

REVIEW

Reviewer: Prof. Aneta Deneva, Ph.D.

Prof. Dr. in the field of higher education: 3. Social, economic and legal sciences, professional field: 3.8. Economics, Scientific specialty: "Economics and Management (Industry)"
Department of "Industrial Business and Entrepreneurship",
„D. A. Tsenov“ Academy of Economics, Svishtov,
appointed as a member of the scientific jury by order No. 481/16.06.2026.

Regarding: holding 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 "social Management" announced by the „D. A. Tsenov“ Academy of Economics, Svishtov, "State Gazette", issue 36/17.04.2026

1. Presentation of the candidate

In the competition for 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: "Social management" (published in the "State Gazette", issue 36/17.04.2026), announced by the "D. A. Tsenov" Academy of Economics - Svishtov for the needs of the "Management" Department, only Senior Assistant Professor Dr. Milen Emilov Dinkov, who is a full-time lecturer in the same department, participates.

2. Grounds for writing the review

The review was prepared based on the Decision of the Faculty Council of the Faculty of Management, Protocol No. 8/15.06.2026 and in implementation of Order No. 481 of 16.06.2026 of the Rector of the „D. A. Tsenov“ Academy of Economics, Svishtov to determine the composition of the scientific jury, which is based on Art. 5, para. 1 and Art. 121, para. 1 and 2 of the Regulations for the Implementation of the Act on the Development of the Academic Staff at the "D. A. Tsenov" Academy of Economics - Svishtov and the decision of the meeting of the scientific jury held on 19.06.2026.

3. Personal characteristics of the candidate

Senior Assistant Professor Dr. Milen Emilov Dinkov was born on 28.12.1978. In 1997 he graduated from secondary education at School "Nikolay Katranov" - Svishtov. In 2005 he graduated from the "Master" at the "D. A. Tsenov" Academy of Economics - Svishtov. In 2008 he was enrolled as a doctoral student at the "Management" Department of the "Dimitar A. Tsenov" Academy of Economics, and in 2012 he acquired educational and scientific degree "Doctor", after successfully defending a dissertation on the topic "Perspectives in the training and development of personnel (on the example of mobile operators in Bulgaria)" (diploma No. 2012019 of 31.05.2012).

In accordance with the requirements of the Regulations for the Implementation of the Act on the Development of Academic Staff at the SA "D. A. Tsenov", Senior Assistant Professor Dr. Milen Emilov Dinkov has declared the following career development:

- 2005 - 2008 - BTC - GROUP, Svishtov - Associate - Sales;
- 2013, after acquiring the educational and scientific degree "Doctor" he was appointed as an assistant in the Department of Management of the "D. A. Tsenov" Academy of Economics;
- 2016 to date - Senior Assistant Professor;
- From 2013 to date the candidate holds the position of "Organizer/SFMC" at the "D. A. Tsenov" Academy of Economics (Certificate of Positions Held);
- From 2024 to date – Deputy Chairman of the Institute for Scientific Research at the "D. A. Tsenov" Academy of Economics – Svishtov (Order .1164/23.10.2024 of the Rector of the "D. A. Tsenov" Academy of Economics);
- From 2013 to date – Scientific Secretary of the Department of "Management";
- From 2020 and currently a member of the trade union committee at "Higher Education and Science" – CITUB, Secretary "Academic Staff";
- From 2024 to date – member of the Academic Ethics Commission at the "D. A. Tsenov" Academy of Economics – Svishtov (Order No. 623/27.06.2024).

As of 30.04.2026, the candidate's total work experience is 16 years, 3 months and 21 days, including as an assistant / chief assistant at the "D. A. Tsenov" State Educational Service - 12 years, 10 months and 21 days.

Senior Asst. Prof. Dr. Milen Emilov Dinkov has participated as an academic mentor in the project BG051PO001-3.3.07-0002 "Student Internships", co-financed by the European Social

Fund under the Operational Program "Human Resources Development 2007-2013". He has participated in three research projects financed by the state subsidy for scientific activity as a team member. He is also a team member of the project "A green region along the blue Danube" – GREEN-Hard/ Green region along the blue Danube, with the lead beneficiary University of Craiova, Romania, Contract No. 284856/12.12.2025. The candidate declares participation as an expert/training in Project BG05M2OP001-2.016-004-C01 "Economic Education in Bulgaria 2030", funded by the OP "Science and Education for Smart Growth", co-financed by the EU through the European Structural and Investment Funds.

Senior Asst. Prof. Dr. Milen Emilov Dinkov has been a member of the Union of Scientists in Bulgaria since 2016. Since 2024, he has been a member of the Council of the Institute for Scientific Research and is its Deputy Chairman. He is a member of the Faculty Council of the Faculty of Management and Marketing and of the Academic Council of the SA "D. A. Tsenov" (2020 - 2024).

He speaks English (independent level).

In the competition for "associate professor" in the scientific specialty "Social Management", documents were submitted by Senior Assistant Professor Dr. Milen Dinkov, which are in accordance with the scientometric indicators set out in the Act on the Development of the Academic Staff in the Republic of Bulgaria (ADSRB), the Regulations for its Implementation (PPADSRB) and the Regulations for the Implementation of the Act on the Development of the Academic Staff at the "D. A. Tsenov" University of Applied Sciences - Svishtov, as follows:

A group of indicators	Associate Professor	Reported by the candidate	Points above min national requirements
A	50	50	-
B	-	-	-
B	100	100	
Г	200	260,9	60,9
Д	50	95	45
Total	400 points	505,9 points	105,9 points

According to the presented documents and the " Summaries of the scientific works of Senior Assistant Professor Dr. Milen Dinkov " (containing publications and materials after taking up the academic position of "Senior Assistant Professor"), the total number of scientific

works with which he participated in the competition is 36. The same are distributed in the following categories:

- 1) Habilitation work (independent monograph) - 1.*
- 2) Articles and reports published in scientific publications, referenced and indexed in world-famous databases of scientific information - 1 (List of publications submitted for review for compliance with the minimum national requirements for area 3. "Social, economic and legal sciences": No. 6.1).*
- 3) Articles and reports published in non-refereed peer-reviewed journals or published in edited collective volumes - 24. (List of publications submitted for review for compliance with the minimum national requirements for area 3. "Social, economic and legal sciences": No. from 7.1 to 7.24).*
- 4) Studies published in non-refereed journals with scientific review or published in edited collective volumes – 4 (9.1 to 9.4).*
- 5) Academic textbooks – 6, one of which is independent.*

The total number of independent scientific works of the candidate for the academic position of "associate professor" is 24. Their relative share is 66,67% of the total number.

Co-authored publications are 12, respectively – 33,33%. Of the total number of 36 scientific works, 1 is published in English.

From the analysis of the scientific works presented by Senior Assistant Professor Dr. Milen Dinkov for participation in the competition for the academic position of "associate professor" it can be summarized: the candidate has sufficient scientific production in quantity and quality, which corresponds to the profile of the competition - PN 3.7. Administration and management, scientific specialty: "Social management", field of higher education 3. "Social, economic and legal sciences".

The personal characteristics of the candidate in the competition show that the requirements of Art. 116, para. 2, item 3 and item 3.1 of the Regulations for the development of the academic staff at the Academy of Economics for the academic position of "associate professor", as well as the requirements of Art. 24, para. 1 of the Law on the

Development of the Academic Staff of the Academy of Economics for the academic position of "associate professor", have been met.

4. Quantitative and qualitative assessment of teaching and learning activities

For the last five academic years, the average annual number of hours of classroom employment of Senior Assistant Professor Dr. Milen Emilov Dinkov is 587,108 hours, with a standard of 500 hours in the first two years and 400 hours in the next three years. The workload by academic year is as follows: 2021/2022 – 712.32 hours, 2022/2023 – 579.30 hours, 2023/2024 – 559.20 hours, 2024/2025 – 681.39 hours, 2025/2026 – 403.33 hours (Academic Employment Report).

According to the attached List of textbooks submitted for review, Senior Assistant Professor Dr. Milen Dinkov participated in the writing of 6 textbooks, of which 1 was independent, as follows:

1. Dinkov, M. (2023). Strategic Management. Svishtov. Academic publishing house "Tsenov". 260 p. ISBN: 978-954-23-2418-8.
2. Asenov, A., Dinkov, M. et al. (2020). Management aspects of the organization. Svishtov. Academic publishing house "Tsenov". 118 p. ISBN: 978-954-23-1795-1.
3. Asenov, A., Dinkov, M. and Tsv. Dilkov. (2017). Management diagnostics. Veliko Tarnovo. "Faber". 224 p. ISBN: 978-619-00-0662-6.
4. Asenov, A., Dinkov, M. et al. (2016). Administrative process in management. Svishtov. Academic publishing house "Tsenov". 125 p. ISBN: 978-954-23-1215-4.
5. Sirashki, Hr. and Dinkov, M. (2015). Consulting on project activities in organizations. Svishtov. Academic publishing house "Tsenov". 222 p. ISBN: 978-954-23-1033-4.
6. Asenov, A., Dinkov, M. (2023). Management policy. Svishtov. Academic publishing house "Tsenov". 156 p. ISBN: 978-954-23-2417-1.

The candidate participates in the development and teaching of 18 lecture courses - 10 lecture courses in the Bachelor's and 8 in the Master's degree. Specifically, these are: Bachelor's (FMM-DMT-B-319 Methods and Mechanisms in Management, FMM-DMT-B-341 Management Diagnostics, FMM- DMT -B-318 International Environmental Organizations, FMM- DMT -B-301 Fundamentals of Management, FMM- DMT -B-342 Management Policy, FMM- DMT -B-332 Strategic Management, FMM- DMT -B-891 Pre-Diploma Practice (SU), FMM- DMT -

B-892 Pre-Diploma Practice (E), FMM- DMT -B-901 State Exam and FMM- DMT -B-902 State Exam); Master (FMM- DMT -M-368 Strategic Management, FMM- DMT -M-372 Administrative Process in Management, FMM- DMT -M-891 Master's Practicum in Business Administration, FMM- DMT -M-892 Master's Practicum in Human Resources Management, FMM- DMT -M-893 Master's Practicum in Company Management and Controlling, FMM- DMT -M-901 State Exam in Business Administration, FMM- DMT -M-902 State Exam in Human Resources Management and FMM- DMT -M-903 State Exam in Company Management and Controlling).

Senior Assistant Professor Dr. Milen Emilov Dinkov leads seminars on the course Introduction to Management FMM-DMT-B-301-EN in English and on the course "Fundamentals of Management" FMM-KME-B-301 in Russian (Reports and evidence of activities related to the additional indicators under Art. 124, para. 2 of Regulations for the development of the academic staff at the Academy of Economics).

For the needs of the educational process, Senior Assistant Professor Dr. Milen Dinkov participated in the development of two textbooks, other than those required under Art. 116, item 5 (References and evidence of activities related to the additional indicators under Art. 124, paragraph 2 of the Regulations for the development of the academic staff at the Academy of Economics):

1. Emilova, I., Asenov, A., Dinkov, M. and Stoyanova-Asenova, S. (2015) International Environmental Organizations. Svishtov, Academic publishing house "Tsenov", ISBN: 978-954-23-1061-7.
2. Stoyanova, St., Aleksieva, D., Dinkov, M. and Panayotov, V. (2016). Training in Fundamentals of Management. Svishtov, Academic publishing house "Tsenov", ISBN: 978-954-23-1138-6.

For the period 2018 -2026, he has reviewed a total of 82 diploma theses in the Master's Degree Program. He has provided scientific guidance (2020 - 2025) to students in writing papers for participation in the annual student essay competition organized by the Department of Management at the D. A. Tsenov University of Applied Sciences - Svishtov. He has carried out visits to students of the "Business Management" specialty in a real work environment - 3 times (Reports and evidence of activities related to the additional indicators under Art. 124, para. 2 of the Regulations for the development of the academic staff at the Academy of Economics).

The candidate has provided scientific supervision to a master's student in writing an article for the electronic journal "Global and Regional Dimensions of International Economic Relations", published by the Academy of Sciences, ISSN: 2738-8573 (References and evidence of activities related to the additional indicators under Art. 124, para. 2 of the Regulations for the development of the academic staff at the Academy of Economics).

The specified parameters - quantitative and qualitative, of the teaching and learning work of the candidate for the academic position of "associate professor" are proof that he fully meets the requirements in the Regulations for the Development of the Academic Staff at the Academy of Economics - Art. 116, para. 2, item 5. Chief Assistant Professor Dr. Milen Dinkov has also covered the additional indicators contained in Art. 124 of the said regulations, related to teaching activities.

5. General assessment of scientific research and research activity

Under the announced competition, Senior Assistant Professor Dr. Milen Emilov Dinkov has submitted for review:

- monographic works - 1 pc.;
- studies - 4 pcs. (3 co-authored);
- articles and reports - 24 pcs. (3 co-authored);
- independent textbooks - 1 pc.
- textbooks in co-authorship - 5 pcs.
- scientific publications in publications, referenced or indexed in the global databases Scopus and/or Web of Science - 1 pc. in co-authorship.

The total number of scientific publications submitted for review is 36, of which 1 is in a foreign language.

Of the submitted publications, over 33% were published in co-authorship, which is a good certificate of the candidate's ability to work in a team.

Scientific papers published in refereed and indexed in world-renowned databases of scientific information - 1: Minkov, I., **Dinkov, M.**, Dankova, P. (2025). CORPORATE SOCIAL RESPONSIBILITY ASPECTS WITHIN THE PUBLICISED CORPORATE CULTURE OF BULGARIAN COMPANIES. *Business Management*, Issue 2, pp. 103-114. ISSN: 0861-6604 <https://doi.org/10.58861/tae.bm.2025.2.06>

The research activity of Senior Asst. Prof. Dr. Milen Dinkov covers **four** main areas: *human capital management, logistics, innovation and innovation management and strategic management*.

The first area contains the most publications and includes the presented individual monograph, two of the collective studies and a number of articles and reports. Due to the wide scope and great heterogeneity of the researched issues, it is necessary to introduce additional criteria for differentiation:

1. Conflict management – this includes the presented monographic study and publication 7.3 from the “List of publications submitted for review for compliance with the minimum national requirements for area 3. “Social, economic and legal sciences”: No. 7.1 to 7.24”.

In the monograph *Conflict management in the business organization – strategies, methods and tactics*. // Business World Library. Svishtov. Publisher: Academic publishing house "Tsenov", 234 p. ISBN: 978-954-23-2527-7, ISSN: 1310-2737 - paper edition, ISSN: 2534-9201 - electronic edition, the possibilities for managing labor conflicts in the business organization are examined. Based on a thorough analysis of the concept of organizational conflict management in the conditions of modern management and a study of a group of employees in a business organization, which is characterized by a large number of employees in different units and departments that are territorially dispersed, the specific features of the conflict as a process, of the conflict interactions in the internal environment of the organization, of the strategies, methods and tactics used in resolving conflicts, as well as of the alternative options for their management, are outlined.

The specific features of interpersonal conflicts in organizations and their resolution are presented in publication 7.3.

2. Corporate social responsibility – presented in publications No. 6.1 and 7.8. The focus is on its features, scope, importance for organizations and place in their portfolios.

3. Human resource management – publications No. 7.2, 7.14, 7.15, 7.18, 7.21, 9.1, 9.3. They cover a wide variety of aspects and problems of human resource management – from managing experiences and emotions to leadership, management and teamwork in the organization, and in a very successful way emphasize the high dependence of business organizations themselves on the quality of their workforce, on the methods of its use, as well as on the degree of participation of each employee in the overall activity. Special attention is paid to mobbing and burnout, two of the most current problems of the psychological resilience of employees and the adaptation of personnel as a key element in the development of the organization - publication No. 4 of the

"Summaries of scientific works outside the national reference list of contemporary Bulgarian scientific publications with scientific review".

4. *Innovations and investments in human capital* - publications No. 7.13, 7.22, 7.24, which mainly address issues related to staff training and retention. This area also includes publication No. 1 of the "Summaries of scientific papers outside the national reference list of contemporary Bulgarian scientific publications with scientific review", which examines investments in human capital as a factor for increasing the competitiveness of business organizations, and No. 6 of the same list, which examines the opportunities for business training through the use of mobile technologies.

The problems of *logistics* are an essential part of the scientific and research activities of Senior Assistant Professor Dr. Milen Dinkov. They have found their place in the developments with numbers 7.5, 7.6, 7.7, 7.11 and 7.12. They cover a very wide range of problems faced by modern logistics. Attention is paid to the place and role of logistics in modern business organizations, the main management activities and management decisions in logistics and the logistics strategy in the organization are presented, as well as logistics outsourcing as an opportunity to optimize the business processes of the individual organization.

The third area of the scientific and research activity of Senior Asst. Prof. Dr. Milen Dinkov *innovations and innovation management* covers publications with Nos. 7.4, 7.17, 7.19, 7.20. They analyze problems related to the strategic management of innovations, their role and place as a tool for overcoming the challenges facing various economic sectors, the benefits of implementing innovations. Attention is paid to the innovation policy and competitiveness of the Bulgarian economy. This group also includes publication No. 2 of the "Summaries of scientific works outside the national reference list of contemporary Bulgarian scientific publications with scientific review" aimed at innovation activity and innovation management in organizations as a means of increasing their organizational efficiency.

The problems of *strategic management* form the fourth area of the candidate's scientific and research activity. They are presented in publications No. 7.1, 7.10, 7.16, 9.2 and 3, which examine various aspects, features and directions of modern management.

Special attention is deserved by the works of Senior Asst. Prof. Dr. Milen Dinkov, which are of an *interdisciplinary nature*: 7.23 – examining management problems and solutions in the

field of youth volunteering, 9.4 presenting the state, trends and prospects of volunteering in Bulgaria and 7.16 – related to the strategic management of tourist destinations.

The publications of Senior Asst. Prof. Dr. Milen Dinkov have a versatile nature and a desire to emphasize the essential and important problems for management. They are distinguished by erudition, relevance, empiricity and fully satisfy the legal requirements for holding the academic position of “associate professor”.

The candidate has declared participation in 8 scientific research projects (List of scientific research projects in which the candidate has participated after defending a doctoral dissertation): A green region along the blue Danube" - GREEN-Hard/ Green region along the blue Danube, with lead beneficiary University of Craiova, Romania, Contract No. 284856/12.12.2025; project BG051PO001-3.3.07-0002 "Student Internships", co-financed by the European Social Fund under the Operational Programme "Human Resources Development 2007-2013"; project BG05MOP001-2.002-0001 "Student Internships", co-financed by the European Social Fund under the Operational Programme "Human Resources Development 2014-2020"; project BG05M2OP001-2.013-0001 “Student Internships – Phase 2”, co-financed by the European Social Fund under the Operational Programme “Human Resources Development 2014-2020”; project BG05SFPR001-3.002-0001 “From Higher Education to Employment”, financed by the Education Programme 2021-2027, co-financed by the European Union; project BG05M2OP001-2.16.-0004-01 “Economic Education in Bulgaria”, co-financed by the European Structural and Investment Funds; Project No. 23-2017 “Management – Reality and Future”; Project No. 10-2016 “Quality Management in Organizations – Problems and Solutions”; Project No. 14-2015 “Volunteering in Bulgaria – Status, Trends and Prospects”.

The research activities of Senior Assistant Professor Dr. Milen Dinkov in the indicated areas are distinguished by high style and erudition and are entirely his own creation (Declaration of absence of plagiarism proven in accordance with the statutory procedure in the scientific papers submitted for review).

In summary, it can be confirmed that in quantitative and qualitative terms, the scientific and research activity of Senior Assistant Professor Dr. Milen Emilov Dinkov is in accordance with the minimum national requirements in area 3. "Social, economic and

legal sciences", according to Art. 24, para. 2 and 3 of the Law on the Development of the Academic Staff in the Republic of Bulgaria.

6. Characterization of scientific contributions

The candidate presents a detailed "Author's Statement of Scientific Contributions", which I fully accept. According to it, the contributions can be distinguished in two main areas –

1. Scientific contributions

- Based on an in-depth literature review, the existing views on the concept of "conflict" have been enriched. Approaches have been proposed to facilitate the clarification of the essence of the construct under consideration. With the help of classification criteria, the causes that cause conflicts to arise have been separated into separate groups. The specifics of conflictological competence have been outlined as a basic component of the professional competence of the manager/leader, and a system for the development of conflictological competence, its functions and levels has been constructed. (monograph);
- The existing scientific knowledge in the theoretical space of strategic management has been enriched through interdisciplinary conceptualization of the phenomenon of "strategic situation" in the context of the theory of organizations. The specific subjective and objective parameters of this environment have been determined. A comprehensive theoretical framework has been built, binding in a single process the assessment of the internal and external environment, the definition of the organizational mission and the choice of long-term strategic directions under the influence of competitive pressure and global changes. (Group D – publications 7.1, 7.7, 7.10, 7.13);
- A comprehensive modeling of psychosocial phenomena in the workplace in conditions of high market uncertainty has been carried out. The theory of emotional labor has been conceptualized as a conscious regulation of emotional behavior and a transition from superficial performance to a deeper experience of professional roles. A holistic framework has been built that affirms human capital as a leading element of wealth and intangible assets of modern organizations, requiring optimal regulation of organizational relations based on humanistic conceptual principles. (Group D – publications 7.2, 7.3, 7.14, 7.15, 7.18, 7.21, 9.1, 9.3);
- Youth volunteering in Bulgaria has been theoretically understood, positioned outside the framework of traditional charity and integrated into the scope of the social economy and the

civil sector. A conceptual framework has been developed, affirming voluntary work as a management tool and a significant civic factor for overcoming economic crises and balancing technological production with environmental sustainability. (Group D – publications 7.23, 9.2, 9.4).

2. Scientific and applied contributions

- A system for managing labor conflicts in a studied business organization is proposed. (monograph);

- Strategic guidelines are derived and long-term parameters are defined for re-evaluation of corporate governance in order to increase the economic efficiency of modern organizations in conditions of strong market uncertainty. The complex of practical steps for forming a sustainable strategic position of the business by linking the market mechanism with the competitive advantages of the company is studied in detail. (Group D – publications 6.1, 7.4, 7.8, 7.12, 7.16);

- The phases of strategic management of innovative development are instrumentally described by preparing reliable forecasts of consumer demand and assessing the economic consequences of innovative projects. In the same sequence, organizational measures are formulated for the successful implementation of basic corporate strategies for minimizing costs, product differentiation and market diversification in a highly competitive global environment. (Group D – publications 6.1, 7.4, 7.8, 7.12, 7.16);

- Specific guidelines for the modernization of human capital management and development processes in modern organizations are proposed. The steps for implementing mobile learning as a cost-effective means of continuously improving employee knowledge are instrumentally described, in which the benefits of wireless access and portable devices are studied in the real work process. A set of practical measures to overcome turnover has been systematized, with the factors for retaining key talents in a highly competitive environment clearly highlighted. (Group D – publications 7.22, 7.24);

- Steps for making rational management decisions in logistics organizations through balanced use of resources are methodologically justified and operationally defined. A flexible strategy is designed, encompassing supply management techniques, in which ready-made solutions for coordinating material flows are studied in detail in order to minimize the costs of organizations. (Group D – publications 7.5, 7.6, 7.9, 7.11, 7.17, 7.19, 7.20);

7. Academic reputation

The reference for the citations of his works presented by the candidate shows that there is a total of 17 of them, including joint publications with other authors. Of the total number of citations, 15 are in periodicals and conference proceedings, and 2 in books (Reference for citation of the works of Senior Assistant Professor Dr. Milen Dinkov in publications in periodicals and in conference proceedings). This is an indication that the results of the scientific research of Senior Assistant Professor Dr. Milen Dinkov arouse interest in other colleagues and they refer to them.

8. Weaknesses, critical remarks, recommendations

Emphasizing the high competence of the candidate on the issues of the announced competition, I believe that in his future research work he could make efforts to somewhat diversify and enrich the research topic and cover different sides and aspects of economic theory and business practice.

9. Summary conclusion and opinion

The presented arguments and findings prove in a categorical and unambiguous manner that Senior Asst. Prof. Dr. Milen Emilov Dinkov has achieved the absolutely necessary teaching, scientific research, methodological and theoretical and applied results in order to be awarded the academic position of "associate professor". The candidate fully meets the requirements of the Act on the Development of the Academic Staff in the Republic of Bulgaria and the Regulations for the Implementation of the Act on the Development of the Academic Staff in the "D. A. Tsenov" Academic University - Svishtov.

The works and materials submitted by Senior Asst. Prof. Dr. Milen Emilov Dinkov for participation in the competition for the academic position of "associate professor" meet quantitatively and qualitatively the requirements of the ZRASRB, PPZRASRB and the Regulations for the Implementation of the Act on the Development of the Academic Staff in the "D. A. Tsenov" Academic University - Svishtov. All scientometric indicators have been met - proven 505.9 points with a minimum required of 400 points. There are sufficient contributions in number and scope.

Based on the analysis made, I give my POSITIVE ASSESSMENT with full conviction to the teaching, scientific and expert-applied activities of Senior Asst. Prof. Dr. Milen Dinkov.

Given the scientific merits, high professionalism and the overall assessment of the candidate's teaching and research work, I declare my positive assessment and with conviction recommend to the esteemed Scientific Jury, appointed by Order No. 481 of 16.06.2026 of the Rector of the SA "D. A. Tsenov" - Svishtov to propose Senior Asst. Prof. Dr. Milen Emilov Dinkov to occupy the academic position of "associate professor" in the professional field: 3.7. Administration and management, scientific specialty: "Social management".

Svishtov
08.07.2026

Prepared the opinion:


Заличени данни с цел превенция
(Prof. Dr. Aneta Deneva)