



D. A. TSENOV ACADEMY OF ECONOMICS – SVISHTOV

OPINION

By Prof. Dr. ATANAS BLAZHEV ATANASOV,
professional field 3.8. "Economy",
scientific specialty "Accounting, Control and Analysis of Economic Activity",
Department of Accounting at the D. A. Tsenov Academy of Economics

Subject: participation of Chief Assist. Dr. Emil Borislavov Nikolov in an announced competition for occupying the academic position of Associate Professor in the field of higher education: 3. "Social, Economic and Legal Sciences", professional field: 3.8. "Economics", scientific specialty: "Economics and Management (Industry)", announced in the State Gazette, issue 21 of 07 March 2023 for the needs of the Department of Industrial Business and Entrepreneurship at the D. A. Tsenov Academy of Economics – Svishtov.

1. Presentation of the candidate

In the competition for the academic position of "Associate Professor" by field of higher education: 3. "Social, Economic and Legal Sciences", professional field: 3.8. "Economics", scientific specialty: "Economics and Management (Industry)", announced in the State Gazette, issue 21 of 07 March 2023 for the needs of the Department of Industrial Business and Entrepreneurship at the D. A. Tsenov Academy of Economics – Svishtov participated only Chief Assistant Dr. Emil Borislavov Nikolov.

2. Reason for writing the opinion

This opinion is written on the basis of a Decision of the Faculty Council of the Faculty of Production and Commercial Business at the D. A. Tsenov Academy of Economics – Svishtov (Protocol No 8/26.04.2023), Order No 364/02.05.2023 years of the Rector of the D. A. Tsenov Academy of Economics – Svishtov in accordance with the requirements of Art. 5, para 1 and Art. 121, para. 1. and para. 2. of the Regulations for the Development of the Academic Staff at the Academy of Economics" and a meeting of the Scientific Jury from 15.05.2023.

3. Personal characteristics of the applicant

Chief assistant Dr. Emil Borislavov Nikolov was born in 1982 in Svishtov. In 2000 has completed secondary special education in the specialty "Business – Administration" of SCHS "Dimitar Hadjivasilev" – Svishtov (diploma Series B-2000, No 005253, reg. No 5361/43 of 03.07.2000). In 2004 he graduated from the D. A. Tsenov Academy of Economics – Svishtov,

specialty "Business Administration" and acquired the bachelor's degree (diploma Serie SA – 2004, No 029926, reg. No 52065/20.10.2004), and in 2005 again at the D. A. Tsenov Academy of Economics – Svishtov he has acquired the master's degree also in the specialty "Business Administration" (Diploma C ERA SA – 2005, No 035926, reg. No 56637 / 30.11.2005). In the period 2006-2009 he was a full-time PhD student at the D. A. Tsenov Academy of Economics – Svishtov and since 2009 he has acquired the PhD in the scientific specialty "Economics and Management (Industry)" with a dissertation on "Sustainability of Firm's Competitiveness" (Diploma No 33628 of 14.12.2009). In the D. A. Tsenov Academy of Economics – Svishtov he has held the following academic positions: Assistant (2009) and from 2010 years until the present moment - Chief Assistant at the Department of Industrial Business and Entrepreneurship. Emil Borislavov Nikolov's work experience began in 2006, when as a student in the EQD of Master he was appointed to the position of "economist" in "Svilosa" AD - Svishtov.

In order to improve his qualifications and skills, Emil Borislavov Nikolov has participated in a number of trainings and specializations, including: "Virtual Learning Environment Moodle", "Project Management", "Project Management with Microsoft Project", "Training for Trainers – Basic Course", "Application of the Case Study Method in Training Students in Economics", "Publication in Refereed Editions with Impact Factor", "Technology Transfer and Protection and Management of Intellectual Property", "Objects of Intellectual Property – Essential Aspects and Opportunities for Generating Economic Growth", "Basics of Programming with Java", etc.

Since 2016 the applicant is the Erasmus Departmental Coordinator.

4. General (quantitative and qualitative) evaluation of teaching work

From the presented official transcript for the academic employment of Chief Assistant Dr. Emil Borislavov Nikolov for the training of students in the EQD of Bachelor in the last five academic years it was found that it is above the established for the higher school norm. In addition, the candidate in the competition is engaged in the training of students in the EQD of Master in the following subjects: "Corporate Management", "Anti-crisis Management of the Corporation", "Management of outsourcing projects", "Knowledge Management", "Innovation Entrepreneurship", "Corporate Entrepreneurship".

A mandatory element of the overall assessment of the academic and teaching work of each candidate for the academic position "Associate Professor" is his participation in providing the educational process with quality lecture courses, textbooks, and academic textbooks. In this respect, the teachings of Chief Assistant Dr. Emil Borislavov Nikolov courses are provided with up-to-date content author's and co-author's texts, which are printed in reputable publishing houses. In the materials of the competition are attached an independent textbook "Project Management in Industry" (Svishtov, AI Tsenov,

2019, 160 p.), and three academic textbooks in co-authorship (with a clearly defined author's participation of the candidate).

Chief Assistant Dr. Emil Borislavov Nikolov has developed in co-authorship 8 (eight) lecture courses for students studying in the Bachelor's Degree ("Enterprise Economics", "Human Resources Management", "Management of the Competitiveness of the Industrial Enterprise", "Small Enterprise Management", "Project Management in Industry", "Entrepreneurship", "Entrepreneurship – Part One", "Entrepreneurship – Part Two" and 6 (six) lecture courses for students studying in the EQD of Master in specialty "Corporate Management" ("Corporate Management", "Anti-crisis Management of the Corporation", "Management of Outsourcing Projects", "Knowledge Management", "Innovation Entrepreneurship", "Corporate entrepreneurship").

The applicant has participated in 6 (six) short-term teaching mobilities under the Erasmus+ program (Croatia – 2 mobilities, Moldova, Czech Republic, Montenegro, and North Macedonia) and one under the project BG05M2OP001-2.016-0004-C01 "Economy Education in Bulgaria 2030" of the "NOIR" Program, implemented in Romania.

According to a certificate issued and attached to the competition documentation by the management of the D. A. Tsenov Academy of Economics - Svishtov it is established that by 20.03.2023 years the applicant has a total work experience of 14 (fourteen) years, 1 (one) month and 28 (twenty-eight) days, including at the higher school 13 (thirteen) years, 4 (four) months and 29 (twenty-nine) days.

These quantitative and qualitative parameters of the educational and teaching work of the candidate for the academic position "Associate Professor" give grounds to express a particularly good assessment of his professional level within the auditorium and outside the auditorium employment.

5. General (quantitative and qualitative) assessment of research and research activities

The quantitative characterization of research and research activity of Chief Assistant Dr. Emil Borislavov Nikolov was prepared based on data from the lists of publications submitted by the candidate for the academic position of "Associate Professor". In structural and numerical terms, it is as follows: monographs – 1 pc., studies – 8 pcs., scientific articles – 6 pcs., reports – 19 pcs. For the titles and bibliographic data of the monographic listed and equivalent publications in specialized scientific journals, and of the reports, Chief Assistant Dr. Emil Borislavov Nikolov has certified in writing with the relevant references that they do not repeat the "doctor" submitted for acquiring the NSA.

In publications developed by author teams, the participation of the candidate is correctly distinguished. The reports are presented at national and international scientific forums.

Table 1. Fulfillment of the minimum national requirements by groups of indicators according to the "Development of Academic Staff in the Republic of Bulgaria Act" and "Regulations for the Development of the Academic Staff at the Academy of Economics"

Group of indicators	Number of indicators	Minimum requirements for associate professor (points)	Actual performance by Dr. Nikolov (points)
A	1	50	50
B	2	-	-
C	3	100	100
D	from 4 to 10	200	276,52
E	from 11 to 13	50	100
F	from 14 to 21	-	-
Total:	-	400	526,52

During the period 2010-2023, according to the certificate of the Institute for Scientific Research at the D. A. Tsenov Academy of Economics - Svishtov, Chief Assist. Dr. Emil Borislavov Nikolov has actively participated in 5 (five) scientific research projects (two of which he was a manager), in 1 (one) infrastructure research project and in 1 (one) a project for the partial funding of a scientific forum. The projects are funded by the state subsidy for scientific activity and their theme is markedly oriented towards the problems of business and entrepreneurship.

It is clear from the presented data that in quantitative terms the scientific publications of the candidate for the academic position "Associate Professor" exceed the minimum legal requirements in this regard. But no less important are the qualitative characteristics of the studies made. In this regard, I will focus on the qualities of the monographic study "Corporate Social Responsibility: Disclosure of Non-Financial Information", Svishtov, AI "Tsenov", Bibl. "Economic World", p. 139, 2019, 180 p., because for me this publication is a synthesis of the author's scientific activity so far. Through this independent study, he presents himself as knowledgeable, able, and prepared to carry out a thorough study of a theoretical-applied nature and with a well-grounded derivation of rational practical solutions. The topic and content of this study are highly relevant.

Special attention should also be paid to the positive qualities of the author's texts of Ch. Assist. Dr. Emil Borislavov Nikolov in the presented textbooks in the competition, as in them the author has managed to outline the peculiarities of business management and entrepreneurship based on accepted economic principles. This is achieved thanks to a thorough individual professional training and practical application of didactic formulation for the

movement of knowledge from the known to the unknown. That is why these publications present the author not only as a capable university lecturer, but also as a researcher.

The other scientific publications from the attached list of the competition are also related to corporate social responsibility and non-financial reporting, entrepreneurship, knowledge management and staff training. They explore current theoretical and applied problems of the important economic aspects, improvement, and modeling in the context of the challenges facing a modern business environment. All this shows that the research activity in the field of business and entrepreneurship of Chief Assist. Dr. Emil Borislavov Nikolov has a diverse character and an ardent desire to cover the significant socio-economic problems of business both theoretically and practically.

6. Characterization of scientific contributions

By carefully analyzing the thematic focus in the content of the submitted publications for participation in the announced competition for the academic position "Associate Professor" of Chief Assist. Dr. Emil Borislavov Nikolov stands out a leading goal, namely striving to seek opportunities to activate the role of corporate social responsibility, non-financial reporting by business organizations, entrepreneurship, knowledge management and staff training. In this regard, a variety of solutions, ways and tools for practical implementation are offered. Therefore, the outlined guidelines should look for the scientific contributions of the candidate, which in a summarized form can be characterized as follows:

- Enriches and complements economic theory by applying an innovative approach to characterizing the nature, importance and functional manifestation of corporate social responsibility and reporting of non-financial information by enterprises in Bulgaria;
- Methodical tools for assessment and analysis of corporate social responsibility and the integration of non-financial reporting in business organizations are proposed;
- Successfully analyze the problems and opportunities for company knowledge and staff training, focusing on their nature, content, meaning, types, processes, and models;
- A conceptual visual model for the management of company knowledge in business organizations has been developed, including six main processes: diagnostics of available knowledge and knowledge needs; knowledge acquisition; extraction and formalization of hidden knowledge; knowledge mapping; knowledge preservation; dissemination of knowledge;
- Based on an empirical study, the degree of dissemination and quality of non-financial reporting among Bulgarian business organizations was assessed, and the process was studied in various sections – among the largest Bulgarian enterprises, among the largest state-owned enterprises, among the member

companies of the UN Global Compact, among the most traded companies on the BSE, according to the reporting structure used. Consequently, problem areas are identified, and recommendations and solutions are defined;

- The manifestation of corporate social responsibility among enterprises from different sectors and sectors of the Bulgarian economy – agricultural cooperatives, tourism enterprises, mobile operators are analyzed. The use of the Communication on Progress as a tool for disclosure of non-financial information by Bulgarian enterprises that are members of the UN Global Compact is also analyzed. On this basis, problems are outlined, and possible solutions are formulated;

- Rational possibilities for optimizing the educational process in the preparation of specialists with higher economic education are proposed.

7. Academic renown

In the academic community and beyond Dr. Emil Borislavov Nikolov is known as a responsible person. His ability to communicate professionally with colleagues-lecturers, with representatives of practice and with students is undoubtedly recognized and contributes to the high quality of the non-teaching and research activities carried out by him.

From the presented references for the opinions cited by Chief Assist. Dr. Emil Borislavov Nikolov in scientific publications it is established that 4 (four) number of cited publications have been identified in monographs and collective volumes with scientific review (D 12 - 40 pts) and 12 (twelve) the number of citations or reviews in non-refereed journals with scientific review (D 13 – 60 pts.).

To this should be added his active participation in national and international conferences, in 7 (seven) international mobilities for teaching, in the development of scientific projects, membership in the "Bulgarian Association of CSR Specialists", which forms the opinion that the candidate has a corresponding reputation for acquiring the academic position of "Associate Professor".

8. Weaknesses, critical remarks, recommendations

Practice has proven in an indisputable way that when carrying out one's professional commitments one is not insured against making weaknesses and mistakes, but in case you will allow yourself to make only one benevolent finding and recommendation that does not detract from the achievement of positive results from Chef assistant professor Emil Borislavov Nikolov, PhD, and can support him in his future creative activity, namely: regardless of the desire to further develop, some repetitions of author's ideas are found in some of the publications.

9. Summary assessment

Based on the information and documentation presented, it can be summarized that the requirements of the current legislation have been met. The materials provided in the competition faithfully reflect the candidate's activity. They are validated by the relevant officials in the D. A. Tsenov Academy of Economics – Svishtov. All this gives me reason to declare my categorical support for the candidacy of Dr. Emil Borislavov Nikolov, according to the announced competition for the academic position "Associate Professor" in the scientific specialty "Economics and Management (Industry)" and to recommend to the respected members of the Scientific Jury and the Faculty Council of the Faculty " Production and Trade Business" at D. A. Tsenov Academy of Economics – Svishtov to support the present application.

Svishtov,
18.05.2023

Prepared the opinion

(Prof. Dr. A. Atanasov)