

OPPINION

Prepared by: Assoc. Prof. Irena Emilova Lyubenova, PhD, Department of Management in the D. A. Tsenov Academy of Economics – Svishtov

About: Competition for the academic position of "Associate Professor" in the professional field: 3.7. Administration and Management, scientific specialty: "Social Management".

1. Presentation of the candidate for participation in the competition

The competition for the academic position of "Associate Professor" has been announced by the D. A. Tsenov Academy of Economics - Svishtov for the needs of the "Management" Department in the field of higher education: 3. Social, Economic and Legal Sciences, professional field: 3.7. Administration and Management, scientific specialty "Social Management". Competition announced in the State Gazette, No. 36 of April 17, 2026 in accordance with the Law on the Development of Academic Staff in the Republic of Bulgaria, Regulations for the Implementation of the Law on the Development of Academic Staff in the Republic of Bulgaria and the Regulations for the Development of Academic Staff at the D. A. Tsenov Academy of Economics.

Only one candidate participated in the competition for the academic position of "associate professor": **Head Assist. Prof. Milen Emilov Dinkov, PhD** from the Department of "Management" at the D. A. Tsenov Academy of Economics - Svishtov. The candidate has submitted the necessary documentation in accordance with the legal requirements.

2. Basis for writing the opinion

The opinion was prepared as a member of the Scientific Jury, determined according to the decision of the Faculty of Management and Marketing in D. A. Tsenov Academy of Economics - Svishtov - Protocol No. 8 of the June 15 2026, issued order No. 481 of the June 16 2026 of the Rector of the D. A. Tsenov Academy of Economics - Svishtov and Decision from the first meeting of the Scientific Jury held on the June 19 2026 to determine authors of opinions and reviews on the competition.

3. Personal characteristics of the candidate

Head Assist. Prof. Milen Dinkov, PhD was born in 1978 in Svishtov. In 1997 he graduated from secondary education at the Secondary School "Nikolay Katranov" - Svishtov. In 2003 he graduated from the D. A. Tsenov Academy of Economics - Svishtov, majoring in "Marketing" and obtained a "bachelor's" qualification. In 2005 he graduated from the D. A. Tsenov Academy of Economics - Svishtov, majoring in "Marketing" and obtained a "master's" qualification. In the period 2005 - 2008 he worked as an associate - sales at the Bulgarian Telecommunications Company in Svishtov. From 2008 to 2011 he was a full-time doctoral student at D. A. Tsenov Academy of Economics - Svishtov, Department of "Management". In 2012, he obtained the Educational and Scientific Degree "Doctor" in the scientific specialty "Social Management" (diploma No. 2012019/31.05.2012) with a dissertation on the topic: "Perspectives in the training and development of personnel (based on the example of mobile operators in Bulgaria). At the D. A. Tsenov Academy of Economics - Svishtov, he held the following academic positions: Assistant (2013 - 2016) and Head Assistant from 2016 to the present in the Department of "Management". From 2013 to the present, he has been working as an Organizer in the Financial management and control system at the D. A. Tsenov Academy of Economics - Svishtov.

Head Assist. Prof. Milen Dinkov, PhD is the Scientific Secretary of the Department of Management at the Academy of Economics "D. A. Tsenov" - Svishtov from 2013 to the present. He is a member of the Union of Scientists in Bulgaria (from 29.02.2016 - to the present); Member of the Trade Union Committee at "Higher Education and Science – the Confederation of Independent Trade Unions in Bulgaria" (from 2020 - to the present); Member of the Faculty Council at the Academy of Economics "D. A. Tsenov" - Svishtov (from 2020 - to 2024); Member of the Academic Council at the Academy of Economics "D. A. Tsenov" - Svishtov (from 2021 - to 2024); Member of the General Assembly at the Academy of Economics "D. A. Tsenov" - Svishtov (from 2024 - to the present); Member of the Academic Ethics Committee at the D. A. Tsenov Academy of Economics - Svishtov (27.06.2024 - to date); Deputy Chairman of the Council of the Institute for Scientific Research at the D. A. Tsenov Academy of Economics - Svishtov (from 23.10.2024 - to the present).

The candidate has participated in numerous projects, including an international project. From the presented List of research projects in which the candidate has participated after defending his doctoral dissertation, it is clear that his participation is in various positions - expert/monitoring; expert/"Training", academic mentor; member of a research team. Head Assist. Prof. Milen Dinkov, PhD meets the requirements of Art. 116 para. 2 item 4 by RDASAE relating to the required projects.

4. Overall (quantitative and qualitative) assessment of the candidate educational and teaching work

The attached report on the academic employment of the **Head Assist. Prof. Milen Dinkov**, PhD for the period: academic year 2021/2022 - academic year 2025/2026, prepared by the Academic Affairs Office at the D. A. Tsenov Academy of Economics - Svishtov, shows the candidate's intense commitment to the educational process.

The teaching workload quota has been met and exceeded. The candidate meets the requirements of Article 116, Paragraph 2, Item 3 of the Regulations for Application of the Development of Academic Staff Act (RADASA) and the requirement of Article 24, Paragraph 1, Item 2 of the Development of Academic Staff in the Republic of Bulgaria Act (DASRBA), concerning the required length of service.

The reference list of developed and taught lecture courses provided by the candidate shows their participation in nineteen courses across both Bachelor's and Master's degree programs. The disciplines are supported by one independent textbook – 'Strategic Management', which was discussed and approved by the Department Council, as well as co-authored, peer-reviewed academic textbooks. The candidate meets the requirements of Article 116, Paragraph 2, Item 5 of the Regulations for Application of the Development of Academic Staff Act (RADASA), concerning teaching activities.

The provided reference documents attest to the candidate's extensive experience accumulated in the field of teaching and educational work.

5. Overall (quantitative and qualitative) assessment of the candidate scientific research and research activities

The candidate meets the requirement of Article 24, Paragraph 1, Item 3 of the Development of Academic Staff in the Republic of Bulgaria Act (DASRBA) concerning the submission of a published monograph. Head Assistant Professor Milen Dinkov, PhD, has published a monograph titled: Conflict Management in Business Organizations – Strategies, Methods, and Tactics (234 pages), which was discussed at meetings of the Department of Management at the D. A. Tsenov Academy of Economics. It has been evaluated by two reviewers and published in a specialized scientific publication – the 'Stoupanski Svyat' (Economic World) Library by the Tsenov Academic Publishing House at the D. A. Tsenov Academy of Economics – Svishtov.

Head Assistant Professor Milen Dinkov, PhD, meets the minimum national requirements in Area 3. 'Social, Economic, and Legal Sciences', pursuant to Article 2b, Paragraphs 2 and 3 of the DASRBA and the Rules for Application of the DASRBA (RADASRBA) (Appendix to Article 1a, Paragraph 1): (see Table 1).

Table 1. Compliance with the minimum national requirements in area 3. "Social, economic and legal sciences", according to Art. 2b, para. 2 and 3 of the DASRBA and RA DASRBA (Annex to Art. 1a, para. 1) of the Head Assistant Professor Milen Dinkov, PhD

Group according to RADASRBA (Bulgarian Alphabet)	No. indicator under RADASRBA	Minimum points according to RADASRBA	Number of points - of the candidate in the competition	Exceeding the candidate's points in the competition	Compliance with the minimum national requirements in area 3. "Social, economic and legal sciences", according to Art. 2b, para. 2 and 3 of the DASRBA and RADASRBA (Annex to Art. 1a, para. 1)
A	1	50.00	50.00	0.00	Yes: required under RADASRBA 50 points, counted under the competition 50 points
Б	2	0.00	0.00	0.00	No minimum requirement
B	3	100.00	100.00	0.00	Yes: required under RADASRBA 100 points, counted under the competition 100 points
Г	4 -11	200.00	260.09	60.09	Yes: required under RADASRBA 200 points, counted under the competition 260.09 points
Д	12 -14	50.00	95.00	45.00	Yes: required under RADASRBA 50 points, counted under the competition 95.00 points
E	15-22	0.00	0.00	0.00	Yes: no points required under the RADASRBA
	TOTAL:	400.00	505.09	<u>105.09</u>	Yes: required under RADASRBA 400 points, counted under the competition 505.09 points

Head Assistant Professor Milen Dinkov, PhD, meets the requirement introduced in Article 116, Paragraph 2, Item 6 of the Regulations for Application of the Development of Academic Staff Act (RADASA) concerning the presence of scientific publications in indexed journals within Scopus and/or Web of Science. He has 1 co-authored publication in Scopus.

Head Assistant Professor Milen Dinkov, PhD, declares that there is no legally proven plagiarism in the scientific works submitted for review with which he is participating in the current competition.

6. Characterization of scientific contributions of the candidate

Head Assistant Professor Milen Dinkov, PhD, has submitted a 'Reference on the Scientific and Scientific-Applied Contributions in the Publications and Materials Submitted for Review', thoroughly outlining both the *Scientific and Scientific-Applied contributions*. They are a true reflection of the publications, and I accept them in the manner they have been formulated by the candidate.

I consider that the scientific fields whose knowledge has been enriched and further developed are primarily related to conflict management, strategic management, and the behavioral aspects of management. Within these areas, theoretical frameworks have been expanded and new practical approaches have been added, allowing for a more in-depth understanding of organizational processes. It is particularly important that emphasis is placed both on effective conflict resolution and on strategic planning and decision-making aligned with human behavior and the organizational environment. In this way, a more comprehensive and contemporary view of management as both a science and a practice is achieved. I note that the understandings of individual and group behavior within an organizational environment have been enhanced, as it is precisely the human factor that often determines organizational effectiveness. In this sense, the link between individual behavior and overall organizational outcomes is more clearly delineated, enabling better planning, more effective leadership, and more successful goal achievement. Thus, behavioral knowledge becomes an essential foundation for modern management, which is not limited solely to structures and strategies, but places the individual at the center of the managerial process.

7. Academic prominence – citation of the candidate in publications of other researchers

The submitted citation reference list establishes that Head Assistant Professor Milen Emilov Dinkov, PhD, has been cited in peer-reviewed monographs and collective volumes as follows: in 2 monographs – 2 citations of 10 points each (20 points) – (D-12 – 20 p.). Citations in peer-reviewed, non-indexed journals: 15 citations of 5 points each – 75 points – (D-13 – 75 p.). In conclusion, it can be argued that the requirements for citations have been met (D-50 p.).

8. Weaknesses, critical remarks, recommendations to the candidate

I do not find any significant weaknesses and have no critical remarks regarding the materials submitted for participation in the competition. My recommendations are aimed at preserving and sustainably maintaining the achieved high level of publication activity, as well as continuing the demonstrated professional dedication and commitment to the D. A. Tsenov Academy of Economics.

9. Summary assessment

The submitted documents, the review of publications, and the data from the enclosed reference lists for the competition, presented by the candidate **Head Assistant Professor Milen Emilov Dinkov, PhD**, for the academic position of 'Associate Professor' in Professional Field: 3.7. Administration and Management, Scientific Specialty: 'Social Management', fully comply with the requirements of the DASRBA, the Rules for Application of the DASRBA, and the Rules for Application of the

Development of Academic Staff Act of the Academy for occupying the academic position of 'Associate Professor'.

All of this gives me reason to declare a definitive positive evaluation and to vote **'FOR'** awarding the academic position of 'Associate Professor' in the scientific specialty 'Social Management', and to recommend that the esteemed members of the Scientific Jury support this decision.

10 July 2026
Svishtov

Signature. Заличени данни с цел превенция
(Assoc. Prof. Irena Emilova, PhD)