

STATEMENT

by Prof. Snezhanka Kostadinova Ovcharova, PhD
Varna Free University „Chernorizets Hrabar“

on the materials, presented for participation in the competition
for the academic position Associate professor
in professional field 3.7. Administration and Management,
spec. "Organization and management of production (Business logistics and
entrepreneurship)"

1. Information about the competition

In the competition for associate professor, announced in the State Gazette by the University "Prof. Dr. Asen Zlatarov" - Burgas, no. 42 of 12.05.2023 as the only candidate participates chief assistant. Adile Mustafafova Dimitrova, PhD. All required documents and publications according to the law and regulations of the HS have been duly submitted.

2. Brief biographical data of the applicant

Candidate Adile Mustafafova Dimitrova holds a Master's degree in "Business Administration" and "Ecology and Environmental Protection" from the Technical University-Varna. In 2014 obtained a PhD in the scientific specialty "Organization and Management of Production" with a dissertation on the topic "Quality Control of the Supply Chain". From Dec. 2014 appointed as an assistant in the Department of "Economics and Management" of the Faculty of Social Sciences of the University "Prof. Dr. As. Zlatarov", Burgas, Since 2017. until now he holds the position of "chief assistant". Before starting work as a teacher, she worked in companies in the field of logistics.

3. General description of the presented materials

The candidate Ch. assistant professor Adile Dimitrova, PhD, presents all the required documents for participation in the competition for associate professor, including diplomas, references for the fulfillment of scientometric criteria, publications on the topic of the competition, service notes for work experience and guaranteed employment, for participation in national projects.

The following books, articles, reports and textbooks are presented from the publications:

- Two individual monographs - one presented as a habilitation thesis;
- One chapter of a collective monograph in English;

- 5 Studies in English published in non-refereed peer-reviewed journals or in edited collective volumes, one of which is individual;
- 13 articles and reports in English, published in scientific publications, referenced and indexed in world-famous databases with scientific information;
- 24 articles and reports published in non-refereed peer-reviewed journals or published in edited collective volumes.

Candidate A. Dimitrova has developed study programs and lecture courses in Business, Logistics, Innovation Management, Operations Management, Business Entrepreneurship for the "Bachelor", for the needs of VU. She has prepared also lectures and seminar exercises for students from the Master's College in the disciplines of Cost Management, Strategic Management in the Public Sector, Evaluation and Personnel Selection.

Four co-authored logistics textbooks are also presented, one of which is for distance learning.

4. Reflection of the candidate's scientific publications in the literature (known citations)

According to the detailed report on the fulfillment of the scientometric criteria, it can be seen that A. Dimitrova has 24 citations in scientific publications, referenced and indexed in world-famous databases with scientific information (Scopus and WoS) and 4 citations in monographs and collective volumes with scientific review, 15 citations or reviews in non-refereed peer-reviewed journals.

This proves that the candidate's output is well presented to the interested academic community.

The quantitative and qualitative requirements of this section are met.

5. General description of the applicant's activity

5.1. Educational and pedagogical activity

From the reference for conducted classroom and out of audience classes, it can be seen that Adile Dimitrova leads disciplines for bachelors and masters, which are related to the topic of the announced competition "Organization and management of production (Business logistics and entrepreneurship)", and there is sufficient employment for the announced academic position. Also, the candidate was the scientific advisor of 11 graduates in the Master degree.

I think that Chief Assistant Adile Dimitrova, phd has the necessary teaching experience, has created up-to-date curricula and materials, and is ready to take up the academic position of "associate professor" under the announced competition in PN 3.7 Administration and Management, "Organization and Management of Production (Business Logistics and Entrepreneurship).

5.2. Scientific and scientific-applied activity

The candidate participates in the competition with the following production:

- Two individual monographs:
 - > according to indicator B3.1 - habilitation thesis "Impact of logistics outsourcing on the performance of the organization", Ed. "Knowledge Society Institute", Sofia, 2022, ISBN 978-619-7128-23-9;
 - > indicator D4.1. – "Influence of Behavioral Factors on Entrepreneurial Intentions, Ed. "Knowledge Society Institute", Sofia, 2020, ISBN 978-619-7128-09-3
- one chapter of a collective monograph on indicator G10 - Application of an early warning system for dynamic business processes improvement, Soziooekonomische und rechtliche Faktoren der sozialen Entwicklung unter den Bedingungen der Globalisierung, Monographie, Shioda, Steyr, Oesterreich, 2018, p.13-22 , ISBN 978-3-953794-29-4.
- 5 studies in English, published in non-refereed peer-reviewed journals or in edited collective volumes, one of which is independent;
- 13 articles and reports in English, published in scientific publications, referenced and indexed in world-famous databases with scientific information;
- 24 articles and reports published in non-refereed peer-reviewed journals or published in edited collective volumes;

In addition, Chief Assistant Dr. Dimitrova participated in 10 national projects and was the head of one.

5.3. Contributions (scientific, applied science, applied)

The contributions in the presented scientific works can be grouped into the following three main directions:

- Logistics and supply chain management;
- Outsourcing of logistics activities;
- Research on entrepreneurial attitudes.

The formulated **scientific** contributions can be summarized as follows: conceptual models have been developed to improve logistics management in SMEs and to improve supplier business processes; groups of criteria for evaluation and selection of optimal logistics outsourcing are defined in order to improve the activity of production enterprises; a conceptual model was developed for the entrepreneurial intentions of business students in three universities from Bulgaria, Poland and Ukraine, and the influencing behavioral factors were identified.

The indicated thirteen **scientific - applied** ones are reduced to: development of a complex methodology, improvement of the parameters of the logistics strategy for adequate adaptation to the changing conditions of the competitive environment; a

conceptual model for hierarchical planning and the characteristics of its constituent modules is proposed, which can be used to solve various planning tasks in the supply chain; six main aspects are identified for evaluating the effectiveness of the outsourcing of logistics activities, as well as the advantages and disadvantages of its implementation in a specific organization; on the basis of a comparative analysis of the factors from the external environment, the areas of impact on the entrepreneurial attitude of students from business specialties in three countries have been identified; the influence of gender and the main behavioral factors on career choice and entrepreneurial intentions of students was determined.

As **applied** contributions can be taken: four main types of logistics systems are defined and their characteristics are described, which allows structural analysis and optimization of supply chains; empirical studies have been conducted and the relationship between the outsourcing of individual logistics activities and the performance of the organization has been established; the possibilities of applying the approaches of logistics management and management of the supply chain in the hospitality industry were investigated; the main components of the service at the logistics service providers (3PL), as the object of outsourcing for the organizations, are established; recommendations are made to improve the training, with the aim of strengthening the entrepreneurial intentions of business students, according to the specifics of three countries.

In summary, the contributions of the scientific works can be attributed to the enrichment of existing theoretical knowledge and practical significance of the results in the field of logistics management, outsourcing of logistics activities and the entrepreneurial attitude of students.

6. Evaluation of the candidate's personal contribution

As can be seen from the works presented, Chief Assistant Dr. Adile Dimitrova has numerous publications developed in a collective, as well as independent monographic studies. She has developed curricula and materials for the disciplines taught at the Bachelor and the Master degree and actively participates in national projects.

I believe that the candidate's personal contribution is expressed mainly in in-depth research, creative thinking and further development of theory and methodology in the field of logistics of manufacturing enterprises, outsourcing opportunities, and the factors of entrepreneurial intentions. Chief assistant A. Dimitrova creates contributions that meet and even exceed the minimum national quantitative and qualitative requirements for holding the academic position of "docent" in the Department of "Economics and Management" according to the competition announced by the HS.

7. Notes and Recommendations

My note mainly refers to the presence of self-citation in some of the analyzed works.

Appreciating highly the research activity of Ch. assistant professor Dr. A. Dimitrova, I recommend that in his future teaching activity as an associate professor, he should develop textbooks and manuals in English.

8. Personal impressions

I do not personally know the candidate for the competition of associated professor. I evaluate achievements based on the materials presented.

9. Conclusion

I believe that the submitted works of Adile Dimitrova for the acquisition of the academic position of "associate professor" meet the national minimum requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Rules for its Application and the internal requirements of the University "Prof. Dr. Asen Zlatarov" - Burgas for teaching and research activities, and correspond to the profile of the competition.

Based on this, I vote in the affirmative, ch. assistant professor Adile Mustafafova Dimitrova, PhD, to be elected to the academic position "associate professor" in professional direction 3.7 Administration and management, scientific specialty "Organization and management of production (Business logistics and entrepreneurship)".

12.08.2023

Jury member:
/Prof. Sn. Ovcharova, PhD