

EUROPEAN
CURRICULUM VITAE
FORMAT



PERSONAL INFORMATION

Name **SERAFIMOVA, Desislava B.**
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Nationality Bulgarian

WORK EXPERIENCE

June 2023 – onwards Head of the Department of Management and Administration, Varna University of Economics, Bulgaria
May 2010 – onwards Associate Professor of Management, Ph.D., Varna University of Economics, Bulgaria
May 2015 – 2023 Vice-Head of Management and Administration Department, Varna University of Economics, Bulgaria
June 1996 – May 2010 Assistant Professor of Management, Varna University of Economics, Bulgaria

- Name and address of employer
- Type of business or sector
- Occupation or position held
- Main activities and responsibilities

Varna University of Economics, 77, Knyaz Boris I Blvd, 9002, Varna, Bulgaria
Higher Education
Associate Professor, PhD. Lecturer
Delivering lectures in Bulgarian and English on Fundamentals of Management, Strategic Management, Corporate Social Responsibility, Corporate governance, Business modelling. Developing case studies for seminar classes, preparing tests for students' exams. Working out new courses, curricula, and syllabi in the Management department. Participating in research projects. Publishing books, monographs and articles of Management topics. Participating in Scientific conferences in Management topics.
ERASMUS+ Teaching Mobility at Curtin University, Perth, Australia (2026), Polytechnic University of Bragança, Portugal (2024), A. Boussouf University of Mila, Algeria (2023), ESAG University Porto, Portugal (2022), University of Almeria, Spain (mentor in an online research project, 2022), Turan University in Almaty, Kazakhstan (2021), Armenian State University of Economics, Yerevan, Armenia (2019), International University of Sarajevo, Bosnia and Herzegovina (2017), Uludag University, Bursa, Turkey (2014)
Providing guidelines to PhD students as an Academic supervisor in Bulgarian and Kazakh universities.

External expert at Universities in India

January 2018 – March 2019,
February 2024 – August 2026

- Name and address of employer
- Type of business or sector
- Occupation or position held
- Main activities and responsibilities

December 2019 – 2023

- Name and address of employer
- Type of business or sector
- Occupation or position held
- Main activities and responsibilities

KL University, Tadepalli Mandal, Vaddeswaram-522502, Guntur Dt., A.P. India
Higher Education
Associate Professor, Ph.D. Guest Lecturer and External evaluator of PhD thesis
Delivering lectures as a guest lecturer in Strategic management and Corporate Governance. Participation as a foreign evaluator for adjudication to KL University Scholar's PhD thesis.
Gujarat Technological University (GTU), Chandkheda, Ahmedabad – 382424, Gujarat, India
Higher Education
Associate Professor, PhD., External expert for PhD thesis evaluation
Participation as an Expert Professor to review the Doctoral Candidates of the PhD Programme in Management at the Annual Research Week being organized by GTU.

EDUCATION AND TRAINING

- **2002 – 2006**
 - Name and type of organisation providing education and training
 - Principal subjects/occupational skills covered
 - Title of qualification awarded
- **02. 2003 – 03. 2003 r**
 - Name and type of organisation providing education and training
 - Principal subjects/occupational skills covered
 - Title of qualification awarded
- **1991 – 1996**
 - Name and type of organisation providing education and training
 - Principal subjects/occupational skills covered
 - Title of qualification awarded

PhD candidate
Varna University of Economics, Bulgaria.

Dissertation title: Activity-Based Management Application in Competitive Positioning of Dental Healthcare Organizations
PhD in Management (2006)

Staff Mobility for training
Business Dynamix Limited trading as The Business Mentoring Academy – London, UK, (Leonardo da Vinci programme)
Management Training Project “E-business for Small and Medium Enterprises”
Certificate (2003)

Bachelor and Master of Management
Varna University of Economics, Bulgaria

Fundamentals of Management, Strategic Management, Project Management, Operations management, HRM, Marketing, Organizational behavior, Business Ethics, Accounting, Finance, Statistics, etc.
MA in Management (1996)

PERSONAL SKILLS AND COMPETENCES

MOTHER TONGUE

Bulgarian

OTHER LANGUAGES

English, Russian

SOCIAL SKILLS AND COMPETENCES

Excellent communication and teamwork skills, with extensive experience in multicultural academic environments. Experience in teaching and academic interaction with international students, academics and researchers. Strong ability to build and maintain professional relationships and international academic cooperation with partners from diverse cultural and institutional backgrounds.

TEACHING AND RESEARCHING SKILLS AND COMPETENCES

Extensive teaching experience in Management, Strategic Management, Corporate Social Responsibility and Corporate Sustainability at Bachelor's, Master's and doctoral levels, including teaching in international and multicultural academic environments. Strong experience in curriculum and course development, doctoral supervision and mentoring of early-career researchers. Proven research expertise with over 70 academic publications in the fields of strategic management, corporate sustainability, organisational adaptability and related management areas. Experience in interdisciplinary and international research collaboration, academic peer review, and dissemination of research through international conferences, seminars and academic networks.

ORGANIZATIONAL SKILLS AND COMPETENCES

Extensive experience in academic leadership, team coordination and organisation of teaching activities as Head of Department. Experience in managing research projects, supervising doctoral students, and coordinating curriculum development and quality assurance processes. Leadership of expert teams in institutional and programme accreditation procedures at departmental and national levels. Strong experience in developing international academic cooperation and research networks with universities and researchers across Europe and Asia.

TECHNICAL SKILLS AND COMPETENCES

Very good ability in MS Office (Word, Excel, PowerPoint) and digital tools for teaching, research, academic communication and collaboration, including AI-based tools.

DETAILS OF WORK EXPERIENCE

TEACHING EXPERIENCE *General management (Fundamentals of Management, Principles of Management):* Taught in Bulgarian and

(FULL LECTURES) English. Course level: Bachelor. Hours of instruction: 45 for Bulgarian and for Incoming Erasmus+ students.
Strategic Management: Taught in English. Course level: Bachelor. Hours of instruction: 30 for students at KL University, Vaddeswaram, Andhra Pradesh, India.
Corporate Social Responsibility: Taught in Bulgarian and English. Course level: Master. Hours of instruction: 45 for Bulgarian students and 45 for Incoming Erasmus+ students.
Corporate governance: Taught in Bulgarian. Course level: Bachelor. Hours of instruction: 30. Taught in English for master students at KL University, Vaddeswaram, Andhra Pradesh, India.
Business models for digital transformation: Taught in Bulgarian. Course level: Bachelor. Hours of instruction: 30 for Bulgarian students.
Business Ethics: Taught in Bulgarian and English. Course level: Bachelor. Hours of instruction: 30 for Bulgarian students and 30 for Incoming Erasmus+ students.
Management of Sustainable Development: Taught in English. Course level: Bachelor. Hours of instruction: 28 for students at University of Economics in Katowice, Poland

STAFF MOBILITY AND TEACHING ABROAD EXPERIENCE

2026 – Visiting Lecturer on Business Model Generation at KL University, Hyderabad campus and Vijayawada campus, Vaddeswaram, A.P., India
2026 – ERASMUS+ Staff Mobility for Teaching at Curtin University, Perth, Australia.
2025 – Visiting Lecturer on Management at Khon Kaen University (KKU), Thailand, under the KKU Inbound Visiting Scholar Project 2025, Thailand.
2025 – ERASMUS+ Mentoring and Teaching in the Erasmus+ Short Blended Intensive Program in "Interactive Games: Creating Business Models for a Greener Future", managed by the University of Life Sciences "King Mihai I" from Timișoara, Romania.
2024 – Visiting Lecturer on Management of Sustainable development at University of Economics in Katowice, Poland.
2024 – Visiting Lecturer on Strategic Management and Corporate Governance at KL University, Hyderabad campus and Vijayawada campus, Vaddeswaram, A.P., India
2024 – ERASMUS+ Staff Mobility for Teaching at the Polytechnic University of Bragança, Portugal.
2023 – ERASMUS+ Staff Mobility for Teaching at the Abdelhafid Boussouf University Center of Mila, Algeria.
2023 – Visiting Lecturer in the Global Responsibility Week 2023 at Nottingham Business School, UK.
2022 – ERASMUS+ Staff Mobility for Teaching at the ESAG University, Porto, Portugal.
2022 – ERASMUS+ Mentoring and Teaching (online) in the Erasmus+ Short Blended Intensive Program in "Sustainable biotechnology entrepreneurship and human food", managed by the University of Almeria, Spain.
2022 – Guest Lecturer at Mumbai Business School and at Smt. Chandibai Himathmal Mansukhani College, Mumbai, India
2021 – Guest lecturer on Management (online) at Khon Khaen University (KKU), under the KKU Inbound Visiting Scholar Project 2019, Thailand.
2021 – ERASMUS+ Staff Mobility for Teaching at the Turan University, Almaty, Kazakhstan
2019 – Foreign expert for reviewing the Doctoral Candidates in Management at the 2019 GTU Research Week at the Gujarat Technological University (GTU), Ahmedabad, India.
2019 – ERASMUS+ Staff Mobility for Teaching at the Armenian State University of Economics, Yerevan, Armenia. Teaching program: Good Socially Responsible Practices in Human Resource Management.
2019 – Visiting Lecturer on Strategic Management at KL University, Vaddeswaram, Andhra Pradesh, India
2018 – Visiting Lecturer on Strategic Management at KL University, Vaddeswaram, Andhra Pradesh, India
2017 – ERASMUS+ Staff Mobility for Teaching at the International University of Sarajevo, Bosnia and Hercegovina.
2014 – ERASMUS+ Staff Mobility for Teaching at the Uludag University – Bursa, Turkey.

RESEARCH EXPERIENCE

2024–2025 – Project "International Master in Intercultural Business" (MAGELLAN) under the ERASMUS+ program, ERASMUS MUNDUS DESIGN MEASURE theme (01.10.2024 – 31.12.2025)
2025 – Name of the project: Transformations in Business Educational Models for Managing and Reporting Corporate Sustainability: A Cross-country Study, funded by Khon Kaen University (KKU), Thailand, under the KKU Inbound Visiting Scholar Project 2025.
2024–2027 – Project of the Association of Industrial Capital in Bulgaria on the topic "A complex approach to providing motivated qualified human resources: Rating and tools to increase the attractiveness of key professions for a successful dual transition", Bulgaria.
2020–2024 – Project KP-06-H45/1 "Digitalization and Digital Competencies – Trends and Innovative Practices in Higher Education and the Labor Market", funded by the National Science Fund of Bulgaria.
2021–2022 – The impact of digital transformation on attitudes of generation Z to work. A joint project conducted by research scholars from Varna University of Economics and Khon Khaen University, Thailand.
2018–2019 – CSR in Bulgaria: historical origins and contemporary practices (Involving master students of Management as co-researchers in the project).

2012–2014 – “Time: Conclusions and results regarding the social life in Varna” (A joint project conducted by scholars and students from Varna University of Economics and the municipality of Varna). Participation as a head of research group on Philanthropy in Varna area.

2010 – Competitive Environment of Healthcare Organizations in Varna Region project (Involving PhD students of Varna University of Economics as co-researchers).

2009 – Research of the Bulgarian socially responsible business practices project. Supported by a grant of the National fund for scientific research of the Bulgarian ministry of education and science.

2005 – Development of competitive education in Project management. (A joint project conducted by research scholars from Varna University of Economics and Sofia University of National and World Economy. Supported by a grant of the National fund for scientific research of the Bulgarian ministry of education and science).

2003 – Management Training Project “E-business for Small and Medium Enterprises”, London, UK (The EU's Leonardo da Vinci Mobility grant № BG/02/A/F/EX – 132052/12.09.2002). (A joint project conducted by scholars from Varna University of Economics and representatives of the NGO “Varna business agency”). Conducted specialization in London and then participated as a trained expert in training courses for small and medium business representatives in Varna area organized by Varna business agency.

MANAGEMENT CONSULTANCY AND IN-COMPANY TRAINING EXPERIENCE

2026 – Expert and trainer in the National project “RIC ‘Ambitious Gabrovo’ – Civil Capacity and Partnership for Effective Cohesion” under the “Technical Assistance” Programme 2021–2027, procedure BG16RFTA001-1.010 “Active and competent civil society organizations for increasing the added value of cohesion policy in Bulgaria”.

2024 – Expert in the National Institute of Justice project to develop a self-learning resource titled “Communication skills, organizational and personal development in the judicial system,” implemented with the financial support of the “Justice” program, Norwegian Financial Mechanism.

2017-2025 – Consultancy and In-company training in LEKS GROUP Ltd. (furnishing company in Botevgrad) on Organizing the business and team management.

2019 – In-company training in TUI Bulgaria (Varna branch) on Corporate Social Responsibility.

2018 – In-company training in Devnya municipality on Team management.

2016-2020 – In-company training in Eurolife Bulgaria on Team management.

2005 – In-company training in Bulgarian Post Company on Activity-Based management.

2004 – In-company training in Foros Real Estate Company, Varna on Team management.

2003 – Lecturer in Management courses for young entrepreneurs, organized by the Varna Business Agency under the Leonardo da Vinci programme.

GRANTS AND FELLOWSHIPS

2025 – Khon Kaen University Personal Development Fund Scholarship. Funded by Khon Kaen University (KKU), Thailand, under the KKU Inbound Visiting Scholar Project 2025.

2024 – Erasmus teaching staff mobility grant. Polytechnic University of Bragança, Portugal.

2023 – Erasmus teaching staff mobility grant. Abdelhafid Boussouf University Center of Mila, Algeria

2022 – Erasmus teaching staff mobility grant. ESAG University, Porto, Portugal

2021 – Erasmus teaching staff mobility grant. Turan University, Almaty, Kazakhstan

2021 – Khon Kaen University Personal Development Fund Scholarship. Funded by Khon Kaen University (KKU), Thailand, under the KKU Inbound Visiting Scholar Project 2019.

2020 – Bulgarian National Science Fund of the Bulgarian Ministry of Education and Science grant

2019 – Erasmus teaching staff mobility grant. Armenian State University of Economics, Armenia

2017 – Erasmus teaching staff mobility grant. International University of Sarajevo, Bosnia and Herzegovina

2014 – Erasmus teaching staff mobility grant. Uludag University, Bursa, Turkey

2009 – National Fund for Scientific Research of the Bulgarian Ministry of Education and Science grant

2005 – National Fund for Scientific Research of the Bulgarian Ministry of Education and Science grant

2003 – The European Union's Leonardo da Vinci Mobility grant for transnational mobility project.

MEMBERSHIP

- Editorial Board member of Monographic library “Prof. Tsani Kalyandzhiev”, Varna Science and Economics Publishing House, Varna University of Economics, Bulgaria
- Editorial Board member of Monographic library “Knowledge and Business”, Knowledge and Business Publishing house, Varna, Bulgaria.
- Editorial board member of the Economics & Law Journal, published by Economics Scientific Observatory at the Faculty of Economics at South-West University “Neofit Rilski” (<http://el.swu.bg/ikonomika/>)
- Member of the Union of Scientists in Bulgaria.

REFERENCES

Associate professor Pensri Jaroenwanit, PhD. Vice President for Student Affairs and Innovation Commercialization at Khon Kaen University. Khon Kaen, Thailand: penjar@kku.ac.th
Associate professor Mariya Rohova-Yordanova, PhD. Head of the Department of Economics and Management of Health. Medical University of Varna: maria.rohova@mu-varna.bg

PUBLICATIONS:

Monographs, Books and Book chapters:

- Petrov, P., **Serafimova, D.** (2026). Hidden Champions of Bulgaria. In: Berberović, D., Purg, D. (eds.), Hidden Champions in Rising Economies. Contributions to Management Science. Springer, Cham. https://doi.org/10.1007/978-3-032-08263-3_15. [Scopus](#).
- Bogdanova, M. (ed.), Banabakova, V., Vassilev, Y., **Serafimova, D.**, Parashkevova-Velikova, E., Mihailova-Atanasova, V., Dakhilov, B. (2024). Digitization and Digital Competences in the Public Sector and Public Administration Specialists Training. Knowledge and Business Monographic Library, book 26, Knowledge and Business Publishing House, Varna, ISBN 978-619-210-078-0. (In Bulgarian).
- Serafimova, D. (2023). Management. [Textbook]. Varna: Science and Economics Publishing House. (In Bulgarian)
- Zafirova, T., **Serafimova, D.** et al. (2016). International Management. 2nd ed. Varna: Science and Economics Publishing House. Chapters: Ch 5 The Organizational Structures in International Business. (in Bulgarian)
- Serafimova, D. (2015). Theory of Management. 3rd ed. Varna: Steno Publishing House (in Bulgarian)
- Serafimova, D. (2015). Theory of Management. Student Manual – E-book version for Distance education. Varna: Science and Economics Publishing House (in Bulgarian)
- Zafirova, T., **Serafimova, D.** et al. (2012). International Management. 1st ed. Varna: Steno Publishing House. Chapters: Ch. 5 The Organizational Structures in International Business. (in Bulgarian).
- Serafimova, D., Todorov, I. (2011). Research on the Bulgarian Socially Responsible Business Practices. (A monograph supported by a National Fund for Scientific Research Grant of the Bulgarian Ministry of Education and Science). Varna: Gea-Print Publishing House. (in Bulgarian)
- Zafirova, T., **Serafimova, D.** & Mitev, B. (2010). Strategic aspects of developing medical institutions in the municipality of Varna in a competitive environment. [A monograph]. Varna: Science and Economics Publishing House, (in Bulgarian)
- Stancheva, A., **Serafimova, D.** et al. (2010). Theory of Management. Varna: Science and Economics Publishing House, Chapters: Ch. 12 Leadership and Ch. 15 CSR and Business Ethics. (in Bulgarian)
- Serafimova, D. (2009). The Social Responsibility of business and its assessment. [A monograph]. Varna: Gea-Print Publishing House (in Bulgarian)
- Serafimova, D. (2010). Theory of Management. 2nd ed. Varna: Steno Publishing House (in Bulgarian)
- Serafimova, D. (2007). Fundamentals of Management. 1st ed. Varna: Steno Publishing House (in Bulgarian)
- Serafimova, D. (2006). Enhancing the Company Competitiveness through Activity-Based Management. [A study]. Varna: Yearbook of University of Economics – Varna, Bulgaria, 2006, 78, pp. 144 – 200 (in Bulgarian)
- Zafirova, T., **Serafimova, D.** (2005). Strategic Management. Varna: Science and Economics Publishing House. pp. 157–166 (in Bulgarian)
- Lichev, I., **Serafimova, D.** et al. (2005). Operations Management. Varna: Science and Economics Publishing House. Chapters: Ch. 2, Ch. 5 and Ch. 7 (in Bulgarian)
- Lichev, I., **Serafimova, D.** (2001). Operations Management. Students' Manual for Seminars. Varna: Science and Economics Publishing House. Chapters: Ch 2, Ch 5 and Ch 7 (in Bulgarian)
- Stancheva, A., **Serafimova, D.** (1998). Fundamentals of Management – texts, tests and cases. Varna: Tedina Publishing House

Journal articles and Conference papers:

- Tagaev, B., Akimova, L., **Serafimova, D.**, Fülöp, T. (2026). Institutional inertia and labor market adjustment in a late reforming emerging economy. Economics and Sociology, 19(2), 56-80, <https://doi.org/10.14254/2071-789X.2026/19-2/3>, ISSN:2071-789X. [Scopus](#)
- Serafimova, D. (2025). Creating Transversal Competencies in Corporate Sustainability Specialists Education. Sustainability of Human Resources for a Competitive Economy. Collection of articles and research studies presented at the Scientific Conference on May 19, 2025. Sofia: Prof. Marin Drinov Publishing House of Bulgarian Academy of Sciences, pp. 101 – 115.
- Serafimova, D., Jaroenwanit, P., Phuensane, P. (2024). Digital Age Pedagogy: How European and Asian Business School Students Perceive Competence-Oriented Education. Changing Societies & Personalities, 8(4), 1006–1033. Ural University Press, <https://doi.org/10.15826/csp.2024.8.4.310>, ISSN:2587-6104, E-ISSN:2587-8964, [Scopus link](#), [Web of Science link](#).
- Andreeva, A., **Serafimova, D.**, Dimitrova, D. (2024). An Ecosystem of Trust in Using Artificial Intelligence in Higher Education. The IIER [International Institute of Engineers and Researchers] International Conference, Tashkent, Uzbekistan, 8-9 April 2024: Proceedings, Bhubaneswar, India: Institute for Technology and Research (ITRESEARCH), 2024, 1-5., ISBN(онлайн) 978-93-90150-32-8.
- Serafimova, D. (2023). Gender equality plans in Bulgarian higher education institutions. Strategies for Policy in Science and Education, vol. 31, issue 1. Sofia, Az-buki National Publishing House, pp. 61 – 72 (in Bulgarian) / DOI <https://doi.org/10.53656/str2023-1-3-gen> / [Web of Science](#), [Web of Science](#).
- Serafimova, D., Andreeva, A. (2023). Approaches for Integrating Sustainability in Business Schools – Challenges and Opportunities in the Digital Age. THE JOURNAL OF DEVELOPMENT STUDIES, Institute for Development Studies, Tbilisi, 4(1(4), 27–37. <https://doi.org/10.52340/jds.2023.04.04.03>, ISSN: 2667-9922, E ISSN 2720-8672.
- Artyukhov, A., Bilan, S., Volk, I., Lyeonov, S., Serafimova, D. (2023). SPACE-RL Innovation Transfer Model “Science Business”. European Journal of Interdisciplinary Studies, Bucharest : Bucharest University of Economic Studies, 15, 2023, 1(6), 1-15., ISSN(онлайн) 2067-3795 / <https://doi.org/10.24818/ejis.2023.01>, [Scopus](#)
- Andreeva, A., Serafimova, D. (2023). Innovative Higher Education in Bulgaria in Conditions of Electronic Transformation - Best Practices of the University of Economics - Varna. SOCIOINT 2023 - 10th International Conference on Education and Education of Social Sciences, Istanbul,

- Turkey, 19-21 June 2023: Abstracts & Proceedings, Istanbul: Ocerint Publ., 2023, 19-28., ISBN(онлайн) 978-605-72065-2-7 / DOI [10.46529/socioint.202303](https://doi.org/10.46529/socioint.202303).
27. Shkarupa, O., Vlasenko, D., Makedon, H., Bilan, S., Serafimova, D. (2022). Economy of knowledge and transfer of innovations: Ukraine's progress through the lens of European development trends. *Knowledge and Performance Management, LLC CPC Business Perspectives*, 6, 2022, 1, 100-113., ISSN(онлайн) 25435507 / DOI [10.21511/kpm.06\(1\).2022.09](https://doi.org/10.21511/kpm.06(1).2022.09) / **Scopus**
 28. Serafimova, D., Andreeva, A., Banabakova, V. (2022). Digitalization of Business and Public Organizations - Communication Problems with IT Companies and Possible Solutions. *Education, Research and Business Technologies. Smart Innovation, Systems and Technologies*, Springer Nature Singapore / DOI https://doi.org/10.1007/978-981-16-8866-9_29, 276, 2022, 347–359. / **Scopus**
 29. Andreeva, A., Serafimova, D. (2022). Mediation in Higher Education – Aspects of Application in Conditions of Digital Transformation. *International Conference Proceedings "Business Management, Education, Economics & Law" (BMEEL-22)*. May 3-5, 2022, Rome (Italy). ISBN – 978-989-9121-03-4. Published by Pílares D'Elegância, Lda., pp. 24-29. <https://doi.org/10.17758/DIRPUB11.H0522502>
 30. Andreeva, A., Serafimova, D. (2022). Proceedings in mediation and before an ethics committee in higher education // *Mediation in different social spheres*: pp. 34-47. <https://mpira.ub.uni-muenchen.de/id/eprint/115149>.
 31. Yelshibayev R.K., Dzhussupova A.M., Abdildinova N.E., Serafimova D. (2022). Features of the organization of the joint-stock entrepreneurship. *Bulletin of "Turan" University*. 2022;(2):136-142. (In Kazakh)
 32. Serafimova, D. (2021). Interdisciplinary Educational Models for Creating CSR and Sustainability Culture in European Business Schools. 2021 Sustainable Leadership and Academic Excellence International Conference (SLAE), 9 - 11 November 2021, Manama, Bahrain, New York: Institute of Electrical and Electronics Engineers, <https://doi.org/doi:10.1109/SLAE54202.2021.9788104>, 2021, 1-7., ISBN 978-166540714-4 / DOI [10.1109/SLAE54202.2021.9788104](https://doi.org/10.1109/SLAE54202.2021.9788104) / **Scopus**
 33. Serafimova, D., Andreeva, A. (2021). Transformation in the Management Models of Higher Education Institutions in Bulgaria – Challenges and Opportunities in the Digital Age. *Strategies for Policy in Science and Education*, vol. 29, issue 6. Sofia, Az-buki National Publishing House, pp. 543 – 556 (in Bulgarian). ISSN (онлайн) 1314-8575 / **Web of Science**
 34. Serafimova, D., Andreeva, A. (2021). Digital Transformation of the Judicial System and the Need for Developing Competency Models. *Izvestiya. Journal of the University of Economics - Varna*, 67 (4), c. 9 – 27
 35. Serafimova, D. (2021). Corporate social responsibility – trends and innovative practices in the labour market and the higher education sector. *Izvestiya. Journal of the University of Economics – Varna*. 65 (1), c. 9 – 27
 36. Banabakova, V., Serafimova, D. (2021). The Concept of Corporate Social Responsibility as a Basis for Socially Oriented Business Logistics. *Proceedings of the scientific conference „Logistics and Public Systems" February 25-27, 2021, Veliko Tarnovo*, Publishing House of Vasil Levski National High School, pp. 1116-1125 (ISSN 2738-8042) 15 (In Bulgarian).
 37. Serafimova, D. (2018). Socially Responsible Diversity Management Practices in the Context of Organizational Innovations for Achieving Corporate Sustainability. *Proceedings of the International and National Conference on Business Administration and Accountancy (INCBA 2018)*. February 22-23, Khon Kaen, Thailand: Khon Kaen University, 1, 2018, 30 - 43
 38. Serafimova, D. (2017). CSR and Sustainable Development – Two Concepts with Different Beginnings and a Common Future. *Journal of Emerging Trends in Marketing and Management – Vol I, No. 1/2017*, p. 77–87. *Conference proceedings*. Bucharest University of Economic Studies Publishing House, Romania. [Online] Available from: <http://www.etimm.ase.ro/?p=153> [Accessed: 28/11/2017]
 39. Serafimova, D. (2017). CSR Disclosure in Large Bulgarian Companies. *International Conference on Marketing and Business Development Journal – Vol III, No. 1/2017*, pp. 97-106. *Conference proceedings*. Bucharest University of Economic Studies Publishing House, Romania. [Online] Available from: www.mbd.ase.ro/journal [Accessed: 10/10/2017]
 40. Serafimova, D. (2016). CSR Assessment Model. *Journal of Emerging Trends in Marketing and Management – Vol I, No. 1/2016*, p. 100-110. *Conference proceedings*. Bucharest University of Economic Studies Publishing House, Romania. [Online] Available from: <http://www.etimm.ase.ro/?p=87> [Accessed: 18/01/2017]
 41. Serafimova, D. (2015). Instruments of CSR International Organizations for Sustainable Regional Development of Bulgaria and Turkey. *Third International Regional Development Conference (Bingol University, Turkey). Conference proceedings*. [Online] 3 (2015). p. 976-990. Available from: <http://www.bolgeselkalkinmakonferansi.org> [Accessed: 06/10/2016]
 42. Serafimova, D. et al. (2014) [Edited by Todorov, I.] Report on the results of the project “Time 2012-2014” research work. Varna: Project “Time: 2012–2014: Conclusions and results regarding the social life in Varna” (Supported by University of Economics – Varna, Bulgaria and Varna Municipality), 2014, pp. 76 – 81. (in Bulgarian)
 43. Serafimova, D. (2012). Environmental aspects of Socially Responsible Business Practices and their role for Raising Competitiveness. *Proceedings of the University of Economics – Varna, Bulgaria, 2012, Vol. 3*, pp. 11 – 22 (in Bulgarian)
 44. Serafimova, D., Mitkova, B. (2012). Corporate Social Responsibility – a Means for Enhancing Reputation and Trust in Business Organizations. *Management & Sustainable Development: Society, Man & Nature Series. Proceedings of the University of Forestry. Sofia: 2012, Year XIV*, 35, 2012, Vol. 4, pp. 46 – 51 (in Bulgarian)
 45. Serafimova, D., Kirov, K. (2012). Assessing the socially responsible practices of tobacco manufacturers. *Proceedings of the 9th Scientific Conference on Management and Entrepreneurship. Plovdiv: Branch of the Technical University of Sofia*. 2012, pp. 108-114. (in Bulgarian)
 46. Koev, J. & Vatchkov, S (Editors), **Serafimova, D.** et al. (2010) A short encyclopedia of Corporate Governance. Varna: Steno Publishing House. [Serafimova, D.: articles: 060, 077, 091, 101, 121, 211]. (in Bulgarian)
 47. Serafimova, D. (2010). An Evolution of the Initiatives for Spreading Corporate Social Responsibility in Bulgaria. *Business Directions. Proceedings of the Burgas Free University. Burgas: 2010, Vol. 1-2 (12)*, pp. 119 – 135. (in Bulgarian)
 48. Serafimova, D. (2008). Business Social Responsibility: Sustainability Reporting. *Proceedings of the University of Economics – Varna, Bulgaria, 2008, vol. 4*, pp. 47–61. (in Bulgarian)
 49. Serafimova, D. (2008). Historical preconditions for the emergence of CSR. *Management & Sustainable Development: Society, Man & Nature Series. Proceedings of the University of Forestry. Sofia: 2008, vol. 21, issue. 3-4*, pp. 12-18 (in Bulgarian)
 50. Serafimova, D. (2008). The Necessity of Uniform Criteria for Reporting Corporate Social Responsibility. *Scientific works of Ruse University “A. Kantchev”. 2008, vol. 47, Series 6.1: Economics and Management*, pp. 53-57. (in Bulgarian)

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