

OPINION

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Concerning scientific works submitted for participation in competition
for awarding the academic position of "Associate Professor"

in the field of higher education – 3. Social, economic and legal sciences
professional field – 3.7 Administration and Management

scientific specialty – Management and development of the organization and human resources.

In the competition for "Associate professor", announced in the State Gazette, issue 50/15.06.2021 and on the website of TU – Gabrovo for the needs of the Department of "Management" at the Faculty of Economics as a candidate participates Ch. Assist. Eng. Neli Ivanova Nikolova, PhD.

1. Information regarding the competition

The competition for the academic position "Associate Professor" at the Technical University - Gabrovo was announced in the newspaper "State Gazette", issue. 50 of 15.06.2021 (218 pages - one with a deadline for submission of documents 3 months from its promulgation in the State Gazette) and on the website of TU - Gabrovo for the needs of the Department of Management at the Faculty of Economics. One candidate participates in the competition. She was admitted by the first meeting of the scientific jury (according to the Order of the Rector № 3-01-379/24.09.2021) to participate in the competition for the academic position of "Associate Professor" held on 27.09.2021 in the environment Microsoft Teams.

2. Information regarding the candidate in the competition (short biographical data)

Only one candidate participates in the competition - Ch. Assist. Eng. Neli Ivanova Nikolova, PhD, lecturer on a permanent employment contract from 1999 until now at the Technical University - Gabrovo.

The candidate has complied with the normative requirements under the Law on Academic Position in the part "Terms and conditions for holding the academic position of "Associate Professor", as well as according to the Regulations for acquiring scientific degrees and holding academic positions at the Technical University - Gabrovo (Section IV Terms and conditions for holding the academic position "Associate Professor") and has prepared hers documents according to the requirements of the competition.

Ch. Assist. Eng. Neli Ivanova Nikolova, PhD graduated in 1995 from the University of Gabrovo "Master" in the specialty "Technology of Textiles and Clothing" with qualification "Mechanical Engineer" with a Very good 4.96; in 1993 she received an additional qualification "Pedagogy – teacher capacity (teacher)" with distinction and Diploma No1697 as part of Diploma No 0014199 from TU-Gabrovo; Bachelor's Degree in Trade and Marketing with Qualification "Economist" in 1998 with Excellent 5.69; Master's Degree in Industrial Management (2006) with "Master's degree in industrial enterprise management" – with Excellent 6.00 and Doctor (2014) at the Veliko Tarnovo University "St. St. Cyril and Methodius" in the scientific specialty "Economics and Management (Industry)" for defended dissertation on the topic: "Management of intellectual capital to optimize the activity of SMEs". She also holds diplomas and certificates from: Junior Achievement (2011), Center for Vocational Training at Dascal Bulgaria AD (2017), Job Developer (2017), Project No BG051OP001-4.3.04-0051 "Development and Implementation of virtual technologies for sustainable development of distance learning in TU-Gabrovo" (2013), Project No BG05M9OP001-1.023.0141-C01 "Promoting entrepreneurship in the North Central Region" (2019), Project BG051PO001-3.3.06-0036 for the development of the academic staff of "St. St. Cyril and Methodius", to participate in the 13th International Scientific Conference "Environment. Technology. Resources" (2021), Certificate (2010) and Certificate (2014) for English Proficiency (Level B1), Certificate of work at the Center for Vocational Training at "Center Pro" as a trainer in: "Prevention and fight against corruption" (2019), Certificate of 2004 for completed training in health and safety at work, Certificate for participation in conference "EMoNT" (2014), Certificate of participation under Erasmus+ (2009) from Linz, Austria.

The work experience of the candidate goes through the following stages: one year of teaching in SVTS - G. Oryahovitsa, three years as an "inspector of educational activities" in TU-Gabrovo and 22.5 years as a teacher (assistant, senior assistant and chief assistant). Here I can note that the educational and work career of the candidate Ch. Assist. Eng. Neli Ivanova Nikolova, PhD shows systematic and purposeful, consistent development in the professional field needed for the position of "Associate Professor".

3. Overview of the content and results in the presented works

The candidate Ch. Assist. Engineer Neli Ivanova Nikolova, PhD participated in the competition for the academic position of "Associate Professor" with 34 scientific publications amounting to 946 typewritten pages, of which - 26 independent articles and reports (184 pages); 1 article in "Scopus" with SJR 0.18 and another in the process of entry in the "Scopus database"; 3 textbooks, one of which is co-authored with Veriana Boeva (555 pages); 2 independent textbooks (207 pages); 1 monograph (136 p.).

The publication activity of the candidate for SED "Doctor" is also presented - 1 report and 4 articles (31 pages), doctoral dissertation (227 pages) and abstract (45 pages).

The publications can be classified as follows and are bringing the candidate the relevant points for the academic position of "Associate Professor" according to the minimum national requirements:

A1 - Dissertation for ONS "Doctor" (50 points);

B3.1 - Habilitation work - monograph (100 points);

G6.1; (G6.2 in the process of being entered in SCOPUS) - Articles and reports published in scientific journals, referenced and indexed in world-famous databases with scientific information, publications in SCOPUS databases (30 points);
G7.1; G7.2; G7.3; G7.4; G7.5; G7.6; G7.7; G7.8; G7.9; G7.10; G7.11; G7.12; G7.13; G7.14; G7.15; G7.16; G7.17; G7.18; G7.19; G7.20; G7.21; G7.22; G7.23 - Articles and reports published in non-peer-reviewed journals with scientific review or published in edited collective volumes (230 points);

G9.1 - Studies published in non-peer-reviewed journals with scientific review or published in edited collective volumes (15 points).

E20.2; E20.3 - Published university textbook or textbook used in the school network - E20.1 (co-authored with Veriana Boeva) (100 points);

E21.1; E21.2 - Published university textbook or textbook used in the school network (40 points).

The publications are systematized in three thematic areas as follows:

Thematic area 1: Management and entrepreneurial organizational development - B3.1; G6.1; G6.2; G7.5; G7.6; G7.8; G7.9; G7.11; G7.15; G7.16; G7.18; G7.21.

Thematic area 2: Human resources management - G7.1; G7.2; G7.3; G7.4; G7.7; G7.10; G7.12; G7.13; G7.14; G7.17; G7.19; G7.20; G7.22; G7.23; G9.1.

Thematic area 3: Educational technologies and training - textbooks, manuals and manuals - E20.1; E20.2; E20.3; E21.1; E21.2.

13 citations of the candidate's works are presented. We can assume that this number is not complete due to the difficulties in gathering the necessary information, given the lack of a citation tracking system in our country. These citations indicate that the applicant's scientific publications have received public recognition and are used by the scientific community.

G11.1; (E11.2; E11.3) - Citations or reviews in scientific journals, referenced and indexed in world-famous databases of scientific information or in monographs and collective volumes (15 (45) points);

G12.1; G12.2; G12.3; G12.4; G12.5; G12.6; G12.7; E12.8 - Cited in monographs and collective volumes with scientific review (80 points);

G13.1; G13.2 - Citation or reviews in non-peer-reviewed journals with scientific review (10 points);

E16 - Participation in a national scientific or educational project (135 points);

E17 - Participation in an international scientific or educational project (40 points);

E18 - Management of a national scientific or educational project - 2 Projects at UCNIT of TU - Gabrovo (60 points).

In conclusion under point 3 Review of the content and results in the submitted works we can say that the participant in the competition works mostly independently. Three of the articles are in English and the rest in Bulgarian. Recognizable among the scientific circles at home and abroad, evident from his participation in international scientific forums and the presented citations of the works. The management of scientific teams in projects from UCNIT of TU - Gabrovo proves its ability to organize and administer the activities of the participants and responsibility for the goals of the team. The candidate meets the Minimum National Requirements and the Minimum Requirements of TU-Gabrovo to the scientific, teaching and / or artistic or sports activity for holding the academic position "Associate Professor" with a total of 905 points, namely as follows: $A50 + B100 + G275 + D105 + E375 = 905$ points.

4. General characteristics of the candidate's activity

4.1. Educational and pedagogical activity (work with students and PhD students)

The candidate has submitted documents for teaching activities in the Department of Management at TU-Gabrovo with the necessary hours. She has over 22 years of experience as a lecturer in a higher education institution and has held the academic positions of assistant, senior assistant and chief assistant. During this period she participated in the development of 14 curricula for Bachelor's and Master's degrees, where she is a holder. Her work with students majoring in the Department of Management is very active. As a certificate for this are the more than 45 graduates in the Bachelor's and Master's degrees, the more than 50 reviews of diploma theses written, the participation of 7 students under her guidance in the annual Student Scientific Session of TU-Gabrovo, made 91 reviews to CSDK at TU-Gabrovo, is an academic mentor to over 100 students in "Student Internships" - Phases 1 and 2, has participated in State Examination Commissions and in the candidate-student campaign, leads an interest group at PTG "Dr. Nikola Vasiliadi" in Gabrovo, is Chairman of the Public Council at PTG "Dr. Nikola Vasiliadi" - Gabrovo since 2016, is a member of the Union of Scientists in Bulgaria. There are attached certificates, diplomas and documents certifying advanced training and acquisition of modern pedagogical skills. Therefore, I believe that the overall assessment of the teaching and pedagogical activities of the candidate is positive and meets the requirements of the Technical University - Gabrovo, as well as the Law on the Development of Academic Staff in the Republic of Bulgaria.

4.2. Scientific and scientific-applied activity

After getting acquainted with the submitted documentation and the information in it for the candidate's participation in research projects and hers publishing activity, as well as with the requirements of TU - Gabrovo for holding the academic position "Associate Professor", I state the following: The candidate has submitted a total number of scientific papers, other than those for the acquisition of SED "Doctor" - 34. After an up-to-date reference it is seen that at the moment 1 of them is reflected in the databases of Scopus (with SJR = 0.18) and 1 is in the process of reflection, 1 study, 26 are articles and reports published in unrefereed journals with scientific review, 2 independent textbooks and 1 co-authored with Veriana Boeva, 2 textbooks and 1 monograph. Based on the listed facts, I believe that the candidate meets and exceeds the criteria for research and scientific-applied activity of TU - Gabrovo and my overall assessment is positive.

4.3. Implementation activity

The candidate has submitted data for participation as a member of the teams of a national scientific or educational project E16 (10 pieces), in 2 international scientific or educational projects E17 and two manuals of a national scientific or educational project E18. A review by ALFRIDA PEEV EOOD is presented for an implemented and tested tool for stimulating change and dynamic balance in the organization, which is a good certificate for Ch. Assistant Eng. Neli Nikolova, PhD.

5. Contributions (scientific, applied). Importance of contributions to science and practice

I accept the reference made for the contributions by category of the candidate in the scientific papers, namely – 4 scientific, 5 scientific-applied, 4 applied and 7 educational and methodological contributions. All presented scientific works are in the field of professional field 3.7 Administration and management in specialty – Management and development of the organization and human resources. Contributions concern specific competences related to the applicant's interests and scientific development, namely: management and entrepreneurial organisational development, human resources management, as well as educational technologies and training. The reported scientific, scientific-applied, applied and educational and methodological contributions are directly related to the specialty of the competition and the educational disciplines it teaches with the educational documentation developed by it for: "Basics of Management", "Psychology of Management", "Entrepreneurship and Management", "Entrepreneurship and Entrepreneurial Behavior", "Strategic Management", "Management of Change", "Human Resources Management", "Human Resources Development Strategies", "Company Culture", "Financial Markets and Intermediaries", "Investment Risk and Insurance", "Insurance and Insurance", "Practice I".

I believe that the quantitative indicators of the criteria for holding the academic position of "Associate professor" are met. The candidate is recognizable in scientific circles at home and abroad by being present in the Scopus databases.

6. Assessment of the candidate's personal contribution

The scientific summaries, illustrated in methods for research, analysis, approbation, implementation are indisputable proof of personal participation of the candidate in the scientific-applied and applied contributions reflected in the publication activity. I dare to say that the results obtained are the work of the candidate and reflect his scientific development during the years directly related to the professional field - 3.7. "Administration and management" in the specialty "Management and development of the organization and human resources".

7. Critical remarks and recommendations

I have no critical remarks, but I recommend the candidate to continue working at this pace in the future, to participate in international research projects. And the results of scientific work to present and publish in international conferences in the country and in peer-reviewed journals with "impact" factor (WoS) or Scopus rank.

8. Personal impressions

I know the candidate personally, as a colleague at the Technical University - Gabrovo since 2006. She always shows responsiveness and is ready to perform all assigned teaching and pedagogical and research tasks. Professional, technical and communicative competence is at a very high level. She has the necessary theoretical and practical skills, as well as business skills to perform the academic position of "Associate Professor".

I consider that the presented information about the academic work and scientific production of the candidate meets the requirements for holding the academic position of "Associate Professor", according to the Law on the Development of Academic Staff in the Republic of Bulgaria and the Rules for its implementation, as well as the Rules for holding academic positions and acquiring scientific degrees at the Technical University - Gabrovo.

9. Conclusion:

Having in mind the above, I propose to the esteemed Scientific Jury to admit to the election of a faculty council of the Faculty of Economics at the Technical University - Gabrovo the candidate Ch. Assistant Professor Eng. Neli Ivanova Nikolova, PhD for the academic position "ASSOCIATE PROFESSOR" in the field of higher education - 3. Social, economic and legal sciences, in the professional field 3.7. Administration and management, specialty - Management and development of the organization and human resources.

13.10.2021

Member of the scientific jury:/signature/.....

/Assoc. Prof. Eng. Desislava Petrova, PhD/