

## OPINION

by Professor D.Sc. Tsvetan Parvanov Davidkov,  
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”

### 1. Candidates

Chief Assistant Professor Dr. Ivanka Mihaylova is the only candidate in the 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).

Chief Assistant Professor Dr. Ivanka Mihaylova graduated from a French language school; she simultaneously passed the required equivalency exams in English for the entire course of study for an English language school (1994). She has a bachelor’s degree in Business Administration (Sofia University (SU), 1998) and a master’s degree in Organizational Development (SU, 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”).

Chief Assistant Professor Dr. Ivanka Mihaylova has a solid teaching experience as a part-time and full-time lecturer at the Faculty of Economics and Business Administration of the Sofia University “St. Kliment Ohridski”. Since 2010 she has been a full-time Assistant Professor at the Department of Business Administration, and since 2019 – a Chief Assistant Professor at the same department. She gives lectures and seminars on Fundamentals of Management (in Bulgarian, French and English, Organizational and Managerial Models of Quality and Organizational Excellence, Ecology Management, and Writing a Master's Thesis. She is the lead lecturer of the discipline Conflict Management in Organizations.

Chief Assistant Professor Dr. Ivanka Mihaylova works actively with students in the educational process and as an academic supervisor of graduates. She is an academic supervisor of the student internships in Business Administration; administrative supervisor of the bachelor’s degree program (2020/2021); administrator of a master’s degree program (“Business Administration – Human Resources Development”); scientific secretary of the Department of Business Administration (since 2020); member of the Career Centre. She is a member of the Faculty Council and the Academic Affairs Commission of the Faculty of Economics and Business Administration.

### 2. Materials submitted for participation in the competition

The submitted scientific papers for participation in the competition total 16; they are distributed as follows:

- a habilitation thesis – a monograph (№ 1 on the list; independent authorship; 194 pages);
- a published book based on a defended dissertation for obtaining the educational and science degree “Doctor” (№ 2; independent authorship; 183 pages);
- two papers published in scientific editions, refereed and indexed in world databases of scientific information (№ 3 and № 4 on the list; 1 – independent authorship and 1 – co-authored; total volume of 12 pages);
- eleven articles and papers published in non-refereed peer-reviewed journals or published in edited collective volumes (№ 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15 on the list; 6 – independent authorship (5 of them in English with a total volume of 30 pages) and 5 – co-authored (1 in English with a volume of 6 pages); total volume of 74 pages);
- a study published in an edited collective volume (№16; independent authorship; 22 pages).

The total volume of the submitted publications is 485 pages; 439 of them are the result of independent authorship (30 of them are in English); 46 pages are co-authored.

The documents and materials submitted for participation in the competition allow me to conclude that the required documentary evidence is available. From the reference made (including lecture hours, citations, participation in projects), it follows that the candidate meets the minimum requirements for candidates for the opening of a procedure for holding the academic position of ASSOCIATE PROFESSOR. From a quantitative point of view, there is a clear indication of distinct scientific work. The author of this opinion has publications in common with the candidate. The comparison of the candidate's texts submitted for participation in the competition for the position of “Associate Professor” with the general list of publications gives grounds to claim that her professional activity is characterised by purposefulness, consistency, and a lasting interest in the researched issues; a continuity and upgrading can be found in the texts.

### **3. General characteristics of the research and applied scientific activity of the candidate**

The common denominator of the research, applied scientific and teaching activity of Chief Assistant Professor Dr. Ivanka Mihaylova is the specific managerial point of view in the interpretation of topics and problems in the field of management and organizational behaviour. The main research focus is conflict management.

My main conclusions and evaluations related to the presented works are:

- In the texts Chief Assistant Professor Dr. Ivanka Mihaylova shows good competence in the field of management of organizations, organizational behaviour, and conflict management in organizations.
- Her work with sources is correct and professional.
- The presented texts give grounds to claim that the author has a markedly high general, professional and linguistic culture.
- The logic of the author’s theses is well defended and can be followed.

The following characteristics seem important for the evaluation of the submitted works:

- Chief Assistant Professor Dr. Ivanka Mihaylova develops current topics / problems the study of which is a necessity for organizations.
- The author develops purposefully in the chosen field (in accordance with the needs of the academic institution) - this can be traced on the basis of the continuity between what was done in the doctoral dissertation and subsequent research and authorial developments.

- The texts of Chief Assistant Professor Dr. Ivanka Mihaylova are applied in teaching / learning in an academic environment (including methodological activity); in project and publication activity.

I have no doubts about the good faith and authorship of the works presented.

#### **4. Evaluation of the candidate's pedagogical level and activity**

My evaluation of the pedagogical level and activity of Chief Assistant Professor Dr. Ivanka Mihaylova is positive. The grounds for it are:

- Chief Assistant Professor Dr. Ivanka Mihaylova has a solid and proven experience as an academic lecturer.

- She teaches a variety of academic disciplines. Their focus and content correspond to the scientific profile presented above as well as to the announced competition. She has always had a full teaching workload.

- The participation of the candidate in the projects “Building a sustainable mechanism for continuous adaptation of the curricula and programs to the real needs of the labour market at the Faculty of Economics and Business Administration of Sofia University “St. Kliment Ohridski” and “Building a sustainable capacity for the implementation of electronic distance learning for the students of the Faculty of Economics and Business Administration of Sofia University “St. Kliment Ohridski” confirms the above-mentioned conclusion concerning the systematic updating of the curricular content of the taught academic disciplines; this process also “illustrates” the candidate’s methodological activity.

- The feedback based on the student opinion surveys at the Faculty of Economics and Business Administration shows that the students highly appreciate the teaching activity of Chief Assistant Professor Dr. Ivanka Mihaylova.

#### **5. Major research and applied scientific contributions**

I accept the research and applied scientific contributions stated by the candidate. The analysis of the submitted texts shows that the candidate has contributions mainly in the following problem-thematic areas: management of organizational conflicts, management of organizations, organizational behaviour.

The publications in the field of management and organizational behavior cover a wide range of specific organizational, social-psychological, and other phenomena. The results can be evaluated as a systematic and complex disclosure of the functioning and significance of these phenomena for a better understanding of organizational reality and effective management of organizations. There is both a synthesis of existing knowledge and new data and facts (based on research work) with grounded interpretation. The results contain the potential to justify further research projects; to extend and deepen existing knowledge. The publications on organizational conflict can be a useful source of knowledge for managers, academic lecturers, consultants, practitioners, etc. A valuable result is the achieved synthesis between system-conceptual knowledge about organizational conflicts and the practical-applied level.

#### **6. Significance of contributions to science and practice**

Monitoring the functioning of the described contributions in different social contexts gives grounds to defend the following assessment: they are significant, useful, workable. The evidence for that is as follows: (a) the author is relatively recognisable (see the reference for the citations); (b) the systematic, purposeful activity of the candidate, which is manifested in well-received writing, academic teaching, projects, etc. Chief Assistant Professor Dr. Ivanka Mihaylova unambiguously enjoys a good reputation in the scientific and academic community.

## **7. Critical remark and recommendations**

I have no significant critical remarks towards Dr. Ivanka Mihaylova. I wish her to work purposefully (in a shortened timeframe) to obtain the academic position of PROFESSOR after holding the academic position of ASSOCIATE PROFESSOR.

## **8. Personal impressions**

I know Chief Assistant Professor Dr. Ivanka Mihaylova as a colleague of the Department of Business Administration of the Faculty of Economics and Business Administration of Sofia University. We have worked together in many areas. We are currently teaching academic courses together. I am closely acquainted with her teaching, publishing, project, and other activities. She is inquisitive, focused, systematic. Competent. With high personal standards. Respected. Dr. Ivanka Mihaylova is a person and colleague I trust completely; she can be counted on.

## **9. Conclusion**

All that has been said so far is reason to say the following: Chief Assistant Professor Dr. Ivanka Georgieva Mihaylova meets all the requirements of 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”, for holding the academic position of ASSOCIATE PROFESSOR, namely:

1) In 2018 Chief Assistant Professor Dr. Ivanka Georgieva Mihaylova has acquired the educational and science degree “Doctor”;

2) From January 2010 to May 2019 she held the academic position of “Assistant Professor”, and from May 2019 to the present moment she holds the academic position of “Chief Assistant Professor”;

3) She has a proven experience as an academic lecturer, including valuable methodological activity;

4) She has written a monograph with undoubted scientific merits and contributions. She also has a sufficient number of publications (which do not repeat those submitted for obtaining the educational and science degree “Doctor”) and citations (including 2 in refereed editions);

5) Chief Assistant Professor Dr. Ivanka Georgieva Mihaylova has active teaching, publication, and project activity.

This gives me reason to recommend to the esteemed Scientific Jury to award the title 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) to Chief Assistant Professor Dr. Ivanka Georgieva Mihaylova.

Sofia  
March 11, 2022

Member of the Scientific Jury:

(Professor D.Sc. Tsvetan Davidkov)