

STATEMENT

by Ass. Prof. Dr. Kristiyan Stoyanov Hadzhiev, New Bulgarian University, Department of “Administration and Management”, professional speciality “3.7 Administration and Management”, academic area “Social Management”.

Regarding: the competition for the academic position of “Associate Professor” in the professional speciality 3.7 “Administration and Management” (Public Management and Education Strategies), announced in the State Gazette no. 52 published on 05.07.2022 and on the official website of VUZF (University of finance, business and entrepreneurship). This document reviews the application of the competition’s candidate Dr. Daniela Petrova Karaangova.

Reason for the presented statement: participation in the composition of the Scientific Jury for the academic competition in relation to Order No. 371/10.11.2022 of the Rector of VUZF and the decision of the first meeting of the Scientific Jury dated 11.11.2022.

The statement has been prepared in accordance with the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria (LDASRB), the Statute for its Application and the Statute on the Development of the Academic Staff of the University of Higher Education. In terms of structure, the present document consists of VI parts and a conclusion. This structure is based on the template for preparing a statement for occupying the academic position of "associate professor" at VUZF.

I. Assessment of applicant’s compliance of the minimum national requirements

Dr. Daniela Petrova Karaangova was the only candidate, who participated in the announced competition. Dr. Daniela Petrova Karaangova is a part-time lecturer at VUZF since the academic year 2019/2020. She obtained an educational science degree “doctor” (PhD) at the University of Southampton, The United Kingdom on 24.03.2020 (Viva date), whereas the official diploma certificate was issued in January 2021 in the professional speciality 3.7 Administration and Management. The title of her dissertational work is “The transformation of the higher education systems of the Eastern European developing countries through organisational learning. The case of Bulgaria”. The candidate went also through a procedure for recognition of their doctoral diploma in the National Centre for Information and Documentation NACID (certificate No. 08-00-38/01.09.2022). As a result, the candidate was registered in the Register of Academic Positions and Dissertations of NACID. The candidate’s submitted documents and materials for the present competition meet the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria (Article 2b), the Regulations for its Application (Article 1a, Paragraph 1), as well as the Regulations on the Development of the Academic Staff of VUZF.

It is evident from the submitted scientometric indicators that the candidate Dr. Daniela Petrova Karaangova meets the necessary minimum scientific, teaching and research requirements for occupying the academic position of "Associate Professor", in accordance with the Regulations for Implementation of the Law on

the Development of the Academic Staff in The Republic of Bulgaria (LDASRB), as follows:

- According to the different groups of indicators A-E, the candidate has presented evidence, through which the following points can be confirmed: A 50 out of 50 points, C 100 out of 100 points, D 200 out of 200 points, E 50 out of 50 points and F 0 out of 0 points. Indicators presented in group F are not required for the academic position of “associate professor”.

The total number of points of the candidate meets **the required minimum (400 points) and is in accordance with LDASRB.**

II. Research, scientific and scientific-applied activity, and results of the candidate

Dr. **Karaangova** participated in the competition for the academic position "associated professor" in the professional direction 3.7. Administration and management (**Public administration and educational strategies**) in VUZF with:

- three monographs (one is presented as a main habilitation thesis);

1. Assesment of the monographic academic work, including assesment of the scientific and scientific-applied contributions of the author.

The topic of the main habilitation monographic work of Dr. Karaangova is: "The personality and organizational constructs of systems thinking", edition of VUZF (publishing house "St. Gregory the Theologian", Sofia 2022, ISBN 978-619-7622-34-8) and is in a volume of 121 pages, reviewed by Assoc. Dr. Teodora Lazarova and Assoc. Dr. Radostin Vazov.

The monographic work of **Dr. Daniela Petrova Karaangova** is an **up-to-date scientific study** with a certain practical orientation. The main scientific contribution is related to **the presentation of a new theory**, through **adequate integration of modern approaches in management**. This academic work is based on empirical research with representatives of middle and top management from private and public enterprises in Bulgaria and Great Britain (data was collected from **353 surveys**). In its entirety, the development of the topic in the field of "systems thinking" is a scientific novelty and offers a contribution, since the topic is not sufficiently developed in Bulgaria, despite the great international interest. The literature review indicates a significant need for the factors that influence the ability of individuals to think in systems to be recognised. This is reasoned with the scientifically proven fact that executives, who possess this type of thinking, have the ability to deal with complex problems, thereby gaining a competitive advantage. An original contribution is rooted in the identification of the personality factors that impacts the "systems thinking" of the individuals. In the study, Dr. Karaangova also identified the types of organizational culture that stimulate or hinder "systems thinking" of the organization's management representatives.

In conclusion, the main habilitation work is up-to-date and relevant as it meets the needs of the present in terms of changing paradigms in management to achieve competitiveness, adaptability, and sustainable success in a turbulent environment. The achieved results of Dr. Karaangova's monograph are evaluated as contributions of a scientific-theoretical and scientific-applied nature.

2. Assessment of the contributions in the remaining attached publications made after the acquisition of the educational scientific degree ESD "doctor" (PhD). It also includes an assessment of the peer review requirement of the publications.

In the presented **two monographs**, a consistency in the **scientific interests and research of the candidate Dr. Daniela Petrova Karaangova** in the chosen field is clearly established. They are relevant to the context of the announced competition - 3.7. Administration and Management (**Public Administration and Educational Strategies**). The presented academic monographs have their **own scientific and scientific-applied contributions**, as follows:

- The second monograph "Perspectives for reforming higher education in Bulgaria", publishing house of VUZF "St. Grigoriy Bogoslov", Sofia, 2022, p. 136, ISBN 978-619-7622-53-9 expands existing knowledge in the field of organizational change and reform of higher education systems. In a synthesized form, the main scientific contributions are:
 - In the methodological choice regarding the holistic approach in the study of the reform of profiling of higher education institutions in Bulgaria in research or teaching oriented.
 - Consideration of the contextual specifics of the country where the reform was implemented. There are enough academic studies that examine the effect of the specific reform in the context of the developed countries, but at the same time there is a lack of solid data on its effect in developing countries and in particular Eastern European countries.
 - Analysis and interpretations of the data collected from 46 semi-structured in-depth interviews with representatives of three groups: top and middle university management, experts/politicians and university lecturers.
 - The conceptual theoretical framework that illustrates the factors that influence the failure of the ongoing reform in the higher education and science sector.
- The **third monograph** “**The role of higher education for the transformation of the Bulgarian economy**”, published by VUZF "St. Grigoriy Bogoslov", Sofia, 2022, p. 132, ISBN 978-619-7622-52-2, identifies the main factors and obstacles to the transformation of the Bulgarian economy into an intelligent one. First of all, the contribution of this academic work is in **the in-depth and holistic analysis of the strategies**, policies and subsequent actions related to the increasing role of higher education and science for the development of entrepreneurship and intelligent economy. The presentation of a conceptual model that identifies the stages and steps towards achieving a transformation of the system of higher education and science is also a contributing point. The formulated recommendations for overcoming the exposed weaknesses in the strategies and policies for the development of higher education and science are of

significant practical value.

The two submitted monographs supplementing the main habilitation thesis offer a number of original scientific contributions and do not repeat those for the acquisition of the ESD "Doctor" (PhD).

In a synthesised form, the conclusions that are imposed in connection with the presented scientific works are summarised as follows:

- Each of the publications examines relevant and up-to-date problems and enriches the scientific and practical value of the existing knowledge.
- The critical view and analysis of Dr. Karaangova is noticeable in all her academic works, which proves her consistent development as an academic researcher.
- Different fields of research build sustainable 'bridges' in the Administration and Management network, enabling the development of new interconnections that improve the theoretical knowledge and practice of public management.
- All presented by Dr. Karaangova academic works offer both significant scientific contribution as well as essential practical application of the results.

3. Citations from other authors.

The publications containing the citations are provided in both hard and electronically scanned copies. It is evident that the publications of **Dr. Daniela Petrova Karaangova** were cited by 6 verified sources. The applicant meets the requirements in this category.

My overall assessment of Dr. Daniela Karaangova's research activity is positive.

III. Teaching activity

The candidate in the competition is a part-time lecturer at VUZF since the academic year 2019/2020. Based on the attached official memo (for the period 2019-2022), it is evident that Dr. Karangova fulfills the norm for academic workload and meets the requirements of Art. 24, para. 1, item 2(b) of LDAS. **Her educational and teaching activity is related to the subject of the competition, and the accumulated teaching experience meets the requirement for occupying the academic position "associate professor" in professional direction 3.7. Administration and Management.**

IV. Administrative and public activity

In administrative terms, Dr. Karangova is involved as a Deputy. Editor-in-chief of the VUZF Review scientific journal. The main activities and responsibilities of Dr. Karaangova are related to publishing, preparation and editing of materials submitted for publication and close cooperation with authors and reviewers in order to support the (rapid) publication of high-quality articles; processing of suitable materials; assisting the editor-in-chief in developing the magazine's content.

Dr. Karangova contributes to the development and improvement of research at VUZF with her administrative and public activities.

V. Personal impressions of the candidate (if any).

I have no personal impressions as I do not know the candidate in person.

VI. Opinions, recommendations and notes on the activity and achievements of the candidate.

Dr. Karaangova's peer-reviewed scientific publications are developed on a fundamental theoretical and empirical basis, which are excellently reasoned together with the practical recommendations presented in them. I have no specific critical remarks on the content of the candidate's scientific works.

The following recommendations can be made for her future scientific and teaching activities:

- to continue to combine her research and teaching work with that of an expert and consultant.
- to publish textbooks on the subjects she teaches.

Conclusion

The candidate for the competition, Dr. Daniela Petrova Karaangova, meets all the minimum requirements for the occupation of the academic position "associate professor", according to the Law on the Development of the Academic Staff in The Republic of Bulgaria (LDASRB), the Regulations for its application, as well as the Regulations for the development of the academic staff of VUZF.

The scientific publications of the candidate presented in the competition contain original theoretical, methodological and practical-applied contributions.

After getting familiar with the materials and scientific publications presented in the competition and analysing their significance, scientific and scientific-applied contributions contained in them. I find it reasonable to give my **positive** assessment and to recommend to the Scientific Jury to prepare a report-proposal to the Academic Council for election of **Dr. Daniela Petrova Karaangova to the academic position of "associate professor" at VUZF in professional direction 3.7 Administration and management (Public management and educational strategies).**

Date 19.11.2022

Signature