

OPINION

by Assoc. Prof. Dr. Olimpiya Yordanova Vedar-Velichkova,
Sofia University “St. Kliment Ohridski”,
professional field: 3.7. Administration and Management

Regarding: the scientific works by Chief Assistant Professor Dr. Ivanka Georgieva Mihaylova, submitted for participation in a competition for the academic position of “Associate Professor” in the professional field 3.7. Administration and Management (Fundamentals of Management, Organizational Behaviour, Conflict Management in Organizations - in Bulgarian, French and English), announced in SG, issue 103 of December 10, 2021

Grounds for the opinion: member of the Scientific Jury by virtue of Order RD 38-95/07.02.2022, issued by the Rector of the Sofia University “St. Kliment Ohridski”, and Protocol 01/17.02.2022 from the first meeting of the Scientific Jury

1. Brief presentation of the candidate

The candidate meets the requirements provided by the Law for the Development of Academic Staff in the Republic of Bulgaria, the Regulations for its implementation, the Regulations on the Conditions and Procedure for Acquiring Science Degrees and Holding Academic Positions in Sofia University “St. Kliment Ohridski”. According to the submitted reference, the minimum national requirements are fulfilled.

Dr. Mihaylova graduated from the Sofia University “St. Kliment Ohridski”, Faculty of Economics and Business Administration: bachelor’s degree program in Business Administration in 1998 and master’s degree program in Organizational development in 1999. In 2018 she was awarded the educational and science degree “Doctor” in the professional field 3.7. Administration and Management with a dissertation on “Managerial Strategies for Dealing with Organizational Conflicts”.

According to the submitted Certificate from the Department of Human Resources, Dr. Mihaylova has 12 years of work experience in the specialty within the University. In 2010 she started working at Sofia University “St. Kliment Ohridski”, Faculty of Economics and Business Administration, Department of Business Administration as an Assistant Professor. In 2019 she became a Chief Assistant Professor, a position she currently holds.

Dr. Mihaylova has given lectures and seminars on Fundamentals of Management (in Bulgarian, French and English), Conflict Management in Organizations, Organizational and Managerial Models of Quality and Organizational Excellence, Ecology Management, and Writing a Master's Thesis. She has developed e-courses on disciplines she teaches. She has always had a full teaching workload. Annually, Dr. Mihaylova has been an academic supervisor of master's theses (according to the reference from the system “The Authors”). She works very actively with students as the administrative supervisor of the bachelor’s degree program (2020/2021), administrator of the master’s degree program “Business Administration – Human Resources Development”, scientific secretary of the Department of Business Administration (since 2020) and member of the Career Centre at the Faculty of Economics and Business Administration. She is a member of the Faculty Council and the Academic Affairs Commission of the Faculty of Economics and Business Administration.

I have known Dr. Mihaylova for many years and my personal impressions of her are excellent. Her growth in the profession happened literally before my eyes. She is an ambitious

and consistent young scientist, an outstanding lecturer and a responsible colleague who can always be counted on.

2. General description of the submitted papers

All required documents are attached to the materials regarding the competition for the academic position of “Associate Professor”.

The complete list of publications of the candidate includes 33 titles, of which 16 are submitted for participation in the competition.

The reference for the citations includes a total of 8 citations, of which 2 in refereed journals.

The publications correspond to the scope and scientific classification of the announced competition and include:

- a habilitation thesis – a monograph (“Conflicts in the Workplace: An Analysis from the Perspective of Employees);
- a published book based on a defended dissertation for obtaining the educational and science degree “Doctor” (“Managerial Strategies for Interventions in Conflicts between Employees”);
- a study published in a non-refereed edition with scientific editing (“Sources of Conflict Management Knowledge and Skills of Managers in Bulgarian Companies”);
- Two articles published in an edition referenced in Web of Science (one co-authored);
- Eleven articles and papers published in non-refereed peer-reviewed journals or edited collective volumes (five co-authored).

3. Characteristics of the candidate’s research and applied scientific works

The texts submitted for participation in the competition can be grouped absolutely exactly according to the three fields indicated in the title - Fundamentals of Management (General Management), Organizational Behaviour and Conflict Management, with the difference that the weight and emphasis on these fields are defined in reverse order. To me, this is indicative of the development of the candidate's scientific pursuits and speaks to a qualitative leap between an “assistant” who more or less works in the field of his “titular” and an independent scholar who has delineated his own field of scientific interest.

I will not go into detail on the presented texts, which I know closely, because this will be done by the reviewers. I will only note a few important points:

- The issues related to organizational conflicts are characterized by strong dynamism, complexity, and a high degree of indeterminacy. It has not been widely commented and analyzed in the Bulgarian socio-cultural environment, and it is necessary to work in this direction. The presented texts give an insight into the current “picture” and outline a field for relevant research pursuits.

- The results obtained by Dr. Mihaylova (in all three outlined areas) are relevant and have been applied to enrich the curricular content of the taught courses. An additional argument - from the upcoming semester a new academic discipline is launched, which we developed together with Dr. Mihaylova (Development of Managerial Competences), and which also includes a significant part of the results of her research.

- The texts are interesting and very “readable” and offer us both a theoretical and a very strong practical charge.

4. Research and applied scientific contributions

The review of the works submitted for the competition by Dr. Ivanka Mihaylova shows that these are independent studies that meet the scientific standards. The analysis of the publications reveals that the candidate has contributions in major problem areas related to

conflicts, organizational behaviour and management of organizations. I fully accept the contributions formulated by Dr. Mihaylova in her documents for participation in the competition.

5. Critical remarks, recommendations, and questions

My only critical remark, or rather a recommendation to the candidate, is that she should focus on publishing in national and international refereed and mainly indexed journals, which would help to increase the visibility of the achieved scientific results.

6. Conclusion

The presented publications reveal knowledge of the researched areas and the ability to give one's own "reading" of the issues. The candidate has carried out a large amount of work on systematization of ideas and achievements in the field of organizational conflicts, organizational behaviour and management of organizations. Resources for students learning have been created and tested. With the publications presented, the serious scientific and teaching work and with her active administrative activity, Dr. Ivanka Mihaylova has shown herself to be a dedicated lecturer, mature researcher and person with experience that can be passed on to students in the learning process.

All this gives me reason to recommend to the esteemed Scientific Jury to propose to the Faculty Council of the Faculty of Economics and Business Administration of the Sofia University "St. Kliment Ohridski" to approve the candidacy of Chief Assistant Professor Dr. Ivanka Georgieva Mihaylova and she to hold the academic position of Associate Professor in the professional field 3.7. Administration and Management.

Sofia
February 28, 2022

Member of the Scientific Jury:

(Assoc. Prof. Dr. Olimpiya Yordanova Vedar-Velichkova)