

## **REVIEW**

### **About competition for the academic position “professor” in professional field 1.1. Theory and management of education, published in State newspaper, No 32/13.03.2020**

*Reviewer: assoc. prof. Yonka Parvanova, PhD, Faculty of Education, Sofia University “St. Kliment Ohridski”*

#### **Candidate: associated professor Dinko Gospodinov, PhD**

##### **1. Basic information about the candidate.**

Assoc. prof. D. Gospodinov graduated in “Pedagogy” in 1983 at Philosophy Faculty, Sofia University. In 1996 he received his PhD degree on the topic of “Asocial behavior of secondary school students”.

Assoc. prof. Gospodinov started his professional career in 1984 as a scientific assistant at National Institute for information in Education, Ministry of Education. After being a teacher for 2 years he became assistant and chief assistant professor at the Department for information and training of teachers, Sofia University between 1992 and 2000. Since 2000 he is a faculty member of department “History of pedagogy and management of education”, Faculty of Education, Sofia University. In 2013 he became an associated professor in 1.1. Theory and management of education.

##### **2. Teaching and professional career.**

Over the years assoc. prof. Gospodinov has been teaching various subjects in the field of management of education at both bachelor and master level. These include Management of education, School management technologies, Strategic and innovation management, Human resource management, and School legislation and administration (with prof. Enicharova), etc. Competencies in

Management of education support the candidate's teaching work in management of social work, as he teaches subjects like Strategic management in social work, Management of municipal structures for social work, etc.

Assoc. prof. Gospodinov works actively with students in Pedagogy and Nonformal education specialty, stimulates their interest in management of education, and supports their research interests. He is actively involved in activities on both department and faculty level.

After becoming an associated professor, the candidate has participated in 5 projects and has been a lecturer in different trainings for school and kindergarten headteachers. He was part of several academic juries for PhD defenses and academic positions. Since 2013 he is a member of the editorial board of Faculty of Education yearly book and a chief editor of scientific e-journal "Bulgarian journal for education".

He served as an academic supervisor of two PhD students in the field of management of education, one of whom has acquired the right of public defense.

### **3. Characteristics of scientific publications of the candidate.**

Publication work of assoc. prof. Dinko Gospodinov is active, which can be seen in the list of total publication – 72. For his participation in the competition he presented **24 publication in the respective professional field**, all of them published after he had achieved the academic position of associated professor. They include:

- 1 monograph (habilitation work)
- 2 студии (2 papers in Faculty of Education yearly book)
- 7 journal articles
- 10 articles in collections from conferences
- 2 university textbooks
- 2 learning workbooks (learning materials)

The publication work of the candidate and its quality are fairly presented in the list of citations – **a total of 24 citations for years 2012-2020.**

The candidate fulfills minimal requirements for taking the academic position of professor in field 1.1. Theory and management of education, according to Law for development of academic staff.

**Main thematic fields** in the work of assoc. prof. Dinko Gospodinov can be described as follows:

- Human resource management (publication 1, 5, 6, 13, and 20 to 22)
- Strategic management in school and higher education (publications 2, 8, 9, 10, and 24)
- Innovations and innovative schools (publications 7 and 12)
- Management of school education and related topics (publications 3, 4, 11, 21, and 23)

Thematic fields presented in candidate's publications reveal a sustainable and deep interest in management of education both in general terms and in specific key areas as strategic management, human resource management, professional development of educational specialists, innovations in school education, etc.

The main piece of work in presented publications is the **monograph "Policies for human resource management in the school"**. The book represents a wholesome synthesis of his research and work in this field. It also places human resource management in a clear, systematic, and purposeful framework of interrelated policies. Suggested criteria for evaluation of policies in human resource management present a substantial contribution, as it provides opportunities for practical implementation of theoretical analysis in the monograph.

The topic of human resources is developed in other publications of the candidate, in which in a theoretical and/or empirical perspective he examines questions like teachers' motivation, teachers' professional development, teachers' innovation potential. Publications have a solid theoretical background, which the

candidate uses to build upon and to structure his own views on different questions, providing guidelines for improvement and/or optimization of human resources management in education.

Strategic management and innovations, as a naturally complementary elements in educational management, are seriously presented in candidate's work. His attempt to analyze strategic management both in the context of influencing factors and from the point of strategic planning in education make a good impression (publications 9 and 10). Specifics of innovations in education are related with their place in strategic management of school and human resources. This creates opportunities for further researches and analysis of innovation and creative potential of teachers.

**I accept the original contributions assoc. prof. Dino Gospodinov has outlined,** and I would like to point specifically two of them:

- As a main contribution regarding human resource management in school the candidate states the highlight of different research approaches toward policies, created in the field, their functions, and influence of different factors. Careful analysis of publication on the topic gives me the reason to point out another contribution – in addition to “policy” level, assoc. prof. Gospodinov studies human resource management also in some specific aspects, which can be considered important for modern educational system – continuous development of teachers, and their potential for innovations in school education. This makes me believe, that contributions of the candidate in the field of human resource management in education should include these parts of his scientific work.
- Regarding strategic management it should be noted that the candidate actively promotes the development and implementation of strategic management on a solid quality analysis of educational system, its current condition and needs, and especially – the disproportions and

disparities in its effectiveness on regional level. Traditionally, analysis of an object precedes goal setting. It is often however, that such analysis, especially in strategic documents in education, does not pay enough attention of disparities in access to quality education, which prevents effective strategic planning and management of the system as a whole.

#### **4. Recommendations.**

I have only one recommendation for the candidate – he should deepen his scientific work in innovation management, especially in the context of developing innovation potential of teachers and other educational specialists, as they are the main drivers of change.

#### **5. Conclusion.**

After the review of presented publication and work, **I can truly recommend to the scientific jury to propose assoc. prof. Dinko Gospodinov, PhD to be elected for “professor” in field 1.1. Theory and management of education.**

5.09.2020

Reviewer:  
/assoc. prof. Y. Parvanova, PhD/