

REVIEW

By: Prof. D.Sc. Eng. Bozhidar Ivanov Hadjiev

Field of higher education 3. Social, economic and legal sciences, PN: 3.8.

"Economics", scientific specialties: 05.02.18 "Economics and Management"; 05.02.10 "World economy and international economic relations" and by competencies

"Marketing" and "Applied Psychology",

Subject: Announcement of a competition for the occupation of the academic position

"Professor" at TU-Varna in the field of higher education 5. Technical Sciences, 5.13 General engineering, study discipline "Logistics" at the department of IM

I. Information about the contest

The competition for the occupation of the academic position "Professor" in the field of higher education 5. Technical sciences, 5.13 General engineering, study discipline "Logistics" at the department of IM was announced in the SG no. 40/31.05.2022.

II. Brief information about candidates in the competition

From the submitted documents for the competition, it is clear that the only candidate for participation in the competition is Assoc.Prof. Siyka Dimitrova Demirova from the Department "Industrial Management" at TU-Varna.

Synthesized profile of the candidate in educational and scientific terms based on the information provided:

1. (1988) The candidate graduated from Model Technical School of Mechanical Engineering and Electronics "Anton Ivanov", Varna
2. (1995) The candidate obtained a "Professional bachelor's" degree from the Semi-Higher Institute of Chemical Industry and Mechanical Engineering at TU-Varna
- 3.(2005) The candidate for the professorship obtained the Bachelor's degree in "Management in International Business" at the "Chernorizets Hrabar" University of Applied Sciences, Varna
4. (2006) The candidate acquired a master's degree in "International Marketing" at Chernorizets Hrabar University of Applied Sciences, Varna;
5. In 2010 Siyka Demirova defends in front HAC degree "Doctor" in 5.13. "General engineering in the scientific specialty 05.01.21 "Organization and management of production (industry)" with the topic of the dissertation: "Innovation activity of small and medium-sized enterprises and optimization of the life cycle of innovations" with scientific supervisor Prof. Dr. Eng. Dimitar Damianov;
6. (2012 to 2016) The candidate works as an "Assistant" in the Department of "Industrial Management";
7. (from 2016 to the present) The candidate works as an "Associate Professor" in the Department of "Industrial Management";
8. (from 2020 to the present) The candidate is the head of the "Industrial Management" Department.

Synthesized profile in applied aspect:

As can be seen from the curriculum vitae and the attached documents, it is difficult to briefly describe the applicant's practical experience regardless of the fact that the exact period is not specified.

Membership in professional organizations and editorial boards listed in the documents is impressive:

- Chairman of the "Industrial Management" section at NTS;

- Member of the editorial board of the research journal "Business Systems and Economics", publisher "Mykolas Romeris University", Lithuania;
- Member of the editorial board in "Science Journal of Business and Management (SJB), number 10183459/2017;
- Member of the National Organizing Committee of the Scientific Congress "Innovations", 2015 -;
- Member of the organizing committee of the International Conference on High Technology for Sustainable Development;
- Member of the editorial board of Business Systems and Economics (BSE), scientific journal, Mikolas Romeris University;
- Member of the International Program Committee 5th International Conference on Machine Design and Manufacturing Engineering (ICMDME2018), Jakarta, Republic of Indonesia, Certificate of Review Member;
- Member of the editorial board of the magazine TEMEL JOURNAL, Technology, Engineering, Management, Entrepreneurship, Learning (TEMEL) – International Journal;
- Member of the editorial board of the International Journal of Transportation Engineering and Technology (IJTET).

The documents state that the candidate has the following specializations in:

- Institute of Technology, Karlsruhe, Germany, 12/08/2022 - 27/08/2022
- Guest lecturer, Gediminas Vilnius Technical University, 16/09/2019 - 21/09/2019
- Guest lecturer, University of Culture and Economics, Riga, Latvia, 23/04/2019 – 27/04/2019
- Guest lecturer, Gediminas Vilnius Technical University, 30/04/2018 - 04/05/2018
- Guest Lecturer, Vilnius Gediminas Technical University (VGTU), Vilnius, Lithuania, 02/01/2015 - 15/01/2015
- Specialization in International Transport, Forwarding and Logistics, "Cargo Metal" OOD, Haale, Germany, 15.08.2014 - 30.08.2014
- Guest lecturer, Mikolas Romeris University Vilnius, Lithuania, 02/01/2014 - 12/01/2014
- Specialization in International Transport, Forwarding and Logistics, "Cargo Metal" OOD, Haale, Germany, 15/08/2013 - 30/08/2013
- Guest lecturer, Mikolas Romeris University Vilnius, Lithuania, 04/06/2013 - 12/04/2013

Also, taking into account the above and taking into account that in the period 2016-2022 she participated in 12 projects (see ex. 17.3) and that in the last three years she has classroom teaching activities, 1265 hours of lectures, 64 hours laboratory exercises, 79 hours of seminar exercises (see ex. 17.1), it can be concluded that, apart from being a good teacher, Assoc. Prof. Siyka Dimitrova Demirova has serious practical experience.

III. General description and characteristics of the candidate's scientific research and applied scientific activity

In order to participate in the competition for the appointment of AP "Professor", Assoc. Prof. Siyka Demirova indicated 28 scientific publications:

- monograph - 1 pc.;
- scientific publications in referenced and indexed databases - 11 pcs;
- scientific publications in non-refereed editions or edited collections - 9 pcs;
- textbooks - 3 pcs.
- teaching aids - 4 pcs.

According to the report presented by Assoc. Dr. Siyka Demirova on the fulfillment of minimum national requirements for occupying the AP "Professor" in the field of higher education 5. Technical Sciences, it is clear that they have been exceeded.

A group of indicators	Content	AP "Professor"	Total number of points of Assoc.Prof. Siyka Demirova
A	Indicator 1	50	50
B	Indicator 2	-	-
C	Indicators 3 и 4	100	100
D	Sum of indicators from 5 to 11	200	Evidence is presented that the minimum has been exceeded
E	Sum of indicators from 12 to 15	100	Evidence is presented that the minimum has been exceeded
F	Sum of indicators from 16 to 28	150	Evidence is presented that the minimum has been exceeded
G	Indicator 29	120	Evidence is presented that the minimum has been exceeded
	Total points:	720	Evidence is presented that the minimum has been exceeded

In the evaluation of the publications of a monographic nature, the independent monographic work of the candidate entitled "Digital Logistics" with ISBN978-619-7349-14-6 is of serious interest related to the topic of the competition.

Chapter One examines issues related to the distinctive features of conventional logistics.

In Chapter Two, a hybrid approach to the application of digital dimensions in logistics is proposed.

Chapter Three examines the digitization of logistics activities, as the study ends with an approbation of the proposed theoretical framework.

I believe that the monograph is directly related to the theme of the competition and is a study on current issues and with a modern theme.

Likewise, most of the other publications presented directly or indirectly concern the subject of the competition for the academic position at TU-Varna "Professor" in the field of higher education 5. Technical sciences, 5.13 General engineering, study discipline "Logistics" at the department of IM.

It is fair to pay attention to appendix 13 of the presented documents, from which it is clear that the candidate has 34 citations in Scopus (the candidate's h-index is 4); noticed citations in monographs and collective volumes with scientific review - 7 pcs; citations, (Google Scholar) - 80 pcs, with h-index - 6.

It is correct to note that Assoc. Prof. Siyka Demirova is the supervisor of seven doctoral students, while two others have successfully defended their thesis. From the documents provided, it can be seen that the candidate for professor has one participation in the Scientific Jury (SJ) for occupying the academic position "Professor", three participations in the SJ for occupying the AP "Associate Professor" and three participations in the SJ for the "Ch. assistant" and was a reviewer of two monographic works and thirteen scientific reports in international scientific forums, indexed by Scopus and is a mentor of the student club "Entrepreneurship and Innovation" at department "Industrial Management".

The above gives me reason to summarize that the candidate for the academic position "Professor" at TU-Varna is a quality researcher who has the necessary publication activity, and the necessary publications meet the requirements of the regulations for occupying

academic positions and have become available, as for the Bulgarian as well as for the international scientific community.

IV. Assessment of the candidate's pedagogical training and activities

According to the report on the academic workload and the above, it can be concluded that the pedagogical training and teaching activities of the candidate for AD "Professor" meet the requirements of the law on the development of the academic staff and the rules of TU Varna.

It is also important to note that:

- In 2018 and 2019 Assoc.Prof. Demirova has given lectures at the invitation of foreign universities: Vilnius Gediminas Technical University, Vilnius, Lithuania - twice and once at the University of Culture and Economics, Riga, Latvia.

- Every year, Assoc.Prof. Demirova participates in the training of students under the Erasmus program, leading the following disciplines: "Micro and Macroeconomics", "Logistics", "Project Management", "Management of Company Finances", "Human Resources Management", "Fundamentals of entrepreneurship", "Creativity and methods of generating new ideas", etc.

- She is the supervisor of 58 graduates and a reviewer of 29 diploma theses in degree "Bachelor" and "Master", BL and English language learning and regularly participates in State examination commissions in degree "Bachelor" and "Master", BL and English language learning.

*Given the above, I give a **positive assessment of the candidate's pedagogical training and activities.***

V. Evaluation of scientific and scientific-applied contributions

The analyzed scientific publications of the candidate, concerning the topic of the competition, could be grouped in a research area related to the professional direction 5.13 General engineering and specifically to some economic and communication aspects of logistics. In my opinion, the candidate's scientific publications contain the following more important scientific and scientific-applied contributions, which can be grouped into two main groups:

- enrichment of existing knowledge about conventional logistics and formation of a hybrid approach for application of digital dimensions in logistics in practice - D7.4, D7.7, D8.1; D8.3; D8.5; D8.6; D8.7;

- systematization of classifications, research methods, new constructions, technologies, approaches and proof of new facts - D7.2; D7.3; D7.5; D7.6; D7.7; D7.10; D8.5; D8.9,

I believe that the above-mentioned contributions, the presented scientific works and the teaching activity of the candidate fully correspond to the profile of the announced competition.

VI. Significance of contributions to science and practice

An extremely good impression is made by the fact that the candidate's main publications have been peer-reviewed and are presented in renowned domestic and foreign scientific publications. A good impression is made by the fact that all publications directly related to the topic of the competition are indexed by SCOPUS and that Assoc.Prof. Siyka Demirova is cited in foreign publications.

A number of aspects of the candidate's publications in the competition, concerning the theme of the competition on the one hand could be used in the learning process and on the other hand could be used in consultations for the formation and development of the regional policy for sustainable development.

VII. Critical notes and suggestions

I am known in the scientific community for my criticism of the growth of modern scientific personnel. But, in this case, regardless of the fact that the candidate operates on extremely complex problems concerning "logistics", she successfully copes with many of them, focusing on "digital logistics". This is the main reason that I have no significant critical remarks about the candidate for employment at AP "Professor".

Undoubtedly, considering individual aspects of logistics without revealing the multiple logistics processes and flows and their interrelationship as a whole is permissible and necessary. But, in my opinion, in the modern open and digital world, they should be analyzed through the holistic approach in their entirety and in connection with the main factors determining the development of the production, entrepreneurial and innovation potential of the entities in the world economy.

Therefore, on the one hand, I recommend the candidate to continue to further develop the ideas for digitalization of logistics activities in small and medium-sized enterprises, as the burden should be on promoting the use of information and communication technologies and services in the formation of opportunities for flexible application of the not so new ones, but still underdeveloped principles of digitization in Bulgaria.

On the other hand, perhaps in her research work in the future, it is appropriate for the candidate to strive for a more in-depth comprehensive study of current logistics and trade problems, taking into account the possibilities of subjects to increase the efficiency of logistics and the potential value of that, what logistics processes and flows can add to the national and global economy.

The above recommendations, by their nature, should be taken as recommendations for the candidate's future research and teaching activities.

VIII. Summary conclusion and opinion of the preliminary reviewer

The above-mentioned evaluations in the review and the potential revealed by the candidate related to the topic of the competition give me reason to evaluate the activity POSITIVELY. In this regard, I take the liberty of confidently recommending to the honorable Scientific Jury, in accordance with the requirements of the law on the development of the academic staff and the Regulations of TU Varna, to propose to the Faculty Council that Assoc. Prof. Siyka Dimitrova Demirova be selected for the needs of the "IM" department of the academic position "Professor" in the field of higher education 5. Technical sciences. PN. 5.13 General engineering, study discipline "Logistics" at the department of IM.

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Reviewer
(Prof.B.Hadzhiev,PhD)