

REVIEW

by Assoc. Prof. Dr. Todor Todorov Yalamov, Faculty of Economics and Business Administration, Sofia University "St. Kliment Ohridski", member of the appointment/promotion committee in accordance with Order № RD 38-195 / 21.05.2020 of the Rector of Sofia University "St. Kliment Ohridski"

of the only candidate Dr. Iya Todorova Petkova-Gourbalova in a competition for the academic position of "Associate Professor" in the professional field 3.7. "Administration and Management" (Management, Organizational Behaviour, Leadership - in Bulgarian and English), announced in State Gazette, no. 21 of March 13, 2020.

1. General provisions and biographical data of the applicant

I know Dr. Iya Petkova-Gourbalova as a bachelor, master and doctoral student, and then a colleague (for 10 years) in the Department of Business Administration at the Faculty of Economics and Business Administration, who applies innovative tools in teaching, builds bridges between academia and business and actively participates in public the political life of the country.

Dr. Iya Petkova-Gourbalova has not only the education and experience of a lecturer (in two universities) and a trainer in private and public organizations, but gained also significant practical experience in various sectors (private - bank, marketing and sociological agency, public - National Palace of Culture and NGOs) and roles (entrepreneur - partner in a private company, social entrepreneur - member of the board of a non-profit organization, human resources specialist in a large financial institution, marketing specialist in a small company, executive officer in a state company, consultant in organizational development, etc.)

After graduation she received further training in seven countries and did an internship at the European Parliament and the World Resources Institute (USA). All this diverse experience gives her the opportunity to be extremely useful and attractive as a lecturer to Bulgarian and foreign students at the Faculty of Economics and Business Administration.

Usually Dr. Petkova-Gourbalova significantly exceeds the minimum annual workload, and also supports the activities of colleagues and PhD students.

The candidate submits 29 publications for participation in the competition. Three of them are without submitted ISBN / ISSN and it is possible that NACID (National Center for Information and Documentation) will not recognize them, but the others (without the monograph) bring 213.5 points, which covers the minimum scientometric

requirements for 200 points from group D for professional field 3.7 "Administration and management".

The presented list of citations, prepared by NACID, shows an institutional deficit - colleagues maintaining the register of academic staff will not recognize the citations in PhD theses. The candidate has no way of knowing this and has decided that there is no need to add additional citations, as these are prestigious enough (dissertations in foreign universities). I know of at least four more of her quotes in Bulgaria, which bring her another 30 points from group D, so she easily meets the requirement for 50 points from quotes under professional field 3.7 "Administration and Management".

About half of the presented publications have a total of 11 co-authors, which shows the openness of Dr. Petkova-Gourbalova to the typical collective way of doing research worldwide.

All references and documents required by the Law and the Regulations for implementation of the law for development of the academic staff, as well as the Regulations for the terms and conditions for acquiring scientific degrees and holding academic positions at Sofia University "St. Kliment Ohridski". Based on them, the candidate has the right to participate in the competition, as it meets all the minimum requirements for the position of "associate professor". As she is the only candidate, my review could have ended here with a recommendation to the committee for the award of the position of "Associate Professor", but below I will develop additional substantive arguments related to Dr. Petkova-Gourbalova's research.

2. General characteristics of the candidate's works

Dr. Petkova-Gourbalova participates in numerous conferences, works on research and educational projects, publishes papers, chapters and books with a focus on leadership and organizational behaviour. Her interest in leadership is biographically motivated, anthropologically embedded, and methodologically precise. Starting from the already standard MLQ-6S (which she tested with research in Bulgaria with her PhD thesis from 2013), Dr. Petkova-Gourbalova upgraded and expanded her methodological apparatus with many other tools (LAQ, LMX, etc., incl. her own) in reliable empirical research for the last 6 years, so that she can realize theoretical and scientific-applied contributions in terms of authentic leadership, measured through indicators of self-knowledge, internal moral perspective, balanced actions based on information and transparency in relationships.

The habilitation monograph (published in 2019) is dedicated to authentic (and transformational) leadership. The book, although following the academic canons, is appropriate and is a fascinating read for a wider audience, incl. business owners and managers. The data show that the managers evaluate themselves on the indicators of authentic leadership relatively low only in terms of transparency. A serious limitation of the study is that no additional tools were used to bring the results closer to a 360 degree feedback, but this was noted by the author. It is positive that the monograph was published in the previous year, and not as it often happens - in print at the time of the appraisal.

Dr. Petkova-Gourbalova's studies and papers demonstrate both her skills for independent research and that she is a sought-after co-author by established researchers. There is an impressive volume of empirical research - quantitative and qualitative, which, although unrepresentative, lay sufficient grounds for valid conclusions not only for science but also for practice - incl. teaching courses related to leadership and organizational development, incl. of leaders in specific sectors such as IT business, education, etc. Article [3] is dedicated to e-leadership - a topic practically unexplored in our country so far and very promising, especially in view of the transformation of business as a result of Covid-19.

I accept the claims for the candidate's contributions in its wording. The contributions fall entirely in the field of competition (organizational behaviour and leadership) and are the basis of her course "Leadership in a multicultural environment", designed for students in master's programs at the Faculty of Economics and Business Administration. The results found in the provided publications reveal the factors for successful leadership and better understanding of the management reality in Bulgarian enterprises. This is yet another argument for the appointment of Chief Assistant. Dr. Iya Petkova-Gourbalova as an associate professor, as not all professors study so meticulously the subjects they teach.

3. Evaluation of the evidence for the teaching activity of the candidate

Chief Assistant Dr. Iya Petkova-Gourbalova is an established, respected and loved lecturer by students. Strict but fair, as understood from the feedback from students (both Bulgarians and foreigners from four continents). She has a taste for the use of group-dynamic exercises, effectively uses modern ICT for distance and virtual learning, leads students to visits in interesting companies, invites important guest speakers and is able to organize discussions and feedback from students. Extremely active in leading master's theses (there are over 50 graduates). Works well in a team with various habilitated lecturers and assistants from the department.

4. Critical remarks and recommendations

Dr. Iya Petkova-Gourbalova has so far focused on the generally accepted way of doing research in Bulgaria - mainly through participation in local conferences, journals and yearbooks, as well as publishing monographs in Bulgaria. The fact that about 20% of her publications are in English (including in international conferences) and that there are 9 citations from foreign scholars in foreign publications shows that she is a "convertible" scholar and should orient her publishing activity to the world stage, incl. prestigious publications in Scopus and Web of Science.

The accumulated experience in working on projects and already as a habilitated lecturer would allow her to develop projects (including international ones) for

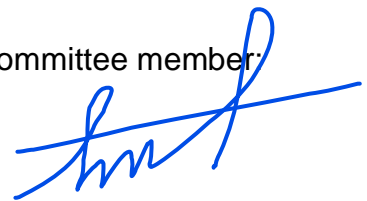
conducting comparative research (including through representative samples) and publications.

5. Conclusion

I strongly recommend the jury to award the title of "Associate Professor" in the professional field 3.7. "Administration and management" (Management, organizational behaviour, leadership - in Bulgarian and English) to Dr. Iya Todorova Petkova-Gourbalova.

August 28, 2020

Committee member:

A handwritten signature in blue ink, consisting of stylized cursive letters, positioned below the text 'Committee member:'.

Assoc. Prof. Dr. Todor Yalamov