

OPINION

on a competition for the academic position “Associate Professor” in professional field 4.6. “Informatics and Computer Science”, scientific specialty “Informatics”, announced for the needs of the Department of Informatics, University of Economics – Varna with candidate Chief Assist. Dr. Radka Valerieva Nacheva

Prepared the opinion: Prof. Silvia Stoyanova Parusheva, PhD, habilitated in professional field: 4.6. Informatics and Computer Science

1. Grounds for preparing an opinion on the competition

The opinion was prepared on the basis of Order of the Rector of the University of Economics - Varna No RD 06-150/14.09.2026 and a Decision of the Scientific Jury from the meeting on 21.09.2026 for the election of a chairman, reviewers and drafting opinions.

2. Competition data

The competition was announced in professional field 4.6 “Informatics and Computer Science”, scientific specialty “Informatics” for the needs of the Department of Informatics at the Faculty of Informatics. The announcement for the competition is published in the State Gazette, issue 65/17.07.2026.

3. Details of the candidate in the competition

The only candidate in the competition is Chief Assist. Dr. Radka Valerieva Nacheva. She holds the academic position of Chief Assistant Professor at the Department of Informatics and holds the educational and scientific degree of Doctor in the scientific specialty “Informatics” (Diploma No 94/27.09.2017). The topic of her dissertation is “Computer System for Assessing the Usability of Mobile Applications”.

The professional path of Chief Assist. Dr. Radka Nacheva started at the University of Economics - Varna in 2009 as an assistant, and in 2018 she held the academic position of Chief Assistant. Over the years, she has gained significant teaching experience in bachelor's and master's degrees, giving lectures and exercises in disciplines in the field of informatics, information systems and web technologies. She actively participates in the research activities of the university, incl. as a leader and member of teams on national and international projects. Her research interests are mainly focused on human-computer interaction, digital accessibility, electronic and mobile learning and the application of modern information technologies. Dr. Nacheva has an active international academic activity, including 11 teaching mobilities under the Erasmus+ program at European universities. She has also participated in international educational initiatives, specializations and academic exchange, as well as in editorial boards of international scientific journals. She is a member of the Union of Scientists - Varna and the Territorial Organization of Scientific and Technical Unions – Varna.

4. Quantitative and Content Characteristics of the Submitted Scientific Papers of the Candidate

For participation in the competition for the academic position of “Associate Professor” Chief Assist. Dr. Radka Nacheva has presented a total of 22 publications with a volume of 644 printed pages, of which 19 scientific papers and 3 textbooks and teaching aids. Of the scientific publications, 15 are co-authored and 4 are independent.

The candidate's scientific output includes the following publications:

1. **3 monographs** (incl. 1 independent and 2 co-authorship);
2. **4 studies** (co-authored);
3. **8 scientific articles** (incl. 1 independent and 7 co-authored);
4. **4 scientific papers** (incl. 2 independent and 2 co-authored).

According to the attached reference, 15 of the publications (4 studies, 7 articles and 4 papers) are indexed to the scientometric databases Scopus and/or Web of Science.

The presented habilitation monographic paper "Audit of the digital accessibility of the workplace for people with disabilities" meets the formal requirements of Art. 101, item 3 and Art. 112, para. 2 of the Regulations for the Development of the Academic Staff at the University of Economics – Varna. The work was published in a specialized scientific publishing house – in the monographic library “Prof. Tsani Kalyandzhiev”, it was discussed in the Department of Informatics and was reviewed by two habilitated persons.

The monographic work examines the problems of ensuring and evaluating digital accessibility in an organizational environment as an important prerequisite for the professional inclusion of people with disabilities. The monograph systematizes the terminological apparatus in the field studied and develops a knowledge graph presenting the connections between the main concepts. International standards and guidelines for digital accessibility are studied, as well as existing methods, tools for assessment and testing, and models for determining organizational maturity in this area. Based on the analyses carried out, a methodology for auditing digital accessibility in the workplace is proposed, combining tools, testing methods and expert assessment. An approach for its approbation has also been developed, taking into account the specific needs of different categories of employees with disabilities in a specific organizational environment.

In their totality and structure, the candidate's publications meet the national and university requirements for occupying the academic position of “Associate Professor”.

The minimum national requirements for occupying the academic position of Associate Professor in the professional field 4.6 have been met. “Informatics and Computer Science” in accordance with the following indicators:

The fulfillment of the minimum national requirements for occupying the academic position of “Associate Professor” by Chief Assist. Dr. Radka Nacheva is presented in Table 1.

Under the indicators from group “D”, the candidate submitted a total of 18 publications, for which 579 points were declared with a minimum requirement of 200

points. Accordingly, under the indicator from group “E”, 47 citations of the candidate's publications in the world-famous databases with scientific information were submitted with a total number of 376 points.

Table 1. Minimum National Requirements for the Academic Position of Associate Professor in Professional Field 4.6 “Informatics and Computer Science” under the Bulgarian Academic Staff Development Act and Points Declared by Chief Assist. Prof. Dr. Radka Nacheva

Indicator group	Minimum requirements	Applicant points
A – Dissertation for PhD	50	50
B – Habilitation work	100	100
C – Scientific publications	200	579
D – Citations	50	376
Total:	400	1105

Chief Assist. Dr. Radka Nacheva meets the minimum national requirements for occupying the academic position of Associate Professor, declaring a total of 1105 points with a required 400 points or significantly more than the minimum threshold.

Chief Assist. Dr. Radka Nacheva meets the minimum national requirements for occupying the academic position of Associate Professor, declaring a total of 1105 points with a required 400 points or significantly more than the minimum threshold.

Under group “I”, the candidate has an active participation in research and teaching activities. She has participated in 6 research projects, of which 5 national and 1 international, and has been the head of 2 of the national projects. 90 points have been declared for the project activity. 1 university textbook and 2 teaching aids have also been presented, evaluated with a total of 34.87 points. Thus, 124.87 points were achieved in group “I” with a minimum requirement of 35 points.

The total number of points declared under the additional requirements of UE-Varna is 1104.87 out of 260 points, which indicates a significant overfulfillment of the established minimum thresholds.

5. Identification of scientific contributions

The scientific works presented by Assist. Assist. Dr. Radka Nacheva contains scientific and applied scientific results, which can be summarized in four main areas:

1. Digital accessibility and inclusion of people with disabilities. Models, methodologies and tools for assessing and auditing digital accessibility in organizational and educational environments have been developed. The main contribution is the methodology for auditing digital accessibility in the workplace, taking into account the organizational maturity and individual needs of users.

1. Human-computer interaction and usability of software products. Approaches for extracting and visualizing mental models of users, as well as methods for multi-criteria assessment of the usability of software tools and user interfaces are proposed.

2. E-and mobile learning in higher education. Models and frameworks have been developed for the integration of e-and mobile learning, as well as approaches to the use of artificial intelligence, including chatbot systems, in order to improve the accessibility and personalization of learning.

3. Information systems, web technologies and data analysis. Issues related to the security and reliability of information systems are studied. Approaches to data processing and analysis through analytical tools, machine learning and predictive analytics are proposed.

I believe that the candidate's contributions are mainly of a scientific and applied nature, the most significant of which are in the field of digital accessibility, usability assessment and the development of accessible educational technologies.

6. Participation in scientific projects and scientific forums

Chief Assist. Dr. Radka Nacheva has been actively involved in research project activities, including as a head of two national projects. Her scientific activity is also reflected in publications in proceedings of national and international scientific conferences, some of which are indexed in Scopus and Web of Science.

7. Teaching work

Chief Assist. Dr. Radka Nacheva has an active teaching activity at the University of Economics - Varna, leading lectures and exercises in the EQD of "Bachelor" and "Master", in full-time, part-time and distance learning. Her teaching activity covers disciplines such as "Operating Systems", "UNIX Operating Systems", "Linux Systems Administration", "Web Systems for Content Management", "User Experience Design", "Adaptive Web Design", "Web Technologies", etc. For the last two reported academic years (2024/2025 and 2025/2026), she has realized a total of 662 hours of classroom workload, of which 580 hours in bachelor's degree and 82 hours in master's degree. The candidate is a co-author of one university textbook and author or co-author of two teaching aids that complement the teaching and methodological provision of the disciplines taught.

8. Plagiarism

I am not aware of any cases of plagiarism or unreliability of scientific data established in accordance with the established procedure in the scientific papers presented by Assist. Assist. Dr. Radka Nacheva.

9. Critical remarks and recommendations

I have no critical comments on the presented scientific output of Assist. Assist. Dr. Radka Nacheva. I recommend her to continue and deepen her research activities, focusing on the publication of the results in established international scientific journals with an impact factor, especially in editions from the quartiles Q1 and Q2.

10. Conclusion

Based on the review and evaluation of the submitted documents and scientific papers, I believe that Assist. Assist. Prof. Radka Nacheva, PhD meets the minimum national requirements under the Law on the Prevention of Corruption and Corruption and Corruption Act, as well as the additional requirements of the University of Economics – Varna for occupying the academic position of Associate Professor. The presented scientific production contains scientific and applied scientific contributions, and her teaching and research activities testify to the necessary professional competence.

On this basis, I give a **positive assessment** to the candidacy of Chief Assist. Dr. Radka Nacheva and I recommend to the members of the Scientific Jury to support her choice to occupy the academic position of "Associate Professor" in the professional field 4.6. "Informatics and Computer Science", scientific specialty "Informatics", at the University of Economics - Varna.

19.10. 2026

Varna

Prepared the opinion:

(Prof. Dr. Silvia Parusheva)

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



OPINION

for occupying the academic position of "Associate Professor"
in an announced competition at the University of Economics – Varna
by Prof. DSc Pavel Stoyanov Petrov, University of Economics – Varna, Faculty of
Informatics, Department of Informatics

1. General information

The opinion was prepared by Prof. DSc Pavel Stoyanov Petrov, PN 4.6. "Informatics and Computer Science", on the basis of the Law on the Development of the Academic Staff in the Republic of Bulgaria (ZRASRB), Regulations for the Implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria (PPZRASRB), Regulations for the Development of the Academic Staff at the University of Economics - Varna (PRASIUV), Order of the Rector of the University of Economics - Varna No. RD 06-150/14.09.2026 and Decision of the Scientific Jury of 21.09.2026.

2. Information about the competition

The competition for the academic position of "Associate Professor" in the field of higher education "4. Natural Sciences, Mathematics and Informatics", professional field "4.6. Informatics and Computer Science", scientific specialty "Informatics", has been announced in the State Gazette, No. 65/17.07.2026 for the needs of the Department of Informatics, Faculty of Informatics, UE - Varna.

3. Candidate for the competition

The only candidate in the competition for the academic position of "Associate Professor" is Chief Assist. Prof. Dr. Radka Valerieva Nacheva, lecturer from the University of Economics - Varna, Faculty of Informatics, Department of Informatics.

The submitted reference for the fulfillment by the candidate of the minimum national requirements (MNI) for Associate Professor in the field of higher education, in which the competition under Art. 2b, para. 2 and 3 of the ZRASRB shows that in group A the candidate has 50 points, i.e. 100% completion, in group C – 100 points (100% completion), in Group D – 579 points (289.5%), in Gr.D – 376 points (752%). The total number of points is 1,105 points, with the required

400 points, i.e. the total performance is 276.25%. It can be concluded that the MNI are not only covered, but also overfulfilled in some indicators and in total from 2 to 7 times.

Regarding the implementation of the Additional Quantitative Indicators (DKP) of the University of Economics - Varna under Art. 2b, para. 5 of the ZRASRB, I believe that the applicant meets the requirements under Art. 101 of the PRASIUV:

- has been held as an academic position of "Assist. Prof." (9 years), " Chief Assist. Prof." (8 years) for a total period of 17 years;
- according to the additional quantitative indicators for the University of Economics-Varna: group G (published monographic work) the candidate has 100 points (100% completion), Gr.Z – 880 points (704%), gr.I – 124.87 (832.47%);
- there is no information about plagiarism in scientific papers proven in accordance with the established procedure.

I accept that the publications fully cover the MNI placed in the ZRASRB, PPZRASRB, and also DKP in PRASIUV for the academic position of "Associate Professor" in PN 4.6. "Informatics and Computer Science".

4. Applicant details

Chief Assist. Prof. Dr. Radka Nacheva holds a Ph.D. degree, as evidenced by diploma No. 094/27.09.2017, after successfully defending her dissertation "Computer System for Assessing the Usability of Mobile Applications" in the scientific specialty "Informatics".

She graduated from the University of Economics – Varna in 2007, with a Bachelor's degree in Informatics, after which in 2008 acquired a Master's degree in Informatics. Worked in practice as a web designer at Varna Television AD (2007 – 2009), after which in 2009 entered the University of Economics – Varna as an Assist. Prof. in Informatics, and since 2018 she has held the position of Chief Assist. Prof.

The field of scientific interests is in the fields of "Human-Computer Interaction", "Electronic and Mobile Learning", "Web Technologies", "Business Simulations" and others. There are more significant achievements in research work in the areas of "Usability of Software Interfaces" and "Accessibility of Software Products".

5. Description of scientific works

For the participation in the competition for the academic position of

"Associate Professor" Chief Assist. Prof. Dr. Radka Nacheva presents 22 publications (out of a total of 86), with a total volume of 645 pages:

- monographs and book chapters - 3;
- studios - 4;
- scientific articles - 8;
- scientific reports - 4;
- textbooks and teaching aids - 2.

The presented monographic habilitation work "Audit of Digital Accessibility in the Workplace for People with Disabilities" with a volume of 183 standard typewritten pages meets the requirements of Article 62, item 3 and Article 71, paragraph 2 of the PRASIUV, as it does not repeat publications for the acquisition of the educational and scientific degree of "Doctor", it has been published in a specialized scientific publishing house, it has been discussed in a specialized primary unit within the meaning of § 1, item 6 of the ZRASRB and has been reviewed by two habilitated persons. The monographic work of Chief Assist. Prof. Dr. Radka Nacheva is an in-depth study on a topical scientifically applied problem at a high modern level. In it, the author examines the problems of digital accessibility for people with disabilities to the workplace in several directions: theoretical statements regarding the digital workplace and digital accessibility, specifics, regulatory framework and assistive technologies. Approaches and tools for ensuring digital accessibility in the workplace are presented - models of maturity, approaches for design, testing and evaluation with specific formulas for metrics. A methodology for auditing digital accessibility in the workplace has been developed - a model, tools, practical application.

The rest of the scientific publications submitted for participation in the competition also meet the requirements. Most of them are in English and are published in authoritative Bulgarian and foreign scientific journals, refereed and indexed in world-famous databases with scientific information such as Scopus and Web of Science. These scientific developments, from a linguistic and stylistic point of view, are also at a good level. They enrich the existing theoretical knowledge and are applicable in practice.

6. Identification of contributions in research work

In the papers with which Chief Assist. Prof. Dr. Radka Nacheva participated in the competition for the academic position of Associate Professor in PN 4.6 "Informatics and Computer Science", contributions in 6 main areas, described in detail in the Reference for Scientific and Applied Contributions. I accept the

contributions as significant, real and enriching the existing theory and practice. I believe that they can be defined as contributions of a scientifically applied nature.

From the attached references, it is clear that 46 citations of scientific publications for the needs of the competition have been found. Inquiries made by me at the beginning of October 2026 show the following:

- Google Scholar has a total of 531 citations, H-index 13;
- in Scopus there are 194 citations, 34 indexed publications, H-index 8;
- in Web of Science there are 30 citations, 10 indexed publications, H-index 3.

The presented scientometric indicators and the achieved values of the H-index in the international databases demonstrate a stable presence of the candidate in the scientific space and convincingly testify to the high recognition of the candidate's scientific results both in Bulgaria and internationally. The significant number of citations in prestigious refereed databases such as Scopus and Web of Science is a clear indicator of the relevance and application value of the research. All this gives me reason to give a high assessment of the research work of Chief Assist. Prof. Dr. Radka Nacheva.

7. Participation in scientific projects and scientific forums

Chief Assist. Prof. Dr. Radka Nacheva has participated in 6 research projects, including 1 international one, leader of 2 of them: NPI-36/2019 "Modern approaches to the integration of mobile technologies in higher education" – leader; NPI-65/2021 "Artificial Intelligence to Help People with Disabilities in Ensuring Digital Accessibility in the Learning Process in Higher Education" – leader; "DeepTech in the Higher Education Institutions and Ecosystems through Entrepreneurial Education +" (SFFDEPPT+) – team member; NPI-54/2021 "Digitalization in Agricultural Business: Impact on the Workforce" – team member; PNI-KS24-04-DCAAITM "Development of competencies for the application of artificial intelligence tools and methods" – team member; BG-175467353-2022-04/12-12-2022 "Impact of digitalization on innovative approaches in human resources management", funded by the National Science Fund – team member.

She has participated in several editorial boards of scientific journals: guest editor of a special issue "Recent Advances and Perspectives in Human-Computer Interaction" of the journal "Recent Advances and Perspectives in Human-Computer Interaction". „Information“, MDPI; Assistant Editor of the magazine. „Journal of Underrepresented & Minority Progress“; Member of the editorial board of the magazine. „Virtual Economics“, Institute for International Cooperation

Development, Poznań, Poland; Member of the editorial board of the magazine „American Journal of Education and Information Technology“, Science Publishing Group; Member of the Editorial Board of the magazine "Creative Space". Human Resources and Technologies = HR & Technologies", Creative Space Association.

The applicant's project activity convincingly demonstrates her ability to successfully formulate scientific tasks, work with other scientists and manage research teams. Commitment as an editor and member of editorial boards in prestigious foreign journals (such as those of MDPI and Science Publishing Group) elevate the international authority not only of the candidate, but also of the institution in which she works.

8. Teaching Work

Simultaneously with the successful research activity, Chief Assist. Prof. Dr. Radka Nacheva has held a total of over 17 years of academic positions "Assistant" and "Chief Assistant" at the University of Economics – Varna, which meets the requirements under Art. 101, item 2 of the Erasmus Act. In addition, there are mobilities for teaching under the Erasmus+ program: University of Applied Sciences Wismar, Germany; Technical University of Chemnitz, Germany; University of Applied Sciences Anhalt, Germany; University of Szczecin, Poland; Technical University of Brno, Czech Republic; University of Liepaja, Latvia; Institute for Higher Studies Faf, Portugal; University of Nis, Serbia; Technical University of Chemnitz, Germany; University of Bari "Aldo Moro", Italy. Her teaching activity covers and corresponds to the field in which the competition is announced, and shows extensive teaching experience and competence.

The published teaching materials are a textbook and a teaching aid for a particular academic discipline. The teaching materials are developed at a good level and are useful for students in the discipline "Operating Systems". In my opinion, incorrectly the collection "Antonova, K., Peycheva, M., Ivanova, P., Koleva, V., Velcheva, B., Nacheva, R., Drab-Kurovska, A., Budjevich-Guzletska, A., Velikova, T., Samarova, K., Dimitrova, E., Yordanov, A., Rodriguez, M. (2025) Innovative Approaches in People Management: A Practical Guide with Good Practices. Varna: Slavena, 92 p." is listed in the section with textbooks and teaching aids, as it is not clear for which academic discipline it is intended and additionally, due to the lack of self-preparation questions, practical cases, tests, examples, tasks, etc., it cannot be assessed how useful it is for the acquisition of practical habits in a particular discipline. Since it carries only 1.54 points (due to the large number of co-authors), which points are not significant by this indicator

(because it is overfulfilled several times), this collection may not be included in the reference for the MNI and the DKP I.I.31.2.

Chief Assist. Prof. Dr. Radka Nacheva has participated in the development of a number of lecture courses - 5 for Bachelor, 8 for Master and 2 for Doctor. She has also led exercises in whole or part of the lectures in a number of disciplines related to the announced competition:

- For the Bachelor's Degree: Informatics, Programming and Data Structures, Computer Graphics, Office Applications, Development Environments, Object-Oriented Modeling with UML, Unified Modeling Environments, Information Technology in International Business, Marketing Analytics in Digital Media and PR, Interactive Design and Applied Programming, Advanced Business Information and Communication Technologies, Web Technologies, Operating Systems, UNIX Operating Systems, Linux Systems Administration, User Experience Design, Web Content Management Systems, Real-Time Data Processing, Computer Systems.

- For the Master's Degree: E-Business Part 2, Operating Systems, Computer Systems, Web Technologies, Adaptive Web Design, Computer Technologies in Advertising and Media Communications, E-Finance, E-Commerce, Creation and Processing of Digital Video and Graphics, Real-Time Web Technologies, Technologies in Digital Marketing, Image and Multimedia Processing in Business, Safety and Protection of Computer Systems and Applications, Development of Adobe RIA Applications.

- For "Doctor": Lecturer in a course at doctoral level "Software products for the preparation of scientific publications".

The information provided on quantitative indicators and quality of the teaching, methodological and international activities of the candidate give grounds for a high assessment of her teaching activity.

9. Plagiarism

I have not established and have no information about the existence of plagiarism, incorrect data or incorrect reference to foreign scientific works.

10. Questions, criticisms and recommendations

I have no questions. I believe that Chief Assist. Prof. Dr. Radka Nacheva has a scientific and teaching potential that will continue to unfold over time. I recommend:

- To direct her efforts to take the lead in the development of textbooks and teaching aids (she can also do it independently);

- To continue work on publications indexed and referenced in world-famous databases with scientific information (maybe in authors' collectives).

11. Conclusion

Based on the above, it is evident that the candidate has significant experience in the scientific and teaching activity in the scientific field of the announced competition and fully meets the requirements laid down in the ZRASRB, PPZRASRB and PRASIUV. This gives me grounds to confidently give a positive assessment of the candidacy of Chief Assist. Prof. Dr. Radka Valerieva Nacheva for the academic position of "Associate Professor" in the professional field 4.6. "Informatics and Computer Science".

Date: 05.10.2026

Jury member

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

/Prof. DSc Pavel Petrov/



OPINION

by Prof. Dr. Julian Andreev Vasilev,
University of Economics – Varna,

Professor in PN 4.6 "Informatics and Computer Science", validated in the register of the academic staff of NACID "Habilitation persons with scientometric indicators";

Member of the scientific jury for **occupying the academic position of "Associate Professor"** under an announced competition from the University of Economics – Varna (University of Economics-Varna)

I. Reasons for writing the opinion

Order of the Rector of the University of Economics-Varna No RD 06-150/14.09.2026 for determining the composition of the scientific jury; The first meeting of the scientific jury was held on 21.09.2026

II. Competition details

The competition is announced in the field of higher education 4 "Natural Sciences, Mathematics and Informatics", professional field 4.6 "Informatics and Computer Science", scientific specialty "Informatics"; for the needs of the Faculty of Informatics and the Department of Informatics at the University of Economics-Varna. An announcement has been published in the State Gazette No. 65/17.07.2026

III. Candidate for the competition

The only candidate in the competition is **Chief Assistant Dr. Radka Valerieva Nacheva**. She holds a diploma for ONS "Doctor" 094/27.09.2017. She has held academic positions "Chief Assistant" (from 2018 to present) and "Assistant" (from 2009 to 2018). She participates in the editorial boards of journals, program and organizing committees of conferences.

The candidate, **Chief Assist. Dr. Radka Valerieva Nacheva**, meets the minimum national requirements (MNR) and the Minimum University Requirements (MUR) for occupying the academic position of **"Associate Professor"** in PN 4.6. According to certain criteria, the applicant's points exceed several times the minimum ones.

**Table 1.****Meeting minimum national requirements (MNR)**

Indicator	MNR for "Associate Professor"	Points by Radka Nacheva
A	50	50
B	-	-
V	100	100
G	200	579
D	50	376

Table 2.**Meeting Minimum University Requirements (MUR)**

Indicators	MUR for "Associate Professor"	Points by Radka Nacheva
ZH	100	100
Z	125	880
I	15	124

IV. Substantive characteristics of the submitted works

Dr. Radka Nacheva **participated** in the competition for "Associate Professor" with **22 publications**, including 3 monographs, 4 studies, 8 articles, 4 reports, 3 textbooks and teaching aids. All publications (for participation in the competition) are in a total of 644 pages.

According to the requirements of the Law on Academic Development, the Law on the Development of the Academic Staff at the University of Economics-Varna, the candidate for the academic position of "**Associate Professor**" must meet the following conditions.

- To have acquired a Ph.D. degree. *Dr. Radka Nacheva meets this condition. She defended her dissertation in 2017 and the topic of her dissertation is "Computer System for Evaluating the Usability of Mobile Applications".*
- A published monographic work should be presented. *The candidate has published an independent monograph "Audit of Digital Accessibility in the Workplace for People with Disabilities". Monographic Library "Prof. Tsani Kalyandjiev", Vol. 113. Varna: Science and Economics, ISSN 978-954-21-1218-1".*



- To answer the MNR for Acad. position "Associate Professor". *The candidate covers the MNR.*
- Meet the minimum university requirements. *The applicant meets the MUR.*
- There should be no established plagiarism. *There is no established plagiarism. The papers with which the competition participates have passed a plagiarism test and a peer review process before being published.*

The monographic (habilitation) work, with which she participates in the competition (*Audit of Digital Accessibility in the Workplace for People with Disabilities*), is an independent monographic work; it has been discussed in the primary unit (Department of Informatics), has been reviewed by two habilitated persons, has been published in a specialized scientific publishing house, has an ISBN, has expanded content; has an exhaustive bibliography, does not repeat already known knowledge; brings out a significant scientifically applied problem at a high scientific level; its volume is **268 pages**.

Dr. Radka Nacheva has a profile in Scopus (<https://www.scopus.com/authid/detail.uri?authorId=57196278405>). In **Scopus** there are **34 publications, 192 citations, h-index: 8**.

Dr. Radka Nacheva has a WoS profile (<https://www.webofscience.com/wos/author/record/G-1585-2015>). In **WoS** there are **10 publications, 30 citations, h-index: 3**.

Dr. Radka Nacheva has profiles in: Scholar Google, ORCID, RePEc, CEEOL and Research Gate. Most of the publications are visible in full-text version.

All publications of **Dr. Radka Nacheva** (87) are entered in the Register of Publications of the University of Economics-Varna (<https://publications.ue-varna.bg/list-author/O73A>).

The publications with which the competition participates have not been used to occupy a previous academic position or scientific degree.



V. Learning work. Project work. Mobilities

At the **Bachelor's Degree**, **Dr. Radka Nacheva** has conducted classes in a number of disciplines. In the last two years, she has been teaching classes in: Operating Systems, UNIX Operating System, Web Content Management Systems, User Experience Design, Linux Systems Administration.

In the **Master's Degree**, **Dr. Radka Nacheva** has conducted classes in a number of the following disciplines. In the last two years, she has been teaching classes in: Computer Technologies in Advertising and Media Communications, Adaptive Web Design, Computer Systems, Web Technologies.

Dr. Radka Nacheva conducts doctoral-level courses and has classes with incoming Erasmus students.

In recent school years, there has been a full classroom load.

She participates in the preparation of a number of **curricula**.

She participates in university, national and international **projects**. She was the head of two of them.

She participated in outbound mobilities under **the Erasmus** program. She participated in welcoming fellow lecturers on inbound mobilities.

VI. Contributions, citations

In the habilitation work of the competition, the following contributions stand out:

1. A model for assessing digital accessibility has been created.
2. A methodology for auditing digital accessibility in the workplace has been created.
3. A pseudo-code test procedure has been created that can be adapted in different contexts.

In the rest of the publications, additional contributions related to: (1) visualization of mental models, (2) metrics for evaluating the usability of mobile applications, (3) model of digital inclusion of people with disabilities in an educational environment, (4) e-learning, (5) social business analytics, (6) web technologies.

The citations are referenced correctly – auto-citations are not included.



VII. Critical remarks, questions and recommendations

I have no critical comments.

Dr. Radka Nacheva is a lecturer, researcher and exemplary colleague.

I recommend Dr. Radka Nacheva to continue to work actively, including (1) to continue to participate in projects and manage projects, (2) to involve PhD students, students, colleagues from UE and other universities in her work on research projects, (3) to continue to participate in Erasmus mobilities, (4) to host guest lecturers.

VIII. Conclusion

A careful review of all documents and publications of the candidate **Dr. Radka Nacheva**, submitted for participation in the competition for the academic position of "**Associate Professor**" in PN 4.6, shows that all the requirements of the Law on Academic Advancement and Academic Development at the University of Economics-Varna have been complied with. The candidate meets the minimum national and university requirements for occupying the academic position of "**Associate Professor**" in PN 4.6 at the time of the announcement of the competition.

I give my positive opinion on the readiness of the candidate **Radka Nacheva** to take the academic position of **Associate Professor** at the University of Economics Varna in the professional field 4.6 "Informatics and Computer Science", scientific speciality "Informatics".

12.10.2026

Varna

Sincerely:

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

Вж. № 2 PA20-1788/30.09.2026r**OPINION**

**on the materials submitted for participation in a competition for the
academic position of "Associate Professor"**

Scientific field:	4. Natural Sciences, Mathematics and Informatics
Professional field:	4.6. Informatics and Computer Science
Scientific specialty:	Informatics
Faculty where the competition is announced:	Faculty of Informatics, University of Economics – Varna
Department where the competition is announced:	Department of Informatics
Issue number and date of the State Gazette in which the competition announcement is published:	No. 65/17.07.2026
Author of the opinion:	Prof. DSc Tsvetanka Lyubomirova Georgieva-Trifonova

1. Information about the competition

The present competition for the academic position of “Associate Professor” in the field of higher education 4. Natural Sciences, Mathematics and Informatics, professional field 4.6. Informatics and Computer Science, scientific specialty “Informatics”, has been announced for the needs of the Department of Informatics, Faculty of Informatics, University of Economics – Varna. The announcement of the competition is published in the State Gazette, issue No. 65 of 17.07.2026.

This opinion has been prepared on the basis of Order No. RD-06-150 of the Rector of the University of Economics – Varna dated 14.09.2026, as well as the decision taken at the first meeting of the scientific jury for the procedure on 21.09.2026.

The procedure conducted complies with the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria (LDASRB), the Regulations for its Implementation, and the Regulations for the Development of the Academic Staff at the University of Economics – Varna.

2. Information about the candidate

The candidate, Radka Valerieva Nacheva, holds a PhD degree in “Informatics”, obtained at the University of Economics – Varna in 2017. Her professional career has been entirely associated with the University of Economics – Varna, where she has held the academic position of “Chief Assistant Professor” since 2018.

Her research interests are in the areas of human–computer interaction, software usability and accessibility, e-learning and mobile learning, web technologies, and business simulations. She has significant publication activity, with a total of 86 publications, as well as participation in and leadership of research projects.

The candidate has extensive teaching and international academic experience, has participated in the development of curricula, has been involved in editorial activities for scientific publications, and has undertaken a number of organizational and academic responsibilities at the University of Economics – Varna.

The candidate in the competition, Chief Assistant Professor Radka Valerieva Nacheva, PhD, meets the minimum national requirements for holding the academic position of “Associate Professor” in the field of higher education 4. “Natural Sciences, Mathematics and Informatics”, pursuant to Article 2b, paragraphs 2 and 3 of the LDASRB. The minimum requirements are exceeded even after correcting the evaluation of publications numbered 7.14, 7.15 and 7.16 in Group G of the scientometric report, each of which should be awarded 18 instead of 30 points due to the absence of an SJR. Even after this correction, the candidate also meets the additional quantitative requirements of the University of Economics – Varna under Article 2b, paragraph 5 of the LDASRB. No plagiarism has been established in accordance with the procedure prescribed by law.

Based on the documents submitted and the verification carried out, it can be concluded that Chief Assistant Professor Radka Valerieva Nacheva, PhD meets the minimum national requirements, the additional quantitative requirements of the University of Economics – Varna, and the requirements of Article 101 of the Regulations for the Development of the Academic Staff at the University of Economics – Varna for holding the academic position of “Associate Professor”.

3. Description of the scientific works

A total of 22 scientific works are submitted for participation in the competition. According to the scientometric report, they include 1 monograph (habilitation work); 16 publications in journals and proceedings indexed and

abstracted in Web of Science and / or Scopus; 5 book chapters / chapters in collective monographs, parts of 2 publications; 3 textbooks and teaching aids.

The scientific works are thematically focused on digital accessibility and inclusion, e-learning and mobile learning, artificial intelligence, information systems, cybersecurity, and data analysis. The monograph submitted as a habilitation work presents a methodology for auditing the digital accessibility of the workplace for persons with disabilities.

From a linguistic and stylistic perspective, the works are generally written in an academic style and employ appropriate specialized terminology.

The review of the submitted materials did not identify works with different titles and identical content, nor translations into a foreign language of a work already submitted for the competition.

The submitted works and the habilitation work comply with the requirements of Article 112, paragraph 2 of the Regulations for the Development of the Academic Staff at the University of Economics – Varna.

4. Scientific contributions

In the submitted report on the scientific and applied contributions, the candidate's contributions are organized into several main areas. These include research related to digital accessibility and inclusion, software interface usability, e-learning and mobile learning, information systems, artificial intelligence, and cybersecurity.

Among the main scientific and applied results is the methodology for auditing the digital accessibility of the workplace for persons with disabilities, developed in the habilitation work. It includes approaches for assessing and testing accessibility, as well as opportunities for their application to different user profiles.

In the field of digital inclusion, models and approaches have been developed for the use of artificial intelligence-based e-learning and mobile

learning systems, including the integration of a chatbot system for mobile learning in higher education.

The contributions in the field of usability and accessibility include a study of the possibilities for standardizing the usability of mobile user interfaces, as well as the integration of accessibility and security characteristics in the design of mobile systems. In the field of cybersecurity, an approach has been proposed for analyzing cyber risks in artificial intelligence-based systems through machine learning and cyber threat intelligence techniques.

The 47 identified citations demonstrate that the candidate's scientific results have received recognition in subsequent research and have been used as a source of scientific ideas and results in publications by other authors.

5. Participation in research projects and scientific forums

The candidate has actively participated in research projects, including as a leader of two national research projects and as a member of teams working on national and international projects. The topics of these projects are directly related to the areas of the competition – mobile technologies, digital accessibility, e-learning, and artificial intelligence.

The candidate has participated in editorial boards and organizing committees of scientific forums, as well as in additional organizational activities, including membership in the Academic Council of the University of Economics – Varna, administration of the University Yearbook, and participation in a university olympiad jury.

Overall, the candidate's participation in research projects, scientific forums, and organizational activities is active and corresponds to the thematic scope of the competition.

6. Teaching activities

The candidate has extensive teaching experience at both Bachelor's and Master's degree levels, including lectures and practical classes in courses related to operating systems, computer systems, web technologies, e-learning, and others. Chief Assistant Professor Radka Valerieva Nacheva, PhD has also participated in the development of curricula for Bachelor's, Master's, and doctoral programmes.

A textbook and two teaching aids have been submitted as part of the competition materials. They are related to teaching operating systems and to the application of contemporary technologies in human resource management.

The candidate has experience in training young researchers, including supervising diploma theses of graduating students and working jointly with doctoral students in research projects, both as a project leader and as a team member. In June 2026, she also taught a doctoral-level course entitled "Software Products for Preparing Scientific Publications."

The candidate also has international teaching experience, including multiple Erasmus+ mobilities at universities in Germany, Poland, the Czech Republic, Latvia, Portugal, Serbia, and Italy, as well as teaching activities at foreign universities.

7. Critical comments and questions to the candidate

The submitted materials are well structured and provide the information necessary for assessing the candidate's research and teaching activities. No significant shortcomings have been identified that would call into question the fulfillment of the requirements for holding the academic position of "Associate Professor".

Question to the candidate: In your opinion, how should teaching in the courses you teach be changed in the context of the increasingly widespread use of generative artificial intelligence?

8. Conclusion

Based on the review and analysis of the materials submitted for participation in the competition, I give my positive assessment of the readiness of the candidate, **Chief Assistant Professor Radka Valerieva Nacheva, PhD**, to hold the academic position of **“Associate Professor”** at the University of Economics – Varna in professional field 4.6 “Informatics and Computer Science”, scientific specialty “Informatics”.

28.09.2026

Veliko Tarnovo

Member of the Scientific Jury:

/Prof. DSc Tsvetanka Georgieva Trifonova/

Заличена информация съгласно
ЗЗЛД и регламент (ЕС) 2015/ 579



OPINION

By **Prof. Dr. Magdalena Zlatkova Garvanova**

University of Library Studies and Information Technologies – Sofia,
Professor in the professional field 4.6 “Informatics and Computer Science”,
member of the scientific jury for the **academic position of “Associate Professor”**
on a competition announced by the University of Economics – Varna

1. General information

The basis for the preparation of this opinion is a decision of a scientific jury, appointed by Order of the Rector of the University of Economics – Varna No. ПД 06-150/14.09.2026.

2. Information about the competition

The competition is announced in the field of higher education 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 at the University of Economics – Varna in the State Gazette, No. 65 of 17.07.2026.

3. Candidate for the competition

The candidate, Chief Assist. Prof. Dr. Radka Valerieva Nacheva, meets the minimum national requirements (MNR) described in the DASRBA, the IRPDASRBA, and the additional quantitative requirements of the Regulations on Academic Staff Development of the University of Economics – Varna.

**MNR for “Associate Professor” in PF 4.6 “Informatics and Computer Science”,
according to the DASRBA and the points of the applicant**

Indicator group	Associate Professor	Dr. Radka Nacheva
A	50	50
B	--	--
C	100	100
D	200	579
E	50	376
F	--	--
Total:	400	1105

Additional requirements for candidates for the academic position of “Associate Professor” at the University of Economics – Varna under Art. 2b, Para. 5 of the DASRBA

Indicator group	Associate Professor	Dr. Radka Nacheva
G	100	100
H	125	880
I	35	124.87



4. Applicant details

The only candidate in the competition is Chief Assist. Prof. Dr. Radka Nacheva. She holds a PhD diploma 094/27.09.2017, issued by the University of Economics – Varna. She holds the academic positions of “Assist. Prof.” (2009-2018) and “Chief Assist. Prof.” – from 16.03.2018 until now. She actively participates in the editorial boards of journals, in teams of research projects, mobilities under the Erasmus+ program, etc.

5. Description of scientific publications

In the competition for “Associate Professor” Chief Assist. Prof. Dr. Radka Nacheva participated with 22 publications, including 3 monographs, 4 studies, 8 scientific articles, 4 scientific reports, 3 textbooks and teaching aids. The candidate for this competition meets Art. 112, para. 2. The scientific works submitted for participation in the competition are distinguished by a high linguistic and stylistic culture, meeting the requirements for occupying the academic position of “Associate Professor”. She demonstrates maturity in handling the scientific apparatus by presenting complex theoretical and practical concepts clearly, reasonably and accessibly. The language of the publications is rich, correct and clear of unnecessary verbosity. The stylistic elegance and structure of the text facilitate the perception of scientific contributions and further emphasize the high scientific value of the presented production.

A reference from Scopus, Web of Science, Google Scholar and ResearchGate as of 06.10.2026 shows the following scientometric indicators of Dr. Nacheva:

Scopus: H-index 8, 34 articles, citations 194

Web of Science: H-index 3, articles 10, citations 27

Google Scholar: H-index 13, citations 531

ResearchGate: H-index 11, citations 383

6. Identification of contributions

I fully accept the scientific and applied scientific contributions formulated by the candidate, emphasizing their relevance and perspective in the following areas:

1. *Digital Accessibility and Inclusion*

A comprehensive methodology for auditing digital accessibility for people with disabilities has been developed, combining tools, testing methods and expert assessment. A conceptual apparatus has been defined, and a knowledge graph has been built.

A conceptual model and prototype of an artificial intelligence (AI) based mobile learning system (chatbot) has been created, supporting personalized and accessible learning.

An approach for heuristic assessment of web accessibility for blind users using the Hierarchy Analysis (AHP) method is proposed. A formalized approach to assessing accessibility in mobile learning is also formulated.

2. *Artificial Intelligence, Simulation, and Cybersecurity*

A framework for simulating typing errors using a Python script (specifically for people with motor disabilities) has been developed for the purpose of early evaluation and improvement of AI algorithms.

An approach to analyzing cyber risk in AI systems using machine learning algorithms (SVM, kNN, Random Forest) and simulation of breach detection is proposed.

A mobile research ecosystem for testing mobile environments (Android and iOS) has been defined, combining the design principles of thinking, security and accessibility.

3. *Real-time Business Analytics and Predictive Models*



The CRISP-DM methodology and predictive analysis environments have been implemented in scientific information systems (CRIS), and scientific trends are predicted through machine learning and clustering.

Systems and tools for real-time data analysis from social media (e.g. Twitter/X) for business needs are studied.

An approach is proposed to visualize mental models of software users through a combination of Text Mining and concept maps.

4. E-Learning, Software Engineering, and HR Practices

A three-layer framework for e-learning in higher education (human resource management, technology layer and policies) has been developed, based on research with machine learning during the pandemic.

A method for evaluating the usability of business process modeling software using quality metrics and the TOPSIS method has been applied.

Practical guidelines for the application of biometric technologies and artificial intelligence in the processes of personnel selection and management have been developed.

Under this procedure, evidence materials have been provided for citation of 6 scientific publications of the candidate in 46 scientific papers.

7. Participation in scientific projects and scientific forums

Chief Assist. Prof. Dr. Radka Nacheva demonstrates large-scale, active, and directly related to the topic of the competition (“Informatics”) project and scientific and organizational activities.

Her participation in research projects is focused on digital accessibility, artificial intelligence and mobile technologies. Dr. Nacheva has been the leader of two national research projects – NPI-36/2019 (“Modern Approaches to Integrating Mobile Technologies in Higher Education”) and NPI-65/2021 (“Artificial Intelligence in Helping People with Disabilities”) and has participated as a member in a number of other national and international projects (incl. DeepTech/SFFDEPPT+, NSF, ESF). The registered results include developed author’s methodologies, software prototypes, methodological manuals, and specialized modules.

She has a strong international and national recognition, holding the positions of guest editor (at MDPI Information), assistant editor (Journal of Underrepresented & Minority Progress) and member of editorial boards (Virtual Economics, American Journal of Education and Information Technology, HR & Technologies). She has actively participated in organizing and editorial committees of international scientific forums (e.g. the conference “Human Resource Management”).

The results applied in practice are expressed in the authorship of 14 study programs, short-term specializations abroad, expert and managerial activities (Head of the Management Analysis and Rating System Sector, member of the Academic Council of the University of Economics – Varna), as well as participation as a lecturer and jury member in Olympiads and branch forums.

These activities reveal her as an established, recognizable and productive lecturer, researcher, scientist and expert in the professional community.

8. Teaching

Chief Assist. Prof. Dr. Radka Nacheva has over 15 years of extensive teaching experience. In the last two years, she has been lecturing and conducting exercises in four disciplines in the master’s degree and six disciplines in the bachelor’s degree. She has published 3 textbooks and



4 manuals with high didactic and practical value. She actively participates in the training of young staff – supervises graduates, works with PhD students in projects and conducts qualification courses. She demonstrates impressive international teaching mobility with over 10 mobilities under the Erasmus+ program (Germany, Poland, Latvia, Czech Republic, Italy, etc.) and lectures at foreign universities.

9. Plagiarism

No plagiarism has been noticed. The publications submitted under the competition have passed a plagiarism test and a peer review process before being published.

10. Questions, criticisms, and recommendations

I have no critical remarks to the candidate.

As a recommendation for the future research activity of Chief Assist. Prof. Dr. Radka Nacheva, I would suggest focussing her efforts on attracting and guiding PhD students, expanding international collective participation in transnational research projects, as well as strengthening publication activity in authoritative journals with a high impact factor (Web of Science) and impact rank (Scopus).

11. Conclusion

Based on the presented scientific contributions of the candidate, I believe that all the requirements and criteria of the DASRBA, the IRPDASRBA, and the specific criteria of the University of Economics – Varna have been met and I give a *positive assessment* of the selection of Chief Assist. Prof. Dr. Radka Valerieva Nacheva for the academic position of “Associate Professor” in professional field 4.6 “Informatics and Computer Science”, scientific specialty “Informatics”.

I propose to the esteemed scientific jury to support the candidate and to vote on a proposal to the Faculty Council of the Faculty of Informatics at UE-Varna to elect **Chief Assist. Prof. Dr. Radka Valerieva Nacheva** for the academic position of “Associate Professor” in the professional field 4.6 “Informatics and Computer Science” (Informatics), for the needs of UE-Varna.

Date: 06.10.2026

Sofia

Signature:

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

/Prof. Dr. Magdalena Garvanova/