

OPINION

From: Prof. Dr. Svetoslav Iliychevski
D. A. Tsenov Academy of Economics – Svishtov
Department of Commercial Business, Professional Field 3.8. "Economics"
Scientific Specialty "Economics and Management (Trade)".

Subject: Competition for the academic position of "Associate Professor"
Field of Higher Education: 3. Social, Economic, and Legal Sciences
Professional Field: 3.7. Administration and Management
Scientific Specialty: "Social Management" at the Department of Management (Announced in
State Gazette No. 36 of April 17, 2026).

1. Candidate Presentation and Context

Chief Assistant Professor Dr. Milen Emilov Dinkov is the sole candidate participating in the competition for the academic position of "Associate Professor" in the scientific specialty "Social Management", announced for the needs of the Department of Management at the D. A. Tsenov Academy of Economics, Svishtov. The required documentation and supporting evidence have been fully submitted in compliance with the Act on the Development of the Academic Staff in the Republic of Bulgaria (ADSRB), the Regulations for its Implementation (PPZRASRB), and the institutional Regulations for the Implementation of the Act on the Development of the Academic Staff at the D. A. Tsenov Academy of Economics.

2. Grounds for Preparing the Opinion

This academic opinion has been prepared pursuant to Order No. 481 dated June 16, 2026, issued by the Rector of the D. A. Tsenov Academy of Economics, Svishtov, regarding the appointment of the Scientific Jury, and Protocol No. 1 from the initial meeting of the Scientific Jury held on July 16, 2026, concerning the election of a chairman and the assignment of reviewers. The evaluation strictly conforms to the requirements of the Act on the Development of the Academic Staff in the Republic of Bulgaria, its statutory implementation regulations, and the specific institutional guidelines established by the D. A. Tsenov Academy of Economics. The structure of this opinion closely follows the official model prescribed for evaluating applicants for the academic rank of "Associate Professor".

3. Personal Profile and Career Trajectory of the Candidate

Chief Assistant Professor Dr. Milen Emilov Dinkov completed his secondary education in 1997 at the Nikolay Katranov Secondary School in Svishtov, specializing in Corporate Management Organization. He pursued his higher education at the D. A. Tsenov Academy of Economics, earning a Bachelor's degree in Marketing (1999–2003) followed by a Master's degree in the

same discipline (2003–2005). Between 2008 and 2011, he was a doctoral student within the Department of Management at the Academy.

In May 2012, he successfully defended his doctoral dissertation titled "Perspectives in the Training and Development of Personnel (Demonstrated through Mobile Operators in Bulgaria)" at the D. A. Tsenov Academy of Economics, thereby obtaining the educational and scientific degree of "Doctor" (PhD) within Professional Field 3.7. Administration and Management (Scientific Specialty "Social Management").

His professional career began in 2005 as a Sales Associate at the Bulgarian Telecommunications Company (BTC). In 2013, he entered academia upon being appointed as an Assistant Professor in the Department of Management at the D. A. Tsenov Academy of Economics, subsequently advancing to the academic rank of Chief Assistant Professor in 2016. Concurrently with his tenure at the D. A. Tsenov Academy of Economics, he has also served as an organizer at the University of Economics.

4. Comprehensive Assessment of Teaching and Pedagogical Activity

Chief Assistant Professor Dr. Milen Dinkov has built a coherent and progressive academic teaching career at the D. A. Tsenov Academy of Economics, which fully aligns with the thematic scope of this competition. His pedagogical responsibilities span both Bachelor's and Master's degree programs, delivering lectures and seminars across 19 unique academic disciplines. Key courses include "Methods and Mechanisms in Management", "Management Diagnostics", "International Environmental Organizations", "Fundamentals of Management", "Management Policy", "Strategic Management", and "Administrative Processes in Management".

Beyond standard classroom instruction, Dr. Dinkov actively mentors students, guiding them in research paper authorship and preparing them for the annual student essay competitions. This engagement demonstrates his dedication to fostering practical skills and ensuring high-quality academic training. His teaching output reflects rigorous academic preparation, substantial pedagogical experience, and a profound competence in the field of organizational management.

5. Evaluation of Scientific Research and Publications

For the purposes of this peer review, Chief Assistant Professor Dr. Milen Dinkov has submitted a comprehensive research portfolio consisting of 30 scientific publications. The distribution of his scholarly work is as follows:

- Habilitation Thesis: 1 independent monograph consisting of 234 pages.
- Studies: 4 studies (1 independent and 3 co-authored).
- Articles: 3 articles (2 independent and 1 co-authored, including 1 article indexed in a world-renowned scientific database).
- Conference Papers: 22 research reports published in edited collections with scientific editorial boards.

Out of the 30 total publications, 6 are co-authored, highlighting the candidate's capability to successfully engage in collaborative academic research. All works have been published by reputable academic presses or in specialized, peer-reviewed scientific journals. The submitted research satisfies the legislative parameters set by the national higher education laws and regulations for attaining the rank of Associate Professor.

Compliance with National and Institutional Minimum Standards

Group	Indicator Description	Points Reported
Group A	Indicator 1: Dissertation for the award of the educational and scientific degree "Doctor"	50.0
Group B	Indicator 3: Habilitation thesis – monograph	100.0
Group D	Indicator 6: Articles and reports published in scientific journals, refereed and indexed in world-renowned databases of scientific information	10.0
Group D	Indicator 7: Articles and reports published in non-refereed journals with scientific review or published in edited collective volumes	221.6
Group D	Indicator 9: Studies published in non-refereed journals with scientific review or published in edited collective volumes	29.3
Group D	Indicator 12: Citations in monographs and collective volumes with scientific review	20.0
Group D	Indicator 13: Citations or reviews in non-refereed journals with scientific review	75.0

Total Score Reported: 505.9 points.

In accordance with Article 116 of the Regulations for the Development of the Academic Staff at the D. A. Tsenov Academy of Economics (PRASSA), the candidate satisfies all additional institutional criteria, supported by the following verifications: Art. 116(2), Item 13: An attached formal declaration of originality confirming the authentic nature of the research.

- Art. 116(2), Item 8: An official certificate verifying a professional field-specific internship/tenure of 12 years, 10 months, and 21 days.

- Art. 116(2), Item 8.1: Academic employment report indicating an average annual teaching load of 587 hours over the last 5 years.

- Art. 116(2), Item 16: A detailed list of 4 sets of educational and teaching materials submitted for evaluation.

- Art. 116(2), Item 15: Documentation certifying the development and delivery of 18 distinct lecture courses across Bachelor's and Master's programs.

- Art. 116(2), Item 6: A verified list of publications confirming that there is no duplication or overlapping content with materials used for his prior doctoral degree.

The publications of Chief Assistant Professor Dr. Milen Emilov Dinkov exhibit a multifaceted character and reflect a clear intent to address foundational and contemporary challenges within modern administration and social governance. They are characterized by scholarly topicality, erudition, and fully comply with the standard legal parameters required for the academic position of Associate Professor.

6. Characterization of Scientific and Applied Contributions

I. Theoretical and Scientific Contributions

- Theoretical enrichment of the concept of 'conflict', utilizing a classification approach for the detailed grouping of triggers, causes, and prerequisites within business organizations.

- Definition and structuring of the component functions and levels of conflictological competence as a fundamental modern management skill for crisis management and self-regulation.

- Modeling of occupational psychosocial processes under conditions of organizational and economic uncertainty.

- Conceptualization of the burnout syndrome as a product of adverse work environments and prolonged stress, evaluation of the theory of emotional labor, and differentiation between the constructive (innovative) and destructive outcomes of workplace conflict.

- Systematization of the genesis of 'mobbing' behaviors, mapped against the interplay between individual personality traits and pathological group dynamics within teams.

- Development of an interdisciplinary framework exploring the concept of the 'strategic situation', establishing a proven correlation between environmental dynamics, organizational behavior, and managerial decision-making efficiency.

- Systematization of analytical criteria for classifying and ranking complex management cases in the context of globalization.

- Justification of novel models for personnel training, knowledge management, and workforce mobility during periods of economic crisis.

- Formulation of a holistic framework affirming human capital as a vital long-term intangible asset and restructuring leadership archetypes based on mutual, shared trust.

- Re-evaluation of 21st-century management paradigms under the influence of volatile market dynamics and evolving societal values.

- Arguments for the significance of the full innovation cycle in securing sustainable growth, alongside a justified case for state intervention/support in restructuring volatile economic systems.

- Theoretical framing of volunteer work in Bulgaria as a viable managerial tool and an impactful factor within the social economy for crisis mitigation.

II. Practical and Applied Contributions

- Development and implementation of a functional labor conflict management system customized for a real-world corporate structure with geographically dispersed units, successfully optimizing staff performance.

- Creation of actionable guidelines and training modules for both management and subordinate staff aimed at regulating and defusing conflict scenarios.

- Elaboration of concrete steps for implementing analytical strategic toolsets and seamlessly integrating corporate social responsibility (CSR) into the overarching corporate strategy.

- Instrumental outline of innovation management phases based on demand forecasting and the deployment of primary cost-minimization and differentiation strategies.

- Formulation of a methodology for deploying cost-effective mobile training via portable devices directly inside the real work process.

- Systematization of a suite of practical metrics designed to curb employee turnover and enhance overall job satisfaction.

- Creation of an operational framework for the quantitative assessment of the financial return on investment (ROI) in employee capital relative to the organizational life cycle stage.

- Definition of operational sequences for rational decision-making and agile supply chain management techniques aimed at cost reduction within the logistics sector.

- Systematization of strategic, operational, and financial parameters for outsourcing activities mapped against defined corporate profitability thresholds.

- Delineation of concrete phases for introducing sustainable manufacturing practices, paired with a justified case for localized state-sponsored support for technology transfer at the level of individual agricultural or industrial producers.

7. Academic Prominence and Citation Metrics

A comprehensive review of the candidate's scientific and applied contributions, along with an inspection of his published monographs, textbooks, and course syllabi, verifies an exact correspondence between his research outcomes and the claims stated in his submission papers. The citation record presented by Chief Assistant Professor Dr. Milen Dinkov serves as objective proof of the high quality and visible popularity of his work within the broader academic community and among corporate management specialists nationally. The submitted documents list a total of 15 unique verified citations generating 95 points, substantially exceeding the institutional minimum requirement of 50 points.

8. Weaknesses, Criticisms, and Recommendations

Following a meticulous review of the submitted materials, I have no critical remarks or substantive weaknesses to note regarding the candidate.

9. Summary Evaluation and Conclusion

Based on the text of this evaluation, I conclude that the pedagogical output, research publications, and total academic activity of the candidate fully satisfy all national and institutional regulatory standards required to hold the rank of Associate Professor. Consequently, I confidently recommend to the esteemed Scientific Jury and the Faculty Council of the Faculty of Management and Marketing to cast a positive vote awarding the academic rank of "Associate Professor" to Chief Assistant Professor Dr. Milen Dinkov in the Field of Higher Education: 3. Social, Economic, and Legal Sciences; Professional Field: 3.7. Administration and Management; Scientific Specialty: "Social Management" at the Department of Management, D. A. Tsenov Academy of Economics – Svishtov.

Date: July 15, 2026



Заличени данни с цел превенция
Signature:
Prof. Dr. Svetoslav Iliychevski