

RECENSION

From: *prof. Dr. Nikolay Hristov Sterev, UNWE-Sofia*

Scientific specialty: 05.02.18 Economics and Management; 3.8. Organization and management of production

Concerning: competition for **ASSOCIATE PROFESSOR** in the field of science 3.8. *Economics, scientific specialty "Economics and management (industry)" at "D.A Tsenov" Academy of Economics.*

1. Presentation of the candidate

The competition has been announced for the needs of the "D.A Tsenov" Academy of Economics - Department "Industrial Business and Entrepreneurship", Faculty "Faculty of Industry and Commerce" in accordance with the Decision of the FC № 8 / 26.04.2023 and published at SG № 21 / 07.03.2023.

There is only one participant in the competition: **chief assistant Professor Dr. Emil Borislavov Nikolov.**

2. Reason for writing the recension

I participate in the Scientific Jury of the competition according to Order No. 364 / 02.05.2023 at the Rector of the "D.A Tsenov" Academy of Economics. The basis for writing the recension is the Decision of the SJ on its regular session at May 15, 2023.

The recension is prepared on the basis of the Regulations for the Implementation of the Law on the Development of the Academic Staff in "D.A Tsenov" Academy of Economics and the documents submitted by the candidate:

- List of the candidate's publications;
- Reference for academic employment at "D.A Tsenov" Academy of Economics;
- A copy of the candidate's publications;
- Certificate of fulfilment of the minimum national requirements for occupying the academic position "associate professor", specified in the ZRASRB.
- List of participation in research and educational documents;
- Reference to the candidate's scientific and scientific-applied contributions;
- Summaries of the works of the candidate for participation in the competition;

- Other documents required according to the Regulations for the Development of the Academic Staff of "D.A Tsenov" Academy of Economics.

3. Personal characteristic of the candidate

The main information about the only candidate in the competition can be summarized in the following areas

- Education:
 - **Secondary education:** 1996 – 2000 - DTG "Dimitar Hadjivasilev" - Svishtov, specialty: Business administrator, qualification: economist-organizer
 - **Higher education:** 2000 - 2004, "D.A Tsenov" Academy of Economics, specialty "Business Administration" EQL "Bachelor"
2004 – 2005, "D.A Tsenov" Academy of Economics, specialty "Business Administration" EQL "Master"
 - **Doctorate:** 2006 - 2009, "D.A Tsenov" Academy of Economics, 05.02.18 "Economics and management (industry)". Dissertation topic: *Sustainability of company competitiveness*". Diploma No. 33628 / 14.09.2009, HEC
- Professional experience:
 - 2006 - 2007 - "Sviloza" AD, Svishtov: economist.
 - 2009 to now – "D.A Tsenov" Academy of Economics, assistant professor and chief assistant professor.
 - 2015 – 2019 – Municipal Councilor in Svishtov Municipality, member of the standing committees: Economic Development, Finance and Budget, and Education, Culture and Religions.
- Academic experience:
 - 2009 – 2010 – assistant professor;
 - 2010 – now – chief assistant professor;

Within the scope of his academic experience, **chief assistant Professor Dr. Emil Borislavov Nikolov** has held administrative positions at "D.A Tsenov" Academy of Economics as: departmental Erasmus office coordinator.

4. Fulfilment of the requirements for occupation of the academic position

The following summaries can be made from the submitted information for fulfilment of the minimum National requirements for occupation of the academic position "ASSOCIATE PROFESSOR", as well as the specific quantitative and qualitative requirements of "D.A Tsenov" Academy of Economics for occupation of the academic position "ASSOCIATE PROFESSOR"

- The references are correct and reflect the main scientific achievements (published books, studies, articles and reports from conferences, and citations of scientific publications), as well as basic qualitative acknowledgments of the society about the candidate for ASSOCIATE PROFESSOR of "D.A Tsenov" Academy of Economics.

- **All minimum national requirements are met, including:**

- The candidate has acquired a PhD: *Sustainability of company competitiveness*, the diploma was issued by the HEC in 2009 with № 33628 / 14.09.2009 in scientific specialty 05.02.18 "Economics and management (industry)"
- The candidate has published an independent monograph on the topic of the ASSOCIATE PROFESSOR Competition: *Corporate social responsibility: disclosure of non-financial information*, Bibl. "Economic World", no. 139, Svishtov: AI "Tsenov", 184 p., ISSN 1310-2737
- The candidate participates in the competition with an additional: 1 textbook and chapters at 3 collective textbooks, 1 study and 8 collective studies, 5 articles and 19 reports, which form **276,52** points (minimum number of 200 points according to the Regulations for implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria).
- The candidate has specified 16 citations in indexed and referenced publications, which form **100 points** (minimum number of 50 points according to the Regulations for the Implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria)

- All minimum quantitative requirements of "D.A Tsenov" Academy of Economics have been met, including:

- Has held academic positions for more than 5 years: assistant professor and chief assistant professor (from 2009 to now) with a total employment of more than 1,000 hours (3,055 hours worked for the last 5 years);

- has participated in at least 2 (two) scientific research projects: reports Project leadership of 2 university projects and participation in 4 other university projects.
- Reports published 1 independent textbook and chapters of 3 collective textbooks.
- Accounts for participation in the development of
 - 8 study programs for EQL Bachelor, including: Enterprise Economics, Human Resource Management, Industrial Enterprise Competitiveness Management, Small Enterprise Management, Industry Project Management, Entrepreneurship; and
 - 6 study programs for EQL Master, including: Management of corporations, Anti-crisis management of the corporation, Management of outsourcing projects, Knowledge management, Innovative entrepreneurship, Corporate entrepreneurship.
- There is 1 publication indexed in SCOPUS: Bozhinova, M., & **Nikolov, E.** (16-22 August 2021). *Integration of non-financial reporting in the Bulgarian most traded companies*. 21st International multidisciplinary scientific geoconference - SGEM 2021. Conference proceedings of selected papers (5.1), pp. 749-755. DOI: <https://doi.org/10.5593/sgem2021/5.1/s21.090>

In fulfilment of the minimum national requirements for occupying the academic position "ASSOCIATE PROFESSOR" **526.52 points** were formed with a minimum number of points of 500 for occupying the academic position ASSOCIATE PROFESSOR of "D.A Tsenov" Academy of Economics.

5. Brief description of the submitted scientific papers / publications

The only candidate for the academic position of ASSOCIATE PROFESSOR: **chief assistant professor Dr. Emil Borislavov Nikolov**, participated in the competition with **38 publications**, incl. 1 monograph on the competition, 1 individual and 3 collective textbooks, 1 individual and 8 collective studies, 5 individual and collective articles and 19 scientific reports. Some of the publications are in English.

The main directions of the research and publication activity of **chief assistant professor Dr. Emil Borislavov Nikolov** can be found to the following research fields:

- Corporate social responsibility of business, incl. CSR reporting;
- Environment for business and competitiveness, incl. entrepreneurship and innovation;
- Business organization management, including knowledge management, human resources management, etc.

The main RESULTS of the scientific and research activity of the only candidate in the competition: **chief assistant professor Dr. Emil Borislavov Nikolov**, can be summarized to the following in order of significance:

- on the monograph for participation in the competition: *Corporate social responsibility: disclosure of non-financial information*:
 - on the basis of an analysis of the state and trends in the development of corporate social responsibility /CSR/, the main characteristics that determine the social behaviour of business and its inclusion in corporate reports have been identified, including
 - a historical analysis of the development of the main concepts and practices of corporate social responsibility is proposed;
 - a comparative analysis of main approaches used in the various articles from the evolution of CSR theory and practice was carried out.
 - an author's methodology is proposed for the analysis of CSR practice in Bulgarian enterprises by using mathematical and statistical tools based on an information card for self-assessment, incl.
 - a comparative analysis of various tools for self-assessment of the level of CSR in business is presented.
 - an approach applicable to Bulgarian practice is proposed, which is based on the main elements in the presentation of corporate reports in Bulgarian enterprises.
 - The author's proposed methodology has been tested with data from large public Bulgarian companies, and the results obtained are significant for identifying the peculiarities of CSR and its reporting in Bulgaria, incl.
 - The results of a study of large Bulgarian enterprises that publish a report on their CSR are presented.

- on the publications for participation in the contest:
 - Corporate social responsibility: 3 studies, 2 articles and 13 reports.
 - The evolution of both the concept and the tools related to the formation of corporate social responsibility is analysed.
 - Various methods for evaluating CSR in business are presented and analysed, as well as basic requirements are considered, incl. and CSR reporting standards.
 - The fundamental needs of the manifestation of CSR have been analysed, as well as 30 basic forms of manifestation of CSR in practice have been systematized.
 - The impact of the Covid-19 pandemic on the practice of corporate social responsibility has been analysed.
 - An applied CSR assessment model was proposed and implemented for Bulgarian enterprises according to submitted corporate reports.
 - Business organization management, including knowledge management, human resources management: 3 studies, 3 articles and 4 reports.
 - Basic features of company knowledge and their manifestation in the company's personnel are presented.
 - Specific features of knowledge management are revealed when considering personnel management practices in companies.
 - Basic conceptual theories revealing the knowledge management approach are summarized.
 - Environment for business and competitiveness, incl. entrepreneurship and innovation: 3 studies and 2 reports.
 - The main features of the company's competitiveness are presented, and the cause-and-effect relationships between the competitiveness of the business and the social responsibility of the business are shown.
 - Specific features for the development of entrepreneurial attitudes, examples of the student community, leading to the support of innovation and increasing competitiveness are revealed.

Upon recension of the submitted publications, no evidence was found and/or there were no signals of copyright infringement of other researchers at the time of drafting the recension.

6. Compliance with the contributions in the scientific requirements

In general, I accept the contributions made by the candidate, but I believe that they can be summarized as follows:

- Contributions of **theoretical and methodological character**:
 - The main theoretical statements and methodological developments regarding the corporate social responsibility of business have been systematized and enriched;
 - Scientific summaries were made and a scientific improvement was proposed regarding the use of the tool for assessing corporate social responsibility practices and their reporting;
 - Practical models in the field of reporting non-financial information have been systematized, incl. and integration in the reporting of a methodology for assessing corporate social responsibility.
 - A model for managing company knowledge is proposed, incl. and dissemination of knowledge in business organizations
- **Applied** contributions:
 - Approaches for applied research on the use of tools for assessing corporate social responsibility are outlined, incl. and applied testing was conducted using real non-financial statements of large Bulgarian enterprises;
 - On the basis of the presented methodology, an applied study was conducted and the main challenges in knowledge management in a Bulgarian company were assessed;
 - A tool was developed and tested to assess the entrepreneurial attitudes and behaviour of students, and on this basis, an analysis of the barriers and challenges to the development of the innovative potential of students at "D.A Tsenov" Academy of Economics was conducted.

7. Characterization of the candidate's academic reputation

On the basis of the submitted Reference for citations, 16 citations of various Bulgarian colleagues working at universities in Bulgaria have been identified on the issues presented in the candidate's publications. A large part of the quoting publications is outside from colleagues of the candidate from "D.A Tsenov" Academy of Economics, which indicates a good reputation of the candidate.

8. Key critical notes and recommendations for each candidate individually

Essentially, the scientific and creative results of the candidate for the **ASSOCIATE PROFESSOR** academic position correspond to the direction of the competition. Although some of the content elements of the applicant's scientific production submitted for review may be subject to partial criticism and remarks, I believe that in general no significant ones can be addressed to the applicant.

9. Conclusion.

In summary, the documents and materials presented by **chief assistant professor Dr. Emil Borislavov Nikolov** meet all the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), the Regulations for the Implementation of ZRASRB and the relevant Rules of the "D.A Tsenov" Academy of Economics.

The only candidate in the competition submitted a sufficient number of scientific works published after the materials used in the defence of the PhD Degree. The candidate's works contain original scientific and applied contributions that have received international recognition, a representative part of which has been published in journals and scientific collections issued by international academic publishing houses.

After getting acquainted with the materials and scientific works presented in the competition, with the analysis of their significance and the scientific, scientific-applied and applied contributions contained in them, I find it reasonable to give my **POSITIVE EVALUATION** and to **RECOMMEND** the Honourable Scientific Jury to support the selection of **chief assistant professor Dr. Emil Borislavov Nikolov** at the academic position of **ASSOCIATE PROFESSOR** at "D.A Tsenov" Academy of Economics in professional direction 3.8. "Economics", scientific specialty "Economics and management industry)" for the needs of Department "Industrial Business and Entrepreneurship", Faculty "Faculty of Industry and Commerce" at "D.A Tsenov" Academy of Economics.

17.May 2023 / Sofia

Reviewer:

/prof. Dr. Nikolay Sterev/