

ACADEMIC OPINION

From: Prof. Todorka Ignatova Kostadinova, D.Sc., Professional Field 3.7 Administration and Management, Director of Accreditation, Quality and Project Activities of the Medical University - Varna, Professor at the Faculty of Public Health, 55 Marin Drinov St.,

Varna 9002, tel. 052 677 089, 0889 588 408, e-mail: kostadinova@mu-varna.bg,

Member of the Scientific Jury in accordance with Order No. 481/16.06.2026 of the Rector of the D. A. Tsenov Academy of Economics - Svishtov

Regarding: competition for the academic position of Associate Professor, announced by the D. A. Tsenov Academy of Economics – Svishtov.

1. Grounds for preparing the opinion

The opinion was prepared based on a decision of the Faculty Council of the Faculty of Management and Marketing at the Academic University "D. A. Tsenov" - Svishtov, (Minutes No. 8/15.06.2026), Order No. 481/16 June 2026 of the Rector of the Academic University "D. A. Tsenov" - Svishtov in accordance with the Regulations for the Development of the Academic Staff at the Academic University "D. A. Tsenov" and a meeting of the Scientific Jury held (Minutes No. 1/19.06.2026).

2. Competition data

The competition for the academic position "Associate Professor" is in the field of higher education 3. Social, economic and legal sciences, professional direction 3.7. Administration and Management, scientific specialty "Social Management" and is announced for the needs of the Department of "Management" of the Faculty of "Management and Marketing" at the Academy of Economics "D. A. Tsenov" - Svishtov in the State Gazette, issue 36/17.04.2026.

3. Candidate in the competition

The only candidate in the competition is Senior Asst. Prof. Dr. Milen Emilov Dinkov, lecturer in the Department of "Management" at the Academy of Economics "D. A. Tsenov" - Svishtov.

4. Personal characteristics of the candidate

Senior Assistant Professor Dr. Milen Emilov Dinkov graduated from the Academy of Economics "D. A. Tsenov" - Svishtov in 2005 - specialty "Marketing" ("Bachelor" and "Master"). In 2012, he defended his doctoral dissertation in the scientific specialty "Social Management", code 05.02.20, with diploma number for "Doctor" - 2012019/31.05.2012,

issued by the SA "D. A. Tsenov", on the topic "Perspectives in the training and development of personnel (on the example of mobile operators in Bulgaria)".

Since 2013, after successfully passing a competition in the scientific specialty 05.02.20 "Social Management", he has been an assistant professor and since 2016 has been a senior assistant professor in the professional field 3.7. Administration and Management, scientific specialty "Social Management" on a basic employment contract at the Academy of Economics "D. A. Tsenov" - Svishtov.

The professional CV of the candidate for the academic position "Associate Professor" reveals many years of active administrative, organizational and public activity. His management experience at the Academy of Economics "D. A. Tsenov" - Svishtov has been built over the years. In the previous period, he contributed as a member of the Faculty Council of the Faculty of Management and Marketing (2020 - 2024), as well as within the Academic Council of the higher school (2021 - 2024).

Currently, the candidate performs key functions in the structure of the Academy. His longest-standing commitment is as the scientific secretary of the Department of Management - since 2013. Since the fall of 2024 (October 23, 2024) he has been the deputy chairman of the Council of the Institute for Scientific Research and, in parallel with this, in 2024 he became part of the General Assembly of the SA "D. A. Tsenov". In the same year he was also elected a member of the Academic Ethics Committee.

Outside the management structures of the university, since 2020, Senior Asst. Dinkov has been defending the professional interests of his colleagues as a representative in the trade union committee of "Higher Education and Science - CITUB". At the same time, his authority in the scientific community is also maintained through his membership in the Union of Scientists in Bulgaria, in which he has been actively participating since 2016 to date.

5. Quantitative and substantive characteristics of the submitted scientific works

The candidate in this competition, Senior Asst. Prof. Dr. Milen Dinkov, exceeds the minimum national requirements within the meaning of the Regulations for the Implementation of the Academic Staff Development Act and the requirements of the Regulations for the Development of the Academic Staff at the "D. A. Tsenov" Academy of Economics - Svishtov. His scientific production is assessed according to these requirements with 260.9 points out of a required 200 points. The publications in the report on the fulfillment of the minimum national requirements are included in the "Scientific Activity" register of the National Center for Information and Documentation (NACID). In this regard, the points from the group of indicators "D" can be recognized.

The participation of Senior Assistant Professor Dr. Milen Dinkov in this competition is with a total of 30 publications, of which: 1 independent monographic work, 1 independent study, 3 studies in co-authorship, 1 independent article, 1 article in co-authorship, 20 independent reports and 3 reports in co-authorship. I highly appreciate the candidate's skills in working in a team, shown in his publications in co-authorship and at the same time the research courage shown in his independent publications.

The monographic work presented for the purposes of the competition: "Conflict Management in the Business Organization - Strategies, Methods and Tactics" was published in a specialized scientific publication - the library "Stopanski Svyat" at the academic publishing house "Tsenov" at the Academy of Economics "D. A. Tsenov" - Svishtov. The development explores the essence, causes and dynamics of labor conflicts in business organizations, as well as theoretical and methodological approaches for their effective management. The monograph has a research character and in the course of the scientific research the author manages to defend his thesis that organizational conflict is a multifaceted phenomenon that requires not only timely resolution, but also the application of modern methods for forecasting and developing conflictological competence in managers in order to transform the contradiction into a tool for improving management mechanisms. The scientific work is structured in three chapters.

The First chapter systematizes the theoretical and methodological foundations of conflict as a dynamic social phenomenon, making key terminological clarifications and a critical review of scientific concepts for its essence, structure and typology. Special attention is paid to the objective-subjective nature of the causes of contradictions, the criteria for determining their constructive or destructive functions, as well as the specifics of organizational and social-labor conflicts in the context of management.

The Second chapter examines the applied tools for managing labor conflicts in business organizations, analyzing the relevant methods, principles, strategies and tactical alternatives for their regulation. The emphasis is placed on the development of conflict competence and resilience in managers as key components of professionalism, allowing for effective psychological impact and objective resolution of conflict situations.

The Third chapter presents methodological approaches for analyzing labor conflicts in the activities of the studied business organization. Here are presented the results of the study, as well as recommendations and guidelines for improving the labor conflict management system in the selected business organization.

The contributions and proposed critical analyses in the monograph of Dr. Milen Dinkov deserve attention and high appreciation. They are precisely presented, defended and accompanied by numerical examples and specific results.

Studies, articles and reports dedicated to current problems of science and practice are also presented. A large part of them examine the contemporary challenges facing management in a dynamic, globalized and unpredictable business environment. The main researched problems are aimed at human resource management through the management of organizational and interpersonal conflicts. Emphasis is placed on increasing the commitment and qualification of human resources. Special attention is paid to the strategic development of companies through the implementation of innovations, optimization of production logistics and building sustainable corporate social responsibility. Of great importance are the proposals aimed at implementing modern methods for predicting conflicts and developing managerial competence for working with personnel.

All publications are well structured, the language is academic, professional and at the same time accessible and understandable. The authenticity of the works, the personal contribution and commitment of the author are visible. The publications submitted for review correspond to the topic, scope and scientific specialty. This gives me reason to highly evaluate the candidate's scientific production and its compliance with the requirements for occupying the academic position of "Associate Professor".

6. Identification of contributions in scientific research work and assessment of citations

I accept the contributions that are formulated in the reference and are divided into two directions - "scientific" and "scientifically applied":

1. The theoretical approaches for diagnosing organizational conflicts have been enriched and a comprehensive system for developing leadership management competencies for constructive management of internal contradictions has been modeled.
2. The process of making strategic decisions has been conceptualized in an interdisciplinary manner, proving the cause-and-effect relationship between the dynamics of the environment, managerial behavior and organizational effectiveness in crises.
3. A holistic framework for managing the psychosocial climate and organizational behavior has been built, which affirms human potential as a leading intangible asset and strategic advantage for organizations.

4. The global trends and challenges facing the development of management science in the context of digital transformation and dynamic changes in the market reality of the 21st century have been systematized.

5. The role of strategic innovation management as a complex process is argued, being a key source of long-term competitiveness, economic growth and market sustainability.

6. The approaches for studying alternative forms of labor engagement are enriched, with socially responsible practices positioned as an effective tool within the scope of the modern social economy.

I accept the presented 95 points under group of indicators "D" from the report on the fulfillment of the minimum national requirements for holding the academic position of "Associate Professor". Senior Asst. Prof. Dr. Milen Dinkov indicates 2 citations in monographs and collective volumes with scientific review and 15 citations in non-refereed journals with scientific review.

7. Participation in scientific projects and forums

Senior Asst. Prof. Dr. Milen Dinkov demonstrates intensive and highly effective project activity, materialized in his successful participation in three research projects. They are funded specifically from the state budget in accordance with the Regulation on the terms and procedures for the evaluation, planning, distribution and expenditure of funds for financing the scientific or artistic creative activity inherent in state higher education institutions (SG, issue 73 of 16.09.2016). His expert and scientific-methodological profile is complemented by active engagement as an academic mentor within the framework of student internship projects, as well as by holding the position of "Expert/Training" under Project BG05MOP001-2.016-0004-C01 "Economic Education in Bulgaria". The wide scope of the candidate's scientific and applied competencies is also multiplied by holding the position.

Critical remarks, questions and recommendations

I do not find any significant weaknesses in the candidate's scientific output. As a recommendation for the future development of Senior Asst. Prof. Dr. Milen Dinkov, I would draw attention to expanding his current research and more actively sharing the obtained scientific and applied results in international specialized publications. The inclusion of topics related to the application of artificial intelligence would be useful for expanding his publication activity. In this regard, I have the following question for Senior Asst. Prof. Dinkov: "Do you see a future conflict in the management of business organizations when applying AI in the processes of their activities"?

10. Conclusion

As a summary of what is presented in the opinion and the established implementation of the Minimum National Requirements for Occupying the Academic Position "Associate Professor", the Act on the Development of the Academic Staff of the Republic of Bulgaria and the Regulations for its Implementation, as well as the additional requirements of the Regulations for the Development of the Academic Staff at the Academy of Economics "D. A. Tsenov" - Svishtov, I express a positive attitude and propose to the esteemed members of the Scientific Jury to vote **FOR** occupying the academic position "Associate Professor", in the field of higher education 3. Social, economic and legal sciences, professional field 3.7. Administration and management and scientific specialty "Social Management" for the needs of the Department of "Management", Faculty of "Management and Marketing", at the Academy of Economics "D. A. Tsenov", Svishtov, by the candidate in the competition, Senior Assistant Professor Dr. Milen Emilov Dinkov.

10.07.2026 г.

Member of the Scientific Jury :.....

Заличени данни с цел превенция

/Prof. Todorka Kostadinova, D.Sc./