concepts, concepts, models, approaches, and methodologies related to business logistics, entrepreneurship, and outsourcing.

6. Evaluation of the main scientific and scientific-applied contributions of the candidate

In the materials submitted by the candidate for the competition, the main scientific and scientific-applied contributions can be grouped as follows:

- ✓ enrichment, concretization, refinement, and upgrading of existing scientific knowledge;
- ✓ application of existing methods for solving specific problems with formulated conclusions and recommendations for practice;
- ✓ generation of new conceptual systems of knowledge, conceptual models, approaches, algorithms, and methodologies.

Based on the grouping of the presented scientific contributions, I summarize the following main scientific contributions:

- ✓ refined and upgraded with new concepts, methodologies and conceptual models are basic theoretical statements in the theory of logistics management - publications Г7.1, Г7.3, Г10.1, Г6.9, Г6.12, Г6.10, Г6.1, Г6.4, Г6.13;
- ✓ conceptual and model-based theoretical upgrading of outsourcing management capabilities in the field of logistics activities - publications B1, Г6.11, Г7.23, Г7.24;
- ✓ the theory of the management of behavioral factors regarding the intention for entrepreneurial activity has been enriched - publications Г4.1, Г6.6, Г6.7
- ✓ As main scientific and applied contributions I recognize:
- ✓ a proposed complex methodology for improving the logistics processes in the organization, which allows improving the parameters of the logistics strategy and adequate adaptation to the changing conditions of the competitive environment - publication Г7.4;
- ✓ justified need and established functions, stages of development and principles of operation of the early warning system as part of the model for dynamic improvement of business processes in the organization according to changes in the external and internal environment publication Г10.1;
- ✓ proposed methodology and algorithm for calculating the overall efficiency factor, by which the range of the need for optimization of the organization's supply logistics is determined - publication Г7.1;
- ✓ developed an algorithm for determining the priority of improvements of logistics sub-processes in supply, which is based on the calculation of an aggregate coefficient of the need for improvement of each logistics sub-process - publication Г7.3;
- ✓ a proposed approach for evaluating costs when making outsourcing decisions, which includes two groups of criteria - basic and additional - publication B1, Г7.7;
- ✓ systematization of six main aspects of the evaluation of the effectiveness of the outsourcing of the logistics activities of the organization and the peculiarities of its evaluation, as well as advantages and disadvantages of outsourcing - publications B1, Г7.8, Г7.10;

- ✓ summarized four groups of criteria for evaluating the optimal scope of the outsourcing of the logistics processes of the organization and proposed an approach for situational evaluation of their significance depending on the applied competitive strategy - publications B1, Г7.5;
- ✓ a proposed dynamic investment model for evaluating the effectiveness of the various options of logistics outsourcing and choosing the optimal option, as well as a methodology for its compilation and implementation - publications B1, Г7.14, Г7.15, Г7.20;
- ✓ a proven thesis through factor analysis, regarding the overlap of the main factors for outsourcing of logistics, ranging on the presentation of the organization with the main logistics activities, object of outsourcing - publication B1, Г6.11;
- ✓ summarized results of theoretical studies regarding the influence of each of the main behavioral factors from the model of planned behavior on entrepreneurial intentions - publications Г4.1, Г7.22;
- ✓ a proposed conceptual research model of the influence of the four behavioral factors on the entrepreneurial intention of business major students, as well as a detailed research methodology - publication Г4.1;
- ✓ the areas of influence in the direction of improving the entrepreneurial intentions of students from business majors of universities in Bulgaria, Ukraine, and Poland were deduced by comparing the influence of the factors of the external environment and the main behavioral factors on career choice and entrepreneurial intentions - publications Г4.1, Г6.2, Г6.3, Г7.16, Г7.17, Г7.18, Г9.1, Г9.2, Г9.3;
- ✓ established differences in terms of gender dependencies and the degree of influence of the factors of the external environment and of the main behavioral factors on career choice and entrepreneurship intentions of students from universities in Bulgaria, Ukraine, and Poland - publication Г6.5, Г6.6, Г9.4, Г9.5.

I consider that the said contributions are the personal work of the candidate. The reason for this is also the fact that some of the works presented in the competition are mainly independent (especially the monographic studies) and not co-authored.

The list of citations submitted by the candidate includes 43 cited publications of hers. 24 of the citations are in scientific publications referenced in world-renowned databases of scientific information or in monographs and collective volumes. 4 of the citations are in peer-reviewed monographs and collective volumes, and 15 of the citations are in non-refereed peer-reviewed journals.

The contributions of Ch. assistant Dr. Adile Dimitrova for science and practice are associated with the further developed and upgraded theoretical-conceptual and practical-applied framework in the field of business logistics management, outsourcing of logistics processes, and entrepreneurial attitudes. The scientific achievements of the candidate have been published in Bulgarian and foreign peer-reviewed publications, a large part of which are referenced in globally recognized databases such as Scopus and Web of Science, reported at conferences, which made them known to the scientific community in the country and abroad. The citations of

scientific works of Ch. assistant Dr. Adile Dimitrova give reason to conclude that the candidate presents original scientific works that have been noticed by scientific thought not only in our country but also abroad.

7. Critical notes and recommendations to each candidate individually

I find it useful for the candidate to deepen her independent publication activity in the indexed databases Scopus and Web of Science, as well as her participation in scientific projects as a supervisor.

8. Conclusion

The candidate is part of the team of the University "Prof. Dr. As. Zlatarov" - Burgas for almost 10 years. She has a smooth and balanced academic career, correctly passing each hierarchical step in her academic development. From the presented biographical data and publication materials for the competition, the candidate has the necessary professional, teaching, and scientific qualities for the development of her academic career. As can be seen from the materials presented in the competition, Dr. Adile Dimitrova is an analytical scientist looking for an answer to her scientific interests.

Bearing in mind the materials provided for the competition, the scientific results achieved, visible from the documentation for the competition, as well as the full coverage of the quantitative scientometric indicators set by Rules for the Implementation of the Act of the Development of the Academic Personnel in the Republic of Bulgaria (RIADAPRB) and the internal rules of the University "Prof. Dr. As. Zlatarov" - Burgas for occupying the academic position of "Associate Professor", I believe that Ch. Assistant Professor Dr. Adile Dimitrova is a scientist and teacher, whose overall research, applied science, and teaching activities fall within the scope of the announced competition.

After familiarizing myself with the materials and scientific works presented in the competition and analyzing their scientific and research value, I found original, current, and significant scientific, scientific and applied achievements of the candidate in the field of organization and management of material production, and in particular with an emphasis on business logistics and entrepreneurship. This gives me the reason to give my positive assessment and to recommend the Scientific Jury to propose to the Faculty Council of the University "Prof. Dr. As. Zlatarov" - Burgas to elect the Chief assistant Dr. Adile Dimitrova in the academic position of "Associate Professor" in professional field 3.7. Administration and management in the scientific field "Organization and management of production" (Business logistics and entrepreneurship).

date: 14 August 2023

Sofia

Signature:

Prof. Dr. M. Temelkova