



REVIEW

for the competition for the academic position of Associate Professor in Area of Higher Education 4. Natural Sciences, Mathematics and Informatics; Professional Field 4.6 Informatics and Computer Science; scientific specialty “Informatics”; announced in State Gazette No. 65 / 17 July 2026 for the needs of the University of Economics – Varna, Department of Informatics, with Senior Assistant Professor Dr. Radka Valerieva Nacheva as the sole candidate.

Reviewer: Prof. Dr. Vladimir Sulov,

University of Economics – Varna,

member of the academic jury for the competition pursuant to Rector’s Order RD 06-150 / 14 September 2026 of the University of Economics – Varna, and appointed reviewer at the jury meeting held on 21 September 2026.

I. Personal Profile of the Candidate

The candidate, Radka Valerieva Nacheva, graduated from the University of Economics – Varna, earning Bachelor’s and Master’s degrees in Informatics in 2007 and 2008, respectively.

She joined the Department of Informatics at the University of Economics – Varna as an Assistant in 2009. From 2015 to 2017, she pursued doctoral studies through independent preparation, and in 2017 defended her doctoral dissertation entitled “A Computer System for Assessing the Usability of Mobile Applications” in the doctoral programme in Informatics. In 2018, she won



a competition for the position of Senior Assistant Professor in the same department.

II. Research Publications, Research Activity and Contributions of the Candidate

For the competition, Senior Assistant Professor Dr. Radka Nacheva submitted 22 research and teaching works: 3 monographs, 4 studies, 8 research articles, 4 conference papers, and 3 textbooks or teaching aids. Five works are single-authored and 17 are co-authored. The total extent of her individual contribution, recalculated in standard typescript pages, is stated as 644.74 pages. The candidate has provided a bibliographic list, abstracts in Bulgarian and English, information on indexing and citations, and descriptions of her research and applied contributions.

The principal habilitation work is the single-authored monograph “An Audit of Digital Accessibility in the Workplace for People with Disabilities”, published in 2026 by Science and Economics Publishing House at the University of Economics – Varna. The book comprises 268 printed pages (equivalent to 183.12 standard pages according to the candidate’s statement). The work is presented as an independent study; it was discussed in advance at the Department of Informatics and reviewed by two habilitated scholars.

In my view, the monograph’s topic is timely and interesting. More and more workplaces meet the definition of a “digital workplace”, while many people have different types of disabilities that may, to varying degrees, impede or complicate the performance of their work duties. In this regard, the author’s central idea of auditing the digital accessibility of the digital workplace is interesting and potentially useful, as it aims to overcome or at least reduce some of these difficulties.



The author's research thesis is that a digital accessibility audit requires a methodology based on international standards and combining testing and assessment tools. The aim is to propose such a methodology for the digital workplace of people with disabilities.

The object of the study is digital accessibility in the workplace, while its subject is the methods and tools used to test and assess it. The tasks involve clarifying the terminology, modelling an accessible work environment, analysing standards and assistive technologies, building a maturity model, and developing and piloting an audit methodology. This structure provides a clear link between the problem, the tasks and the practical outcome.

Chapter One examines digital accessibility in the workplace, international standards and guidelines, and assistive technologies. It establishes the conceptual and regulatory foundations of the study. Chapter Two focuses on maturity models, testing methods and approaches to assessing digital accessibility. Chapter Three develops the audit methodology and accompanying toolkit, and describes the pilot and its results.

In the conclusion, the author summarises five main contributions: a maturity model and an implementation plan; a baseline model of a digitally accessible workplace; an audit methodology; a toolkit for conducting and documenting the audit; and the DAML metric for quantitatively assessing digital accessibility maturity.

Overall, I accept the contributions of the monograph.

I also have several comments on the monograph, the main one concerning the scope of its pilot. The example presented is useful as a demonstration, but is limited to one educational institution, two predefined profiles and an expert assessment by two specialists. Accordingly, the results show how the proposed methodology can be applied, but are not in themselves



sufficient to establish its reliability across different organisations, professions and user groups.

This conclusion is consistent with the author's own suggestions for future development: broader user testing involving representatives of different groups of employees with disabilities, piloting beyond the education sector, and further development of the criteria and satisfaction questionnaire.

I have a few other minor comments, which I will not include in this review.

These comments do not call into question the author's main results and ideas, but rather the way in which they have been piloted and substantiated, which could be improved.

The other works submitted for the competition develop several interconnected research themes. The most prominent are the accessibility and usability of software and web products, e-learning and mobile learning, and the application of information systems and analytical tools. The publications include studies on standardising the usability of mobile interfaces, assessing business process models using quality metrics, mobile learning and digital inclusion.

More recent works also examine specific applications of artificial intelligence: a chatbot for mobile learning; assessment of the quality of speech-to-text conversion for students with hearing impairments; and simulation of text-entry behaviour by users with motor impairments. Other studies address web security, social business analytics and predictive analytics in research information management systems. These diverse topics are connected by a common interest in evaluating and improving digital systems.

According to the submitted statement, 16 of the publications included in the competition are indexed in Scopus and/or Web of Science, although the



candidate has in fact published more such works but chose not to submit them for this competition.

The publications have been cited many times by various authors.

No plagiarism has been identified in the works.

Senior Assistant Professor Dr. Nacheva has submitted a list of contributions, which I accept overall. I would consolidate them into three main areas. First, approaches to analysing usability and accessibility have been systematised, including a maturity model and a workplace audit framework. Second, models, assessment procedures and metrics have been proposed to turn accessibility requirements into verifiable steps. Third, research has been conducted and prototype or methodological solutions have been developed for inclusive mobile learning and the use of artificial intelligence.

Further contributions include research on e-learning in higher education and the integration of mobile technologies. Some studies draw on empirical surveys of students, while the web security and accessibility research analyses actual websites and technology configurations. Overall, the candidate combines theory, modelling and piloting.

III. Teaching and Other Activities of the Candidate

Senior Assistant Professor Dr. Radka Nacheva has taught at the University of Economics – Varna since 2009. Over the years, she has taught numerous courses. At Bachelor's level: Informatics (practical classes); Programming and Data Structures (practical classes); Computer Graphics (practical classes); Office Applications (practical classes); Development Environments (practical classes and lectures); Object-Oriented Modelling with UML (lectures and practical classes); Unified Modelling Environments (lectures and practical classes); Information Technology in International Business (lectures



and practical classes); Marketing Analytics in Digital Media and Public Relations (lectures); Interactive Design and Application Programming (lectures and practical classes); Advanced Business Information and Communication Technologies (lectures and practical classes); Web Technologies (practical classes); Operating Systems (lectures and practical classes); UNIX Operating Systems (lectures and practical classes); Linux Systems Administration (lectures and practical classes); User Experience Design (lectures and practical classes); Web Content Management Systems (lectures and practical classes); Real-Time Data Processing (lectures and practical classes); Computer Systems (lectures and practical classes). At Master's level: E-Business, Part 2 (lectures and practical classes); Operating Systems (lectures and practical classes); Computer Systems (lectures and practical classes); Web Technologies (practical classes); Adaptive Web Design (lectures and practical classes); Computer Technologies in Advertising and Media Communications (lectures and practical classes); E-Finance (practical classes); E-Commerce (practical classes); Digital Video and Graphics Creation and Processing (practical classes); Real-Time Web Technologies (practical classes); Digital Marketing Technologies (practical classes); Image Processing and Multimedia in Business (practical classes); Computer Systems and Applications Security and Protection (lectures and practical classes); Adobe RIA Application Development (lectures and practical classes).

Statements of teaching workload for the last two reported academic years have been submitted; they show a total of about 700 teaching hours over those two years.

Senior Assistant Professor Dr. Radka Nacheva supervises diploma theses and has taken part in Erasmus+ academic mobility programmes at universities in Germany, Poland, the Czech Republic, Latvia, Portugal, Serbia



and Italy. Her research activities include serving as the lead investigator on two national projects related to mobile technologies in higher education and artificial intelligence for digital accessibility, as well as participating in teams on other national and international projects. These activities complement her profile with teaching and international experience.

The competition dossier includes three textbooks and teaching aids, including the single-authored textbook “Operating Systems”. These teaching works are directly related to courses in informatics and support student learning.

Overall, the activities presented demonstrate sustained involvement in teaching, a diverse range of courses taught and participation in other activities.

IV. Critical Comments and Recommendations

I have already expressed a critical comment concerning the principal monograph.

As a habilitated member of the Department of Informatics at the University of Economics – Varna (following completion of the competition), I would recommend that Senior Assistant Professor Dr. Nacheva be more actively engaged in the development and future of the department.

V. Assessment of Compliance with the Requirements and Conclusion

In conclusion, I can summarise the extent to which the candidate’s achievements meet the mandatory requirements of the Academic Staff Development Act in the Republic of Bulgaria, its Implementing Regulations, including the minimum national requirements, and the Regulations for the Development of the Academic Staff at the University of Economics – Varna.



Regarding the requirements of the Academic Staff Development Act and its Implementing Regulations:

The candidate holds the educational and scientific degree of Doctor.

The candidate has held the academic positions of Assistant and Senior Assistant Professor for (considerably) more than two years.

The candidate has submitted a published monograph as well as other publications in specialised scholarly editions.

The candidate meets and exceeds the minimum national requirements for the academic position of Associate Professor in Professional Field 4.6 in every category and overall. Her total score is 1,105 (against the required 400), including 579 points in Group G (against the required 200) and 376 points in Group D (against the required 50).

No plagiarism has been established.

Regarding the additional requirements in the Regulations for the Development of the Academic Staff at the University of Economics – Varna:

The principal monograph was published by a specialised scholarly publisher, after prior discussion in a specialised primary unit, and was reviewed by two habilitated scholars.

The candidate also meets the other additional minimum quantitative requirements concerning publications, citations and participation in projects.

In view of the above, I consider that the candidate meets the requirements of the Academic Staff Development Act in the Republic of Bulgaria, its Implementing Regulations, and the Regulations for the Development of the Academic Staff at the University of Economics – Varna. On this basis, and in view of all of the candidate's actual achievements, I recommend that the respected jury award the academic position of Associate Professor in Professional



Field 4.6 Informatics and Computer Science to Senior Assistant Professor Dr.
Radka Valerieva Nacheva.

27 October 2026

Varna

Reviewer:

(Prof. Dr. Vladimir Sulov)

Заличена информация съгласно
ЗЗЛД и регламент (ЕС) 2016/ 679



REVIEW

by Prof. Evdokia Nikolaeva Sotirova, PhD

Burgas State University „Prof. Dr. Assen Zlatarov”

Professor in Professional Field 4.6 “Informatics and Computer Science”

Member of the Scientific Jury appointed for the competition announced by the University of Economics - Varna for the **academic position of Associate Professor**

1. General Information

This review has been prepared on the basis of Order No. RD-06-150/14.09.2026 issued by the Rector of the University of Economics - Varna, appointing the Scientific Jury, and the decision adopted at the first meeting of the Scientific Jury held on 21 September 2026.

The present review has been prepared in accordance with the Act on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its Implementation, and the Regulations for the Development of the Academic Staff at the University of Economics - Varna (UE-Varna).

2. Information about the Competition

The competition for the academic position of Associate Professor was announced in the State Gazette, Issue No. 65 of 17 July 2026, in Higher Education Area 4 „Natural Sciences, Mathematics and Informatics”, Professional Field 4.6 „Informatics and Computer Science”, Scientific Specialty “Informatics”, for the needs of the Department of Informatics, Faculty of Informatics, at the University of Economics - Varna.

The submitted set of materials and documents for participation in the competition complies with Article 104, Paragraph 1 of the Regulations for the Development of the Academic Staff at the University of Economics - Varna.

3. Candidate in the Competition

The sole candidate in the competition for the academic position of Associate Professor is Chief Assistant Professor Radka Valerieva Nacheva, PhD, a faculty member of the Department of Informatics at the University of Economics - Varna.

According to the submitted declaration of compliance with the requirements, the candidate reports **1105** points, compared to the minimum of 400 points required under the national minimum requirements. The results by indicator group are as follows: *Group A*: **50** points against a required minimum of 50; *Group B*: **100** points against a required minimum of 100; *Group G*: **579** points against a required minimum of 200; and *Group D*: **376** points against a required minimum of 50. Under the additional quantitative requirements of the University of Economics – Varna, the candidate reports: *Group J*: **100** points against a required minimum of



100; *Group Z*: **880** points against a required minimum of 125; and *Group I*: **124.87** points, with declared compliance with the specific minimum thresholds for the respective indicators. The submitted quantitative data indicate that the candidate meets and substantially exceeds the applicable minimum requirements.

The candidate's independently authored monograph, „Audit of Digital Accessibility in the Workplace for People with Disabilities” (2026), has been discussed by the Department of Informatics, and the required reviews have been submitted in accordance with the procedural requirements of Article 112, Paragraph 2 of the Regulations for the Development of the Academic Staff at the University of Economics - Varna.

Chief Assistant Professor Radka Valerieva Nacheva, PhD, meets the requirements of Article 101 of the Regulations for the Development of the Academic Staff at the University of Economics – Varna regarding the possession of the educational and scientific degree of Doctor (PhD), the required academic experience, the submission of a habilitation thesis, and compliance with the national minimum and additional institutional quantitative requirements for appointment to the academic position of Associate Professor.

4. Information about the Candidate

Chief Assistant Professor Radka Valerieva Nacheva, PhD, obtained her Bachelor's degree in Informatics in 2007 and her Master's degree in the same field in 2008, both from the University of Economics – Varna. In 2017, she successfully defended her doctoral dissertation entitled “Computer System for Evaluating the Usability of Mobile Applications” and was awarded the educational and scientific degree of Doctor (PhD) in the scientific specialty of Informatics (Diploma No. 094/27.09.2017).

The candidate's professional career has been closely associated with the University of Economics – Varna, where she held the position of Assistant Professor from 2009 to 2018 and has served as Chief Assistant Professor in the Department of Informatics since April 2018. Her research interests include human–computer interaction, usability and digital accessibility, the development and evaluation of information systems, and the application of modern information technologies in education and organizations. Her research activities are characterized by a focus on addressing practical challenges related to the design, evaluation, and use of digital solutions.

In her professional activities, Chief Assistant Professor Radka Nacheva, PhD, combines research with teaching in Bachelor's and Master's degree programmes. Her academic activities include publications in specialized scientific journals, participation in research projects, and the development of teaching materials.

5. Description of the Scientific Works

According to the submitted statement of individual author contributions, Chief Assistant Professor Radka Valerieva Nacheva, PhD, participates in the competition with **19** scientific works and **3** educational publications, comprising a total of **22** works amounting to **644,74** standard manuscript pages.

The scientific works and educational publications are distributed as follows:



- **3** monographs: one single-authored monograph submitted as the habilitation work and two co-authored monographs;
- **4** research studies, all co-authored;
- **8** scientific articles: one single-authored and seven co-authored;
- **4** conference papers published in proceedings of scientific forums: two single-authored and two co-authored;
- **3** educational publications: one co-authored textbook and two teaching manuals, one single-authored and one co-authored.

The candidate's principal habilitation work is the single-authored monograph "Audit of Digital Accessibility in the Workplace for People with Disabilities", published in 2026 by the University Publishing House "Science and Economics" - Varna. The monograph comprises **268** printed pages (**183,12** standard manuscript pages), ISBN 978-954-21-1218-1. It was discussed at a meeting of the Department of Informatics and reviewed by two habilitated academics. The monograph examines issues related to digital accessibility in the workplace for people with disabilities, addressing the regulatory and technological aspects of accessibility, existing assessment methods and tools, and their potential application in organizational settings. Based on the analysis conducted, a model for managing and evaluating digital accessibility in organizations is proposed, together with a methodology for auditing digital accessibility in the workplace. The content is presented in a coherent and systematic manner, demonstrating an appropriate academic style and precise specialized terminology, while the issues discussed are suitably illustrated. In my assessment, the monograph meets the requirements of Article 112, Paragraph 2 of the Regulations for the Development of the Academic Staff at the University of Economics – Varna and constitutes a study addressing a significant scientific and applied research problem.

The remaining scientific works cover several interconnected research areas: human-computer interaction, usability and accessibility of digital systems, e-learning and mobile learning, digital inclusion, information systems and social business analytics, and applications of artificial intelligence. The publications demonstrate thematic continuity in the candidate's research activities and are characterized by an appropriate academic style and terminological precision.

6. Identification of the Candidate's Research Contributions

The scientific and applied research contributions of Chief Assistant Professor Radka Valerieva Nacheva, PhD, are related to the development of models, methods, and approaches for evaluating and improving the usability, accessibility, and quality of digital systems. Based on my analysis of the submitted scientific works, I identify four main areas of the candidate's scientific and applied research contributions. The publication numbers in square brackets correspond to the overall numbering and the numbering within the respective groups in the candidate's submitted list of scientific works.



(1) Human-Computer Interaction and Usability Evaluation of Software Products.

An approach has been proposed for extracting and visualizing users' mental models by combining text analysis techniques and concept maps [10.2]. A multi-criteria method has been developed for the comparative evaluation of business process modeling tools, based on software quality metrics and the TOPSIS method [15.7]. The possibilities of integrating accessibility and security requirements into a unified framework for designing and evaluating digital solutions have also been investigated [7.5]. In this area, an approach has also been proposed for analyzing cyber threats in artificial intelligence systems through machine learning and the simulation of an intrusion detection system [18.2]. I positively assess the efforts to formalize evaluation processes and combine the user-related and technological characteristics of software systems.

(2) Digital Accessibility and Inclusive Information Systems. The most significant contributions in this area are presented in the monograph submitted as the habilitation work [2.1]. A model for managing and evaluating digital accessibility in organizations, based on the concept of digital accessibility maturity, has been developed, together with a methodology for auditing digital accessibility in the workplace. The methodology includes a sequence of stages, assessment tools, and a procedure for creating an individual employee profile. A metric for quantitatively assessing the level of digital accessibility, the Digital Accessibility Maturity Level (DAML), has also been proposed. In my assessment, the contribution of these results lies in integrating organizational, technological, and user-related aspects into a unified framework for evaluating and improving the digital working environment.

Further contributions in this area include an approach to heuristic web accessibility evaluation using the Analytic Hierarchy Process (AHP) [17.1], a formalized approach to evaluating the accessibility of mobile learning software [14.6], and a procedure for auditing web accessibility using automated tools [16.8]. I positively assess the practical validation of some of these approaches on the websites of educational institutions [16.8, 17.1].

(3) E-Learning, Mobile Learning, and Applications of Artificial Intelligence. Conceptual models and frameworks for e-learning and mobile learning in higher education have been developed, taking into account the technological environment, students' needs, and organizational conditions [5.3, 6.4, 13.5]. The potential of social media as a complementary environment for communication and knowledge exchange in the educational process has also been investigated [11.3].

Of particular interest are the studies on digital inclusion through artificial intelligence technologies. A conceptual model and a prototype of an AI-powered chatbot system for mobile learning have been proposed, aimed at personalizing learning and supporting students with disabilities [3.1]. The possibilities of automatic speech-to-text conversion to support students with hearing impairments [19.3], as well as the simulation and analysis of text input behavior among users with motor impairments [20.4], have also been explored. These contributions are practically oriented towards creating more accessible and inclusive educational environments.

(4) Information Systems, Web Technologies, and Data Analysis. The submitted works include research on the security of banking websites through a comparative analysis of the



SSL/TLS certificates used [9.1], as well as research on information systems for real-time social business analytics [4.2]. A CRISP-DM-based framework has been developed for analyzing scientific research information through predictive analytics, machine learning, latent semantic indexing, and clustering [8.6]. The impact of data storage devices on the efficiency of database backup and recovery operations in MS SQL Server has also been investigated experimentally [12.4]. The contributions in this area are predominantly of an applied research nature and are aimed at improving the efficiency, security, and quality of information systems.

Assessment of Citations. According to the submitted declaration of compliance with the requirements, the candidate reports 376 points under Indicator *Group D*, against a minimum requirement of 50 points. The reported citations demonstrate interest in the candidate's research results and their use in studies by other authors, including publications indexed in Scopus and Web of Science. According to a search conducted in the Scopus database, the candidate's *h-index*=8, with self-citations excluded. This indicates the recognition of her research results and the interest they have attracted from other researchers.

According to the submitted declaration of compliance with the requirements, the candidate reports 376 points under Indicator *Group D*, against a minimum requirement of 50 points. The reported citations demonstrate interest in the candidate's research results and their use in studies by other authors, including publications indexed in Scopus and Web of Science. According to a search conducted in the Scopus database, the candidate's *h-index* is 8, with self-citations excluded. This indicates the recognition of her research results and the interest they have attracted from other researchers.

7. Participation in Research Projects and Scientific Conferences

Chief Assistant Professor Radka Valerieva Nacheva, PhD, has participated in six research and educational projects, comprising five national and one international project. She has served as the project leader of two national research projects: NPI-36/2019, "Modern Approaches to Integrating Mobile Technologies into Higher Education", and NPI-65/2021, "Artificial Intelligence in Support of People with Disabilities to Ensure Digital Accessibility in Higher Education". The topics of these projects are directly related to the candidate's research in mobile learning, artificial intelligence, and digital accessibility.

As a member of research teams, Chief Assistant Professor Radka Nacheva, PhD, has participated in the national projects "Digitalization in Agribusiness: Impact on the Workforce" (NPI-54/2021), "Development of Competencies for Applying Artificial Intelligence Tools and Methods" (PNI-KS24-04-DCAAITM), and "The Impact of Digitalization on Innovative Approaches to Human Resource Management", funded by the Bulgarian National Science Fund. She has also participated in the international educational project "DeepTech in the Higher Education Institutions and Ecosystems through Entrepreneurial Education+ (SFFDEPPT+)". These activities demonstrate the application of information technologies across different fields and the candidate's involvement in interdisciplinary research.



The scientific output of Chief Assistant Professor Radka Nacheva, PhD, includes publications in the proceedings of international scientific conferences in the fields of informatics, information systems, e-learning, human-computer interaction, and digital accessibility. These include publications in conference proceedings published by Springer and IEEE, contributing to the international visibility of her research activities.

The candidate is also actively involved in the scientific community. According to her submitted curriculum vitae, she has served as a guest editor of the special issue *Recent Advances and Perspectives in Human-Computer Interaction* of the journal *Information (MDPI)*, as an assistant editor of the *Journal of Underrepresented & Minority Progress*, and as a member of the editorial boards of *Virtual Economics*, *American Journal of Education and Information Technology*, and *Human Resources and Technologies (HR & Technologies)*. She is also a member of the editorial board and organizing committee of the International Scientific and Practical Conference "*Human Resource Management*" at the University of Economics - Varna.

Chief Assistant Professor Radka Nacheva, PhD, is a member of the Union of Scientists in Bulgaria - Varna Branch and the Territorial Organization of the Scientific and Technical Unions - Varna.

I positively assess the candidate's involvement in research projects, her organizational activities, international cooperation, and participation in editorial boards and organizing committees. Particular recognition should be given to her leadership of two national research projects, which demonstrates her ability to independently organize and coordinate research activities. These activities complement the scientific achievements of Chief Assistant Professor Radka Nacheva, PhD, and reflect her commitment to the development and dissemination of research in the field of Informatics and Computer Science.

8. Teaching Activities

Chief Assistant Professor Radka Valerieva Nacheva, PhD, has extensive teaching experience at the University of Economics – Varna, where she has been teaching in Bachelor's and Master's degree programmes since 2009. Her teaching activities cover a wide range of subjects in the fields of informatics, computer systems, and modern information technologies.

According to the submitted teaching workload reports for the last two academic years, her teaching workload was as follows: 326 contact hours in the 2024/2025 academic year, including 285 hours in Bachelor's degree programmes and 41 hours in Master's degree programmes; and 336 contact hours in the 2025/2026 academic year, including 295 hours in Bachelor's degree programmes and 41 hours in Master's degree programmes. Her teaching workload includes both lectures and practical classes, demonstrating experience in the theoretical and practical training of students. The courses she has taught include "Operating Systems", "UNIX Operating Systems", "Linux Systems Administration", "User Experience Design", "Web Content Management Systems", "Responsive Web Design", "Computer Systems", and "Web Technologies". These courses are closely related to the candidate's research interests. Her teaching activities also include training academic staff; in 2020, she



served as an instructor in a course entitled "Internet Office Applications" for faculty members at the University of Economics - Varna.

As part of her teaching and curriculum development activities, Chief Assistant Professor Radka Nacheva, PhD, is the author or co-author of three educational publications. She is a co-author of the university textbook *Operating Systems* (2019), for which she independently authored the chapters "File System" and "Operating System Administration". She is the sole author of the teaching manual *Operating Systems: A Guide* (2021), comprising 191 printed pages. She is also a co-author of the practical guide *Innovative Approaches to People Management: A Practical Guide with Best Practices* (2025), which examines the application of artificial intelligence and biometric technologies in human resource management.

The candidate has also participated in developing curricula for Bachelor's, Master's, and doctoral-level courses, including „Operating Systems“, „User Experience Design“, „Responsive Web Design“, „Software Tools for Preparing Scientific Publications“, and „Generative Artificial Intelligence for Business Intelligence“. This demonstrates her commitment to updating course content and integrating modern technologies into the educational process.

Chief Assistant Professor Radka Nacheva, PhD, has supervised graduation theses, participated in joint research activities with doctoral students, and provided specialized doctoral-level training. In June 2026, she taught the specialized doctoral-level course „Software Tools for Preparing Scientific Publications“.

The candidate also has substantial international teaching experience. During the period 2014–2026, 11 Erasmus+ teaching mobilities were reported at universities in Germany, Poland, the Czech Republic, Latvia, Portugal, Serbia, and Italy. In addition, she has taught Bachelor's and Master's degree courses at Liepaja University, Latvia, undertaken teaching activities through an academic exchange with Ural Federal University, and participated in a teaching project at Chemnitz University of Technology, Germany. In April 2026, she conducted seminars involving students, doctoral students, and academic staff at the University of the Balearic Islands, Spain. Her international teaching experience contributes to the exchange of educational practices and the expansion of academic cooperation.

The teaching and curriculum development activities of Chief Assistant Professor Radka Valerieva Nacheva, PhD, are of a high standard. Her extensive teaching experience, educational materials, involvement in curriculum development and revision, work with students and doctoral students, and international teaching mobility demonstrate solid professional expertise and a commitment to the quality of education in Informatics and Computer Science.

9. Plagiarism

Based on the submitted documentation, I have not identified any evidence that would give rise to concerns regarding plagiarism, the reliability of the reported results, or improper citation of other researchers' scientific works. The publications related to the doctoral dissertation submitted for the award of the educational and scientific degree of Doctor (PhD) are clearly



distinguished from the scientific works presented for participation in the current competition. The submitted documentation specifies the candidate's individual contributions to the two co-authored monographs by identifying the chapters she authored independently.

10. Critical Remarks and Recommendations to the Candidate.

I have no significant critical remarks regarding the submitted scientific works. The proposed developments address current research issues, demonstrate thematic consistency, and have a clear scientific and applied research orientation.

As a recommendation for future research, the practical validation of the developed methodology for auditing digital accessibility in the workplace could be extended to organizations operating in different sectors. Such studies would allow a more comprehensive assessment of its applicability, reliability, and adaptability to diverse organizational and technological conditions. In this context, I believe it would be useful to conduct comparative studies to evaluate the robustness of the results obtained using the proposed Digital Accessibility Maturity Level (DAML) metric across different organizational environments and user groups.

Another promising direction for future development would be to explore opportunities for automating individual stages of the auditing process through artificial intelligence technologies, while retaining the necessary expert and user assessments. This could contribute to improving the efficiency and practical applicability of the developed methodology.

These recommendations are intended as directions for further research and do not diminish my positive assessment of the candidate's scientific and applied research contributions.

11. Conclusion

Based on the submitted documents and my analysis of the research, applied research, and teaching activities of Chief Assistant Professor Radka Valerieva Nacheva, PhD, I consider that the candidate meets the requirements of the Act on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its Implementation, and the Regulations for the Development of the Academic Staff at the University of Economics - Varna for appointment to the academic position of Associate Professor.

The submitted scientific works contain scientific and applied research contributions, primarily in the fields of human-computer interaction, digital accessibility, e-learning and mobile learning, and information systems. I particularly appreciate the results presented in the habilitation work, related to the development of a model and methodology for auditing digital accessibility in the workplace. The candidate's publication and project activities, documented citations of her scientific works, accumulated teaching experience, and international academic cooperation further support my positive assessment of her professional development.

On the basis of the above, I give my **positive evaluation** and strongly recommend that the esteemed Scientific Jury support the appointment of Chief Assistant Professor Radka



ИКОНОМИЧЕСКИ УНИВЕРСИТЕТ – ВАРНА

СЕРТИФИЦИРАНА СИСТЕМА ЗА УПРАВЛЕНИЕ НА КАЧЕСТВОТО ISO 9001:2015

9002 Варна • бул. "Княз Борис I" 77 • Телефон 052 643 360 • Телефакс 052 643 365 • www.ue-varna.bg

Valerieva Nacheva, PhD, to the academic position of „Associate Professor“ in Higher Education Area 4 “Natural Sciences, Mathematics and Informatics”, Professional Field 4.6 “Informatics and Computer Science”, Scientific Specialty “Informatics”, at the Department of Informatics of the University of Economics - Varna.

09.10.2026

Burgas

Review prepared by:

(Prof. E. Sotirova)

Заличена информация съгласно
ЗЗЛД и регламент (ЕС) 2016/ 679