

OPINION

Prepared by: Assoc. Prof. Silviya Georgieva Blagoeva-Karamfilova, PhD, habilitated in professional field 3.8 „Economics”, scientific specialty „Economics and Management (Logistics and Operations Management)”, University of Economics – Varna

Subject: 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 in the competition

The competition for occupying the academic position of "Associate Professor" was announced by D. A. Tsenov Academy of Economics – Svishtov for the needs of the Department of Management in higher education area 3. Social, Economic and Legal Sciences, professional field 3.7 "Administration and Management", scientific specialty "Social Management". The competition was published in the State Gazette, issue no. 36 of 17.04.2026, in accordance with the Development of Academic Staff in the Republic of Bulgaria Act (DASRBA), the Regulations for the Implementation of DASRBA (RIDASRBA), and the Regulations for the Development of Academic Staff at D. A. Tsenov Academy of Economics.

Only one candidate is participating in the competition for the academic position of "Associate Professor": Chief Assistant Professor Milen Emilov Dinkov, PhD, lecturer in the Department of Management at D. A. Tsenov Academy of Economics – Svishtov.

Chief Assistant Professor Milen Dinkov, PhD has submitted the required evidence demonstrating compliance with the statutory requirements set out in Art. 24, para. 1, items 1–5 of DASRBA for holding the academic position of "Associate Professor":

1. He acquired the educational and scientific degree "Doctor" (PhD) in the scientific specialty "Social Management" in 2012.

2. He has held the academic position of "Chief Assistant Professor" since 2016 (more than 9 years).

3. He has submitted a published monograph entitled "Conflict Management in the Business Organization – Strategies, Methods, and Tactics" ("Stopanski Svyat" Library, "Tsenov" Publishing House, Academy of Economics – Svishtov), which does not repeat his doctoral dissertation.

4. Information and evidence have been provided regarding the fulfillment of the minimum national requirements for occupying the academic position of "Associate Professor" in higher education area 3. "Social, Economic and Legal Sciences" pursuant to Art. 2b, para. 2

and 3 of DASRBA, as well as the institutional requirements of D. A. Tsenov Academy of Economics – Svishtov pursuant to Art. 2b, para. 5 of DASRBA.

5. A declaration of originality of scientific works has been submitted.

2. Basis for preparing the opinion

I am participating as a member of the Scientific Jury for this competition pursuant to a Decision of the Faculty Council of the Faculty of Management and Marketing (Minutes No. 8/15.06.2026) and Order No. 481/16.06.2026 of the Rector of D. A. Tsenov Academy of Economics. This opinion was prepared in accordance with the decision of the Scientific Jury at its meeting held on 19.06.2026 (Minutes No.1).

3. Personal profile of the candidate

Milen Dinkov was born in 1978 in Svishtov. In 2003, he acquired a Bachelor's degree in "Marketing", and in 2005, a Master's degree in the same specialty at D. A. Tsenov Academy of Economics. In the period 2005–2008, he gained practical experience as a sales associate at BTC-GROUP, Svishtov. Between 2008 and 2011, he was a full-time PhD student in the Department of Management, and in 2012, he successfully defended his doctoral dissertation.

His path of academic growth passes through the positions of "Assistant Professor" (2013–2016) and "Chief Assistant Professor" (from 2016 to present) in the Department of Management. In parallel, since 2013, he has also performed administrative duties as an Organizer / FMCS (Financial Management and Control Systems) officer at the Academy.

Chief Assistant Professor Milen Dinkov, PhD holds a number of responsible public and academic positions:

- Scientific Secretary of the Department of Management (from 2013 to present);
- Member of the Union of Scientists in Bulgaria (from 2016 to present);
- Member of the Trade Union Committee at "VON-CITUB" (from 2020 to present);
- Member of the Faculty Council (2020–2024), the Academic Council (2021–2024), and the General Assembly of D. A. Tsenov Academy of Economics (from 2024 to present);
- Member of the Academic Ethics Commission (since 2024) and Vice-Chairman of the Council of the Research Institute at D. A. Tsenov Academy of Economics (from 2024 to present).

These commitments are definitive proof of his organizational skills and high commitment to the development of the department, faculty, and academy.

The candidate has actively participated in a number of project teams (including international projects) as an expert, academic mentor, and research team member, fully meeting

the requirements of Art. 116, para. 2, item 4 of the Regulations on the Development of Academic Staff at D. A. Tsenov Academy of Economics.

4. Overall (quantitative and qualitative) assessment of the candidate's educational and teaching activities

Chief Assistant Professor Milen Dinkov, PhD is an established lecturer with rich classroom experience. He teaches in a total of 18 lecture courses: 10 in Bachelor's degree programs and 8 in Master's degree programs. For the period academic year 2021/2022 – academic year 2025/2026, the workload recorded by the Academic Affairs Department demonstrates high classroom commitment, which regularly exceeds the mandatory standard. The courses taught fall within the scope of the announced competition and consistently ensure a full annual teaching load for the candidate in accordance with institutional norms. Milen Dinkov is the author of one single-authored textbook ("Strategic Management") and co-author of several peer-reviewed academic publications (textbooks and teaching materials).

All of the above characterizes Chief Assistant Professor Milen Dinkov, PhD as an experienced and respected lecturer with established authority among the student community. The candidate fully meets the requirements of Art. 116, para. 2, item 5 of the Regulations on the Development of Academic Staff at D. A. Tsenov Academy of Economics regarding teaching activity.

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

Chief Assistant Professor Milen Dinkov, PhD participates in the competition for the academic position of "Associate Professor" with 36 scientific publications (single-authored and co-authored), including:

- 1 monograph: a single-authored monograph entitled "Conflict Management in the Business Organization – Strategies, Methods, and Tactics" (234 pages), discussed in the Department of Management, reviewed by two peer reviewers, and published in the specialized scientific edition "Stopanski Svyat" Library of D. A. Tsenov Academy of Economics;
- 4 studies (1 single-authored and 3 co-authored), published in non-refereed peer-reviewed journals or in edited collective volumes;
- 1 article (co-authored), published in a scientific journal referenced and indexed in world-renowned scientific information databases;
- 24 scientific articles and conference papers (21 single-authored and 3 co-authored), published in non-refereed peer-reviewed journals or in edited collective volumes;

- 6 single-authored conference papers, published in conference proceedings outside the national reference list of contemporary Bulgarian peer-reviewed scientific publications.

The candidate also submits 7 textbooks (1 single-authored) and 1 study guide for participation in the competition.

The required minimum score for fulfilling national requirements under Art. 2b, para. 2 and 3 of DASRBA in higher education area 3. "Social, Economic and Legal Sciences" is 400 points, whereas the actual achievement of Chief Assistant Professor Milen Dinkov, PhD is 505.09 points, distributed as follows:

- Defended doctoral dissertation for acquiring the educational and scientific degree "Doctor" (PhD) on "Perspectives in Personnel Training and Development (by the example of mobile operators in Bulgaria)" – 50 pts.;
- Published habilitation work (monograph) on "Conflict Management in the Business Organization – Strategies, Methods, and Tactics" – 100 pts.;
- Published scientific works (articles, papers, and studies in peer-reviewed publications), including 1 co-authored publication referenced and indexed in world-renowned scientific databases (Scopus) – 260.09 pts. out of 200 required;
- 2 citations in peer-reviewed monographs and collective volumes (20 pts.) and 15 citations in non-refereed peer-reviewed journals (75 pts.) – 95 pts. out of 50 required.

Chief Assistant Professor Milen Dinkov, PhD also satisfies the requirement of Art. 116, para. 2, item 6 of the Regulations on the Development of Academic Staff at D. A. Tsenov Academy of Economics regarding the presence of a scientific publication in refereed journals in Scopus and/or Web of Science (1 co-authored publication in Scopus).

In terms of content, the candidate's scientific publications focus on current issues in social management, strategic management, conflict management, and organizational behavioral aspects. Accent is placed on strategic decision-making, the role of the human factor, and enhancing organizational efficiency.

Structurally, single-authored publications predominate. This ratio provides a strong argument supporting the independence of the candidate's scientific achievements and contributions. Joint publications highlight Dr. Dinkov's ability to work effectively in teams.

Qualitatively, Dr. Dinkov's scientific research is characterized by purposefulness, a systematic approach, and practical applicability. The fact that he has a publication in an internationally refereed journal indexed in Scopus, alongside numerous peer-reviewed works, clearly indicates high research quality. Content-wise, the scientific production fully matches the thematic scope of the competition.

In the scientific output submitted for review, I have found no evidence of plagiarism, improper citation, or data falsification.

6. Assessment of the candidate's scientific contributions

The long-term research work of Chief Assistant Professor Milen Dinkov, PhD has resulted in contributions in the following directions:

1. Theoretical knowledge in conflict management, strategic management, and organizational behavior concepts has been enriched and further developed.
2. Understanding of individual and group behavior in organizational environments has been broadened, placing the human being at the core of the modern management process.
3. Specific methods, strategies, and tactics for diagnosing, preventing, and effectively resolving conflicts in business settings have been formulated and systematized.
4. Practical and applied recommendations for integrating behavioral insights into strategic decision-making have been articulated.
5. Scientific understanding regarding employee training, qualification, and development in specific sectoral contexts has been expanded.

7. Academic recognition – candidate's citations in publications of other researchers

The provided citation report demonstrates that the works of Chief Assistant Professor Milen Dinkov, PhD are well-recognized within the scientific community:

- 2 citations in peer-reviewed monographs and collective volumes (20 pts.);
- 15 citations in non-refereed peer-reviewed journals (75 pts.).

The total score under Group D amounts to 95 points (against a minimum requirement of 50 points), serving as clear proof of his academic standing.

8. Critical notes and recommendations for the candidate

Recognizing the candidate's high research potential, I would kindly recommend that he:

- Focus efforts on publishing individual and collaborative research results in international journals indexed in world-renowned databases (Scopus and Web of Science);
- Take initiative in applying for and leading new national and international research projects;
- Actively engage in supervising and mentoring PhD students and early-career researchers.

9. Summary assessment

The thorough analysis of the documentation and scientific works of Chief Assistant Professor Milen Emilov Dinkov, PhD provides grounds for the following conclusions:

1. All conditions and requirements of DASRBA, RIDASRBA, and the Regulations for the Development of Academic Staff at D. A. Tsenov Academy of Economics have been fully satisfied.

2. The candidate comfortably exceeds the minimum national requirements for occupying the academic position of "Associate Professor".

All of this gives me complete confidence to express a **POSITIVE EVALUATION** and to vote **"IN FAVOR"** of awarding the academic position of "Associate Professor" to Chief Assistant Professor Milen Emilov Dinkov, PhD in professional field 3.7 "Administration and Management", scientific specialty "Social Management", recommending that the other members of the Scientific Jury support this decision as well.

25.07.2026

Varna

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