

OPINION

Written by: **PROF. DR. GALINA GEORGIEVA KURTEVA**,
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Subject: Competition on the academic position of "Associate Professor", Professional field 3.7. "Administration and Management", Scientific specialty: "Organization and management of production (logistics and entrepreneurship)" at the University "Prof. Dr. Asen Zlatarov" - Burgas.

1. Information for the competition

The competition has been announced for the needs of the Department of Economics and Management, Faculty of Social Sciences of the University of Prof. Dr. Asen Zlatarov" - Burgas, in the Field of Higher Education 3 Social, economic and legal sciences, professional field 3.7 "Administration and management", scientific specialty "Organization and management of production (logistics and entrepreneurship)", published in the "State Gazette", no. 42/12/05/2023.

2. Information for the participants of the competition

The only candidate allowed to participate in the competition was chief assistant professor Dr. Adile Mustafafova Dimitrova, full-time lecturer at the University "Prof. Dr. Asen Zlatarov" - Burgas.

The candidate has completed a master's degree in "Business Administration" at TU-Varna. In 2014, she obtained ESD "Doctor" in the scientific specialty "Organization and Management of Production".

The academic career of Dr. Adile Dimitrova began in 2014 at the Department of Economics and Management of the Faculty of Social Sciences of the University of Prof. Dr. Asen Zlatarov" - Burgas, successively holding the positions of "Assistant" and "Chief Assistant" (from 2017 until now).

Extremely positive for the future career development of the candidate is her professional experience related to the subsequent scientific and teaching activities, supplemented by holding various positions in business organizations for the period 1999-2014.

3. Fulfillment of the requirements for holding the academic position

Indicators	Minimum requirements for associate professor		Fulfillment of the requirements for an associate professor by the candidate
	national	of the university	
A Indicator 1	50	50	50
B Indicator 2	-	-	-
B Indicator 3	100	100	100
Г Sum of the indicators from 4 to 10	200	400	510
Д Sum of the indicators from 11 to 13	50	100	475
Е Sum of the indicators from 14 to 21		100	185

According to the presented table for the fulfillment of the requirements for occupying the academic position "Associate Professor", it can be seen that the candidate fully meets all the criteria and exceeds more than three times the National minimum requirements according to the Law for the development of the academic staff in the Republic of Bulgaria and the Regulations for its application. A significant over-implementation (over 1.7 times) is also observed regarding the additional requirements of the University "Prof. Dr Asen Zlatarov" - Burgas.

4. Evaluation of the teaching activity for each candidate separately

From the submitted documents it can be concluded that the candidate Dr. Adile Dimitrova meets the requirements for teaching and learning activities for the position of "Associate Professor". She has the necessary teaching experience (9 years), the annual workload exceeds the regulated norm, and the disciplines are related to the issues of the announced competition for the academic position of "associate professor".

The candidate has developed independently or in co-authorship a total of 7 curricula in the disciplines, four for the Bachelor's degree and three for the Master's degree. She taught 11 disciplines at the Bachelor's and Master's Degrees. She supervised 11 graduates in the Master's Degree. She is the author of 4 textbooks on disciplines that are in the field of the announced competition.

From all this, it can be concluded that the educational and teaching activity of Dr. Adile Dimitrova fully corresponds to the scientific specialty of the announced competition for the academic position of "associate professor" and can be given a high rating.

5. Brief description of the presented scientific publications

Dr. Adile Dimitrova submitted for review a total of 45 scientific works, which can be categorized as follows: 2 independent monographs, 1 chapter of a collective monograph in English, 5 studies in English, 13 publications in publications referenced and indexed in world-famous databases with scientific information (Scopus, Web of Science) and 24 publications in non-refereed journals with scientific review.

According to the presented scientific output, the candidate's research activity is divided into three main areas:

- Logistics and supply chain management
- Outsourcing of logistics activities
- Entrepreneurship

In the monograph (Impact of logistics outsourcing on the Performance of the Organization) presented as the main habilitation thesis, a thorough scientific study conducted with a substantiated scientific methodology is described. An analysis of the concepts of outsourcing, logistics outsourcing, the third partner in logistics, the presentation of the organization, and the relationship between logistics outsourcing and the presentation of the organization was carried out. Based on statistical analyses, a model is proposed for evaluating and predicting the impact of the outsourcing of the main logistics activities on the performance of the organization. The main results of the monographic research are entirely in the context of the scientific field of the announced competition.

The second monographic work contains a detailed scientific study of the degree of influence of the main behavioral factors on the entrepreneurship intentions of students of business

majors in three universities from Bulgaria, Ukraine, and Poland. Analyzes of the role of entrepreneurial activity and the environment for its development, theoretical models of entrepreneurial intentions, and of the influence of the main behavioral factors on entrepreneurial intentions have been carried out. On the basis of the theoretical studies, a conceptual model and research methodology are proposed. On the basis of statistical analysis, the main behavioral factors have been deduced and a model has been proposed for evaluating and predicting their influence on the entrepreneurial intention of business major students of the three universities.

It should be summarized that the presented scientific works within the three research areas noted have the necessary scientific depth and fully meet the quality requirements for conducting scientific research and obtaining relevant results. They have been published in international authoritative publications and scientific forums.

The candidate has provided information on the following citations of scientific works:

- 24 citations in scientific publications, referenced and indexed in world-renowned databases with scientific information,

- 4 citations in monographs and collective volumes with scientific review,

- 15 citations in non-refereed journals with scientific review.

They convincingly confirm the significance of the derived scientific and scientific-applied results in terms of enriching scientific knowledge in the researched areas, their further development, and applicability for the purposes of other applied research.

Dr Adile Dimitrova has participated in 4 national research and scientific-applied projects on the subject of the competition, financed by the research funds of the university, and she is the head of one of them. She also participated in 2 projects with national funding under operational programs.

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

I accept the mentioned achievements with a contributing character in the published scientific production, presented in detail by the candidate, Dr. Adile Dimitrova, in the document "Author's reference for contributions in scientific works". I consider them to be the candidate's personal work, as evidenced by the publications and citations in publications indexed in Scopus/Web of Science. The candidate's authorship is clearly traced in the collective scientific works. There is a uniform style in research and analysis approaches, evident both in the monographs and in the scientific publications presented.

One part of the results of the candidate's scientific research is distinguished by a scientific, and another part by a scientific-applied nature, in the direction of enriching and concretizing known and new knowledge and applying known methods for solving significant practical problems by offering concrete recommendations. The candidate's contributions are significant for science and practice and are essential for the development and enrichment of scientific research in the field of logistics, supply chain management, and entrepreneurship.

The analysis of the peer-reviewed scientific works gives me a reason to make the following two findings:

1. The candidate has the necessary skills to systematize, summarize and critically interpret existing scientific theses, propose models and methodologies for conducting scientific research, and apply appropriate statistical methods for data processing and analysis of results. The analyses, evaluations, conclusions drawn and results stated in scientific publications are presented in a scientific style, logically and accurately.

2. The presented results of Dr Dimitrova's scientific teaching, scientific research, and scientific applied activities fully correspond to the quantitative and qualitative indicators for occupying the academic position of Associate Professor.

7. Main critical notes and recommendations

I have no significant criticisms of the candidate's research and teaching activities. The achieved scientific results, the availability of practical knowledge, and the accumulated experience in conducting international scientific research give me the reason to recommend the candidate to direct his efforts to the formation of teams for the development of national and international projects.

8. Conclusion

Based on the established scientific and scientific-applied contributions in the presented scientific production and taking into account the acquired not only academic but also expert experience, I give my positive assessment and recommend to the respected members of the scientific jury to award Dr Adile Mustafova Dimitrova academic position "Associate Professor" in the professional field 3.7 Administration and Management, scientific specialty "Organization and management of production (logistics and entrepreneurship)".

01.08.2023

Signature:

/Prof. Galina Kurteva, PhD/