

OPINION

**On competition for the academic position of "Associate Professor" in the field of higher education
3. Social, economic and legal sciences, in the professional field 3.7. Administration and
Management (Basics of Management, Organizational Behaviour, Management of Organizational
Conflicts - in Bulgarian, French and English), announced in SG, issue 103 / 10.12.2021.
Candidate - Chief assistant Ivanka Georgieva Mihaylova, PhD**

**By the member of the scientific jury: Assoc. Prof. Diana Ivanova Ilieva, PhD, professional
field 3.7. Administration and management, UTP – Sofia**

1. General conditions of the competition

The competition is held in accordance with Order RD 38-95 / 07.02.2022 of the Rector of Sofia University "St. Kliment Ohridski" on the grounds of Art. 4 and Art. 25 of the Law for the development of the academic staff in the Republic of Bulgaria (LDASRB), art. 57 para. (1) and para. (2) of the Regulations for application of LDASRB, art. 108 para. (1) and para. (3) of the Regulations on the terms and conditions for acquiring scientific degrees and the holding of academic positions at Sofia University "St. Kliment Ohridski" and the decision of the Faculty Council of the Faculty of Economics, protocol №1 / 24.01.2022

2. Candidate biography

Chief assistant Mihaylova, PhD is the only candidate in the competition for the position of "Associate Professor". In 1994 she graduated from a French language high school and in parallel with her main course of study she sat equivalency exams in English based on the curriculum for the entire secondary education level. In the same year she became a student at the Faculty of Economics at Sofia University and after 4 years graduated with a bachelor's degree in Business Administration. Towards the end of her degree studies she partook in a TEMPUS mobility program with a focus on "Organizational Management, Economics" at the Université des Sciences et Technologies de Lille, France. In 1998 she enrolled in a master's degree education at the Faculty of Economics at Sofia University with a specialization in Organizational Development. The candidate's strive for knowledge led her on the path to successfully defend her doctoral thesis entitled "Management strategies for dealing with organizational conflicts" in professional field 3.7., in 2018 at the Faculty of Economics at SU.

Since the beginning of 2000, Dr. Mihaylova has been a part-time assistant at the Bulgarian-Danish College of Economics and Management, Botevgrad (until June 2002) and at the Faculty of Economics at Sofia University "St. Kliment Ohridski" (until January 2010). In the period 2004 – 2006 she combined those academic commitments with the world of practice, working as an accountant in "Trade and Building" Ltd., Sofia. Since January 2010 the candidate has a permanent contract with the Faculty of Economics at Sofia University as an assistant, and since May 2019 she has acquired the title of chief assistant, a position she still holds. She is also a member of the Bulgarian Association for People Management (corporate membership in the Association).

3. Main scientific interests of the candidate

Chief assistant Ivanka Mihaylova's scientific interests can be divided into the following areas: "Fundamentals of Management", "Organizational Behaviour", "Organizational Conflict Management", "Human Resources Management", "Organizational Management Models for Quality and Organizational Excellence", "Environmental Management" and others.

4. General description of the submitted materials

The documents submitted by chief assistant Dr. Ivanka Georgieva Mihaylova meet the requirements of LDASRB and the Regulations for its implementation. The publications submitted for this competition do not repeat the works submitted by the candidate for the acquisition of the educational and scientific degree "Doctor". The coverage of the minimum national requirements for the candidates for the academic position of "Associate Professor" by indicator groups is as follows:

Indicator A: Diploma received for the educational and scientific degree "Doctor" № SU 2018-62 / 05.07.2018 / 50 points

Indicator B: Habilitation work - monograph 100 points out of the required 100 points.

The presented monograph thoroughly examines the topic of *Conflicts in the workplace: analysis from the perspective of employees*. Sofia: Sofia University "St. Kliment Ohridski", Faculty of Economics, 2021, ISBN 978-954-9399-67-7. The research is presented in 200 pages in an introduction, three chapters, conclusion, references and appendix (Quantitative research questionnaire)/ 100 points

Indicators Г (D): Total points: 210.33 out of the required 200 points. 6 of the 15 publications related to this section are in English. Two thirds of the publications are author's own; one is co-authored with another researcher; the rest are in co-authorship of three or more researchers.

Г 5 Published a book based on a defended dissertation for awarding the educational and scientific degree "Doctor": *Management strategies for intervening in conflicts among employees*. Sofia: University Publishing House "St. Kliment Ohridski", ISBN 978-954-07-5303-4 (Appendix 16.2) / 75 points

Г 6 Two articles (one author's own and another in co-authorship) were published in the world-renowned database **Web of Science** (Appendices 16.3 and 16.4) / 45 points

Г 7 Scientific publications in unrefereed journals with scientific review or published in edited collective volumes. - **11 works** are presented; 5 of them are published in the journal with scientific peer-reviewed *Knowledge International Journal*, the rest - in edited collective volumes, included in the *National Reference List of Contemporary Bulgarian Scientific Publications with Scientific Review* and one in a respective list of peer-reviewed collective papers - Skopje (Appendices 16.5 - 16.15) / 75.33 points.

Г 9 A study published in an edited collective volume included in the National Reference List. (Annex 16.16) / 15 points.

Indicators Д (E): Total points: 75 out of the required 50 points. The evidential part of the three sections of this indicator provides bibliographic data for the cited publication and a reference to the respective database, presented in Annex 13.

Д 11 Citations in scientific journals, referenced and indexed in world-famous databases of scientific information or in monographs and collective volumes. Citations of 2 papers are presented in a journal indexed in the world databases **Scopus** and **Web of Science** / 30 points.

Д 12 Two citations in monographs and one in a collective volume with scientific review. / 30 points.

Д 13 Citations or reviews in non-peer-reviewed journals with scientific peer-review

This section comprises of one publication in English, cited in an English language paper and two other publications in Bulgarian, one of which cited again in an English language paper, and the other one - in Bulgarian / 15 points.

The content analysis of the scientific publications of the candidate for the academic position "Associate Professor" reveals that she has a serious theoretical background and can systematize the main scientific theses and theories related to the topic of the competition. The candidate has also demonstrated an impressive ability to correctly apply scientific approaches studying the relations which affect the thematic range of the announced competition.

5. Assessment of the pedagogical preparation and activity of the candidate

The professional and pedagogical training of Dr. Mihaylova over the years is focused and built upon knowledge and skills acquired through various educational and qualification degrees and later as a university lecturer delivering lectures and leading training in disciplines listed in the section about the main candidate's scientific interests. The academic reference issued by the Faculty of Economics of Sofia University (№344 / 10.01.2022) for Dr. Mihaylova's term time teaching record during the last 5 academic years (a total of 2229 hours), testifies that in general over the years it *exceeds the required minimum* in this regard. In her teaching activity the candidate has developed and implemented new lecture courses included in the curriculum (Appendix № 15.1) - 2 lecture courses developed in 2013: "Management of organizational conflicts" and "Writing a master's thesis" developed jointly with lecturers from the Department of Business Administration); also, in collaboration with a colleague

from the department she created the course "Development of managerial competencies" in 2021. Dr. Mihaylova has developed and published educational materials in the e-learning system of Sofia University "St. Kl. Ohridski" for a series of training courses in the disciplines of "Fundamentals of Management" and "Environmental Management" (under Project BG051PO001-4.3.04-0023), as well as for the disciplines "Organizational Conflict Management" and "Writing a master's thesis" in a team with lecturers from the department). The candidate applies the technological capabilities of platforms such as Microsoft Teams in facilitating the online learning process in the taught disciplines (Appendix № 15.2).

Dr. Ivanka Mihaylova took part in the working groups on three projects of Sofia University:

- "Creating a sustainable mechanism for continuous adaptation of curricula and programs to the real needs of the labour market at the Faculty of Economics at Sofia University" as an expert in reviewing documentary sources (2013-2015),
- "Improving management systems at Sofia University as a key to improving the quality of university activities and services" as an expert in methodology and research for the creation of tools (2012-2014),
- "Creating sustainable capacity for the application of e-distance learning for students from the Faculty of Economics at Sofia University as an expert in the development of curriculum for electronic distance learning and expert accreditation curricula (2012-2014).

Especially impressive is her individual work with students to organize and supervise the mandatory internship for Bachelor's degree students who chose to study Business Management - she has been and continues to be an academic mentor to 183 students for the period of January 2017 - January 2022 (Annex № 15.5). Under her scientific guidance, 68 graduates successfully defended their theses during the same period (Appendix: List of Scientific Supervisions). Dr. Mihaylova has the ability to ignite interest in PhD students and through the application of successful methodologies to get them involved in the development of five intra-university research projects (Appendix: List of research projects), with one of the PhD students included in a co-authorship of a scientific publication (2015).

6. Main scientific and scientific-applied contributions

The main scientific contributions are in the problem-thematic areas of *organizational conflict management, organizational management and organizational behaviour*. I accept the candidate's reference for the main contributions in the presented works, which are of scientific ("theoretical-methodological" in her reference) and scientific-applied nature and can be summarized as follows:

Main contributions of the monographic work:

The monograph "Conflicts in the Workplace: Analysis from the Perspective of Employees", 2021, ISBN 978-954-9399-67-7 meets the requirements for a monograph in volume and attributes. It presents a systematic study of workplace conflicts from the perspective of employees, further developing knowledge of the real dimensions of interpersonal conflicts in the workplace and at the same time creating new knowledge about their manifestations and characteristics, focusing on approaches to dealing with this type of conflicts in organizations from different sectors in Bulgaria.

Main contributions of the presented works:

A. Scientific-applied contributions

The candidate's reference presents 7 scientific-applied contributions, which I readily admit.

B. Practical contributions

In my opinion, the first of the contributions mentioned in this section "new knowledge in the field of..." should be included in the scientific-applied contributions. The other 4 contributions presented in the candidate's reference are precisely formulated and I am inclined to admit them.

7. Significance of contributions to science and practice

The significance of the contributions of Dr. Mihaylova's works to science and practice is indisputable. Fields with potential for future research are identified. The quantitative indicators of the criteria for holding the academic position of "Associate Professor" are met, and in some groups of

indicators the candidate exceeds the minimum requirements. She is a team player who can effectively share her experience and develop others.

The correct citation of the references used speaks of her *scientific and professional ethics*. (In this line of thinking and in accordance with the requirements of art. 53, para (1), item 5 of the Regulations for application of LDASRB, I have to note that the scientific publications of the candidate for the competition have not been tested with plagiarism detection software).

The above analysed facts allow me to conclude that Dr. Mihaylova is a valuable researcher who has the necessary publishing activity; her publications related to the topic of the competition are significant and can be useful for both the Bulgarian and the international scientific community.

8. Critical remarks and recommendations

In the analysis of the submitted materials omissions can be pointed out, but they are insignificant in nature and give me no reason to change my entirely positive assessment of the candidate.

I have recommendations only for the future work of the candidate, namely: to apply the accumulated knowledge on the competition topic in a wide range of practical research, to apply even more consistently its scientific results in research with students and PhD students, and to develop its potential in creative activities in scientific and educational projects, based on the main theoretical and practical-applied contributions from her comprehensive activity.

CONCLUSION

The above along with the potential demonstrated by the candidate in relation to the topic of the competition allow me to wholeheartedly recommend to the esteemed scientific jury to propose to the Faculty Council – in accordance with the requirements of LDASRB and the Regulations for application of LDASRB – **Ivanka Georgieva Mihaylova, PhD** to be elected to the academic **position of "Associate Professor"** in the Professional Field 3.7. "Administration and Management" (Fundamentals of Management, Organizational Behaviour, Management of Organizational Conflicts - in Bulgarian, French and English) for the needs of the Department of Business Administration at the Faculty of Economics, Sofia University "St. Kliment Ohridski"- Sofia.

Sofia, 10.03. 2022

Member of the Scientific Jury:
(Assoc. Prof. Diana Ilieva, PhD)