

## REVIEW

in a competition for the academic position of Professor, in 1. Pedagogical sciences, professional field 1.1. Theory and management of education (Management of education), announced in issue 21 of the State Gazette, 13<sup>th</sup> March 2020, with a candidate Dinko Velichkov Gospodinov, PhD, Associate Professor at the Faculty of Pedagogy at Sofia University St. Kliment Ohridski

Member of the Academic Jury: Professor Galin Borisov Tsokov, PhD

### **1. General characteristics and professional biography of the candidate**

The only candidate in the competition for the academic position of *Professor* - Dinko Velichkov Gospodinov was born in 1955. He graduated from Sofia University St. Kliment Ohridski, *Major Pedagogy* in 1983. Mr. Dinko Gospodinov successfully defended his doctoral dissertation in the field of pedagogy in 1996. Since 1984 he has been working at the National Institute for Educational Research as a research worker. Since 1992, Dinko Gospodinov has been a Senior Assistant Professor at Sofia University St. Kliment Ohridski - Department of Information and Teacher Training (DITT). In 2000 Gospodinov became a Chief Assistant Professor at the Faculty of Pedagogy at Sofia University, and in 2013 he achieved the academic rank of Associate Professor in Education management at the same faculty. He holds the academic position of Associate Professor in a professional field *1.1. Theory and management of education*. Currently, Associate Professor Gospodinov is a lecturer at the Department of History of Pedagogy and Education Management.

### **2. Research and scientific and applied activity of the candidate**

In the announced competition Assoc. Prof. Gospodinov applies with 24 publications, of which one monograph, 4 textbooks and teaching aids, 2 studies, 7 articles in scientific journals and 10 articles and reports from conference collections. Five of the works are in international publications.

*Evaluation of the type and qualities of the presented scientific papers on the topic of the competition*

#### **a / Monographs and university textbooks**

According to the requirements of Academic Staff Development Act, among the submitted works there is a monograph published after obtaining the academic title of Associate

Professor. This is the monograph *Gospodinov, D. Policies for Human Resources Management in School. S., Avangard-Prima, 168 p.*, Published in 2019.

The book has a volume of 168 pages and is dedicated to one of the little developed /in theoretical and applied aspect/ areas in education management - organizational policies and human resources management in school. Thus, Assoc. Prof. Gospodinov directs his scientific efforts to a topic that is very relevant and significant not only for the theory of education, but has its own projections on the current state of the system of our school education. In fact this is true, because the issues studied relating to: the place of HRM policies as part of organizational policies; the types of HRM policies and their specifics in school; the development, implementation and evaluation of school policies regarding HRM, are some of the most important in terms of the process of modernization of modern educational organizations. In this sense, the topic developed by the author has a very high scientific value - both in theoretical and in scientific and applied aspect.

In general, the monograph benefits from its positive features and contribution points, which can be summarized as follows:

1. Significance and relevance of the problem developed in the monograph.
2. Theoretically, a comprehensive analysis of the various formulations has been made regarding the organizational policies related to HRM in education.
3. The obligatory and recommended school policies regarding HRM are presented analytically.
4. A concept for the development, implementation and evaluation of HRM policies is substantiated.

The most important highlights of university textbooks and teaching aids presented by Assoc. Prof. Gospodinov are:

- The textbook *Fundamentals of Education Management Textbook. S., 2019, Kolbis, 177 p.* is intended for students, future teachers, who study the discipline of Education management. Students get acquainted with the basic concepts in the theory of management, the emergence and development of educational management, and the theory and practice of school management in our country.
- In the textbook *Human Resource Management in Non-Formal Education Organizations. S., 2020, Kolbis, p.214.*, the essence of human resources management is clarified, and the

latest trends of transition from HRM to human resources development, and people management are highlighted. Topics related to the main strands in HRM are also considered, i.e. human resources planning, analysis and design of positions, recruitment and selection of human resources, their introduction into the organization, training and development. The textbook is intended for students in Bachelor's and Master's degrees in specialties such as non-formal education, social pedagogy, management of social and pedagogical organizations, management of socio-pedagogical activities, and others who study or are interested in HRM.

- The e-learning aid *Education Management. E-course developed under project BG051PO001-4.3.04/0011. SU St. Kliment Ohridski, Faculty of Pedagogy, Distance Learning Centre of the Faculty of Pedagogy. S., 2019, Publishing House of Sofia University St. Kliment Ohridski, 191 p.* The learning aid was developed under a project for the introduction of e-learning and was constructed on the basis of an existing curriculum of the discipline "Education Management" at the Faculty of Pedagogy. The learning aid covers 24 topics in the field of education management, including higher education management, and adult education.

- E-learning aid *Strategic and Innovation Management in Non-Formal Education. E-course developed under project BG051PO001-4.3.04/0011. SU St. Kliment Ohridski, Faculty of Pedagogy, Distance Learning Centre of the Faculty of Pedagogy. Sofia, 2019, Sofia University Publishing House St. Kliment Ohridski, 84 p.* The learning aid is intended for the course "Strategic and Innovation Management", studied by students in major "Non-formal education" at the Faculty of Pedagogy. It is developed according to the curriculum and includes 14 topics. In the field of strategic management, they cover its origin and development, the essence of strategic management, strategic analysis, development, implementation and evaluation of strategy. Topics in the field of innovation management are focused on the place of innovation in modern organizations.

#### **b/ Studies and articles in scientific-theoretical journals, scientific-methodical journals, and collections**

The main research highlights in these scientific works are:

- Determining the strategic factors in the environment of school organizations;
- Self-assessment of school institutions;
- The specifics of the management of small schools;
- Effective human resource management in school

- Factors for the work motivation of teachers;
- The continuing professional development of teachers
- Introduction of newly appointed teachers in the organization
- Satisfaction of teachers with their participation in school management and school work.
- HR branding in human resource management at school
- Determining the main characteristics of innovative schools;
- Improving organizational creativity in school organizations;
- Teachers' learning communities.

In general, a good assessment can be given to the presented by Assoc. Prof. Gospodinov research and applied works in the field of education management.

### **3. Assessment of academic and teaching activities of the candidate**

According to the submitted documents, the required study load is a fact. The lecture load of Assoc. Prof. Dinko Gospodinov is related to lectures in the disciplines of *Education Management, School Management Technologies*, in Major Pedagogy; *Personnel management* in Major Social activities; *Strategic and Innovation Management, Human Resources Management* in Major Non-formal education. In the Master's program of Educational Management he read the lecture course on *School Legislation and School Administration*, and in the Master's program of Management of Social Work Institutions he reads lecture courses on *Strategic Management of Social Work, Management of Municipal Social Work Institutions, Management Technologies in Social Work Institutions Management*.

The following facts also testify to the high quality of the teaching activity of Assoc. Prof. Gospodinov:

- He actively works with students to stimulate their interest in research and preparation of their publications;
- He is a reviewer and member of academic juries in Bulgaria;
- Participant in 5 educational and scientific projects */national, university level/*;
- Editor-in-Chief of the scientific e-journal "Bulgarian Journal of Education";
- He is the supervisor of 2 doctoral students, one of whom has already completed the doctoral studies with the right of dissertation defence.

### **4. Basic scientific and theoretical and research and applied contributions**

The contributions of Assoc. Prof. Dinko Gospodinov can be summarized in the following:

- For the first time in our country the current topic of policies in the field of human resources management in educational institutions has been developed;
- Sample policies regarding HRM in schools have been developed and the possibilities for their implementation in educational institutions have been considered;
- Some strategic factors influencing the management of the school are identified;
- The main characteristics of and challenges in front of innovative schools are revealed;
- The factors determining the development of the professional motivation of teachers are systematized.
- An analysis of the nature and peculiarities of the functioning and management of *small schools* has been made;
- A toolkit for school self-assessment has been developed, in accordance with the requirements related to quality management of educational institutions.
- Significant problems have been studied, related to the management of human resources in educational institutions such as the professional development and qualification of pedagogical specialists, introduction of newly appointed teachers in the organization, satisfaction of teachers with their participation in school management and school work.

In support of this overall assessment of the scientific contributions, we can point to the fact that the works of Assoc. Prof. Gospodinov have been cited as significant, and quoted in a number of publications - monographs and articles in periodicals and scientific collections. The noted citations of the candidate's works are 21.

### **5. Critical remarks and recommendations**

Some recommendations can be addressed to the research and teaching activity of Assoc. Prof. Gospodinov:

- In my opinion, in the scientific production of Mr. Gospodinov there are enough originally developed ideas and achieved results, which can be popularized through publications in indexed publications abroad;
- Associate Professor Gospodinov may focus even more his teaching and research efforts on the work with doctoral students in the doctoral program *Management of Education*.

### **CONCLUSION**

The documents and materials submitted by Assoc. Prof. Dinko Gospodinov, PhD meet all the requirements of the Academic Staff Development Act in Republic of Bulgaria

(ASDARB), the Regulations for implementation of ASDARB and the respective Regulations of Sofia University. He has presented a sufficient number of high-quality scientific papers published after the materials used for gaining the academic position of Associate Professor. In the works of the candidate there are original scientific and applied contributions, which have received national recognition. The candidate in the competition fulfils the relevant minimum national requirements for holding the academic position of "Professor". I have no doubt of plagiarism in the scientific publications submitted for review.

Based on the thorough study of the presented scientific papers, their significance, the theoretical and research and applied contributions contained in them, I give my **positive** evaluation and I find it reasonable to propose Assoc. Prof. Dinko Velichkov Gospodinov to hold the academic position of "Professor" in the professional field 1.1. Theory and management of education (Management of Education)

1<sup>st</sup> September 2020

Reviewer:  
/ Professor Galin Tsokov, PhD /