

Opinion

on a competition for the academic position "Associate Professor",
announced by the University of Economics – Varna

1. General information

Prepared the opinion: Prof. Dr. Svetlana Raycheva Dimitrakieva, TU-Varna, Department of Industrial Management.

Grounds for issuing the opinion on the competition: the opinion was prepared based on Order № ПД 06-61/ 30.05.2023 of the Vice-Rector for Research Activity and Personnel Development of UE-Varna and decision of the Scientific Jury, taken on 06.05.2023.

2. Contest details

The competition for the academic position "Associate Professor" has been announced under professional field 3.8. "Economics", scientific specialty "Supply Logistics" for the needs of the Department "Industrial Business and Logistics", Faculty of Economics of UE-Varna. The competition announcement was published in the Official Gazette № 28/28.03.2023.

3. Contest candidate

The only candidate in the competition is Chief Assistant Professor PhD Plamena Nikolova Milusheva, lecturer at the "Industrial Business and Logistics" department. She finished her higher education at UE-Varna in 1998 majoring in "Construction Economics". In 2005 acquired a PhD in the scientific specialty "Economics and Management of Construction".

4. General description of the presented scientific works after the last procedure

In the competition for the academic position "Associate Professor", Chief Assistant Professor PhD Plamena Milusheva participated in the following publications:

№	Type of publication	Independent Number/Pages	Co-authored Number/Pages	Total Number/Pages
1.	Monographs	1 – 105 pages	-	1 – 105 pages
2.	Scientific studies	-	-	-
3.	Scientific articles	8 - 58 pages	1 – 2 pages	9 – 60 pages
4.	Scientific papers	5 - 44 pages	3 – 9 pages	8 – 53 pages
5.	Textbooks and teaching aids	-	1 – 60 pages	1 – 60 pages
6.	Other publications	1 – 121 pages	-	1 – 121 pages
	Total:	15 – 328 pages	5 – 71 pages	20 – 399 pages

The volume and structural characteristics of the scientific publications give reason to draw the following conclusions and assessments:

- The candidate participates in the competition with 20 scientific works
- The candidate has 1 independent monograph
- The candidate participates in the competition with 9 scientific articles, of which 8 are independent and 8 scientific papers, of which 5 are independent
- Participated in the writing of 1 textbook

Most of the scientific publications of Chief Assistant PhD Plamena Milusheva are in the field of Supply Logistics, Warehouse Logistics and Supplier and Customer Relationship Management. The author's scientific output is determined by its consistency.

The main monographic work of Chief Assistant PhD Plamena Milusheva for participation in the competition was discussed at a departmental meeting of the department "Industrial Business and Logistics" and by decision of the department it

was directed for review and publication in the editorial board of the specialized scientific publication "Monographic Library "Prof. Tsani Kalyandzhiev". The main objective of the monographic work is based on the analysis and assessment of the supply of the researched enterprises, in order to identify areas that need improvement and to formulate the specific recommendations. This objective was achieved by identifying supplier selection practices and relationships with them. A methodology with indicators for the study of the supply in the context of the logistics concept is proposed. Specific recommendations for improving the supply have been developed.

The candidate has submitted a Reference-Declaration of fulfillment of the minimum national requirements for occupying the academic position "Associate Professor" in the field of higher education 3. "Social, Economic and Legal Sciences", according to Art. 2b, paragraphs 2 and 3 of the Act on Development of the Academic Staff in the Republic of Bulgaria, as well as a Reference-Declaration on the fulfillment of the quantitative requirements for the occupation of the academic position "Associate Professor" at UE-Varna. Chief Assistant PhD Plamena Milusheva submitted a Declaration for the authenticity and originality of the presented information and publications, as well as for compliance with copyright requirements.

The above leads to the conclusion that the candidate's scientific production meets the scientometric requirements and regulatory provisions.

5. General assessment of her educational and teaching work

Chief Assistant PhD Plamena Milusheva has the necessary pedagogical experience.

In the period 2005-2009 she is a part-time teacher at TU-Varna, Department of Economics and Management, in parallel with this in the period 2007-2008 was also a part-time teacher at Varna University of Management.

From 01.10.2007 until 10.03.2008 she is an assistant professor, and since 10.03.2008 is the Chief Assistant Professor in the Department of "Industrial Business and Logistics" at UE-Varna. A report on her study load is attached.

The main disciplines taught by the candidate are: Logistics, Basics of Logistics, Supply Logistics, Warehouse Logistics, Supplier and Customer Relationship Management, etc.

Chief Assistant Professor PhD Plamena Milusheva is co-author of a textbook on "Logistics". In the period 2016-2022 has carried out scientific supervision of 16

graduates from EQD "Bachelor" and 19 graduates from EQD "Master" from the specialty "Logistics", "Business Economics" and "Logistics Management".

She was a member of the state examination commissions for the specialty "Logistics" and "Logistics Management", she was a member of the jury of student scientific activity of the same specialties. She led practical training of the students.

Chief Assistant Professor PhD Plamena Milusheva participated in the "Student Practices" project. She is a member of the organizing committee of the international scientific and practical conference "Modern Logistics - Business and Education" 2017 and a member of the round table "Logistics in the Conditions of Crisis" within the framework of the project HIIK 318/2022. She is a member of the Union of Scientists-Varna.

Considered all this, I believe that a positive assessment of the candidate's teaching activity can be given.

6. Scientific contributions

In the research activity of Chief Assistant Professor PhD Plamena Milusheva, the necessary contribution moments are established, which are presented in the relevant report.

I accept most of the defined contributions with the clarification that some of them could be specified and combined.

Analytical review of scientific works shows that the candidate has the skills to systematize existing scientific theses. The analyses, assessments, conclusions and results published in the scientific works are formed and presented in an understandable and logical manner.

7. Personal impressions

I know Chief Assistant Professor PhD Plamena Milusheva from her work as a part-time teacher at TU-Varna, from her participation in conferences and other forums. My personal impressions are that she is a responsive and loyal colleague, responsible teacher and researcher.

8. Critical notes and recommendations

Notes and recommendations are constructive in nature and do not affect my overall positive rating.

- Orientation to scientific publications in the world information systems for referencing, indexing and evaluation and in particular to those in Scopus and WOS is recommended.
- In the future, the candidate should be more active in publishing independent textbooks, for which I believe she has the necessary knowledge, skills and experience.
- Chief Assistant Professor PhD Plamena Milusheva has scientific potential, which I recommend that she direct more actively towards participation in research projects.

Conclusion

Evaluating the submitted documents and scientific production as a whole, I consider that the candidate for the competition Chief Assistant Professor PhD Plamena Nikolova Milusheva meets the requirements of Act on Development of the Academic Staff in the Republic of Bulgaria, Regulations on the Implementation of the Development of Academic Staff in the Republic of Bulgaria Act and the Regulations for the Development of the Academic Staff at UE-Varna.

Therefore, I find it reasonable to give my positive assessment and to put forward of the members of the Scientific Jury Chief Assistant Professor PhD Plamena Nikolova Milusheva to be elected as "Associate Professor" in professional field 3.8. "Economics", scientific specialty "Logistics of supply".

23.06.2023

Prepared by:

/professor PhD Svetlana Dimitrakieva/

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

OPINION

**on a competition for an academic position "Associate Professor"
announced by the University of Economics – Varna**

1. General information

Who drafted the opinion: Prof. Dr. Rosen Nikolaev, Lecturer in the Department of Statistics and Applied Mathematics at the University of Economics – Varna (UE–Varna), Professor of Professional Direction 3.8. Economics.

Reason for giving an opinion on the competition: the opinion was drawn up on the basis of an order of the Vice-Rector for Research and Professional Development No06-61/30.05.2023 for the composition of a Scientific Jury on a competition for academic position "Associate Professor" and a decision of the Scientific Jury of 05.06.2023.

2. Competition data

The competition for the academic position "Associate Professor" in field of higher education 3. Social, Economic and Legal Sciences, Professional Strand 3.8. Economics, Scientific Specialty "Supply Logistics" was declared for the needs of the Department of Industrial Business and Logistics, Faculty of Economics at the UE-Varna and was published in State Gazette, issue 28/28.03.2023.

3. Contest Candidate

The only candidate in the contest is Chief Assist. Prof. Plamena Milusheva, PhD, lecturer in the Department of Industrial Business and Logistics at the UE-Varna since 2007.

4. General description of the scientific works submitted after the last procedure

Chief Assist. Prof. Plamena Milusheva, PhD, presents all the necessary documents that prove that she meets both the National Minimum Requirements for acquiring the academic position "Associate Professor" and the requirements for acquiring this position at UE-Varna. For her participation in the competition Chief Assist. Prof. Plamena Milusheva, PhD, presents a monographic work entitled "Topical issues of the supply of commercial and production companies in Bulgaria", published in a specialized scientific edition, namely the Library "Prof. Tsani Kalyandzhiev" in UE-Varna. The monographic work was reviewed by two habilitated persons, discussed at a meeting of a primary unit and met all the requirements to serve for participation in the competition for the academic position "Associate Professor". The topic of the monographic work is topical and addresses important logistical problems of manufacturing and trading companies in Bulgaria. A thorough study was carried out among 84 commercial and manufacturing enterprises and based on the results obtained, problems related to the supply and selection of suppliers were outlined. Guidelines for improving the application of logistics and in particular supply are proposed. I believe that monographic work contains substantial scientific and applied contributions, it is written at a high scientific level and its topic fully corresponds to the scientific specialty of the competition for the academic position "Associate Professor".

I highly appreciate all other publications of the participant in the competition, which are mainly also related to the problems of supply and relationships with suppliers. These publications reveal participant's potential for continued scientific development.

With regard to meeting the Minimum National Requirements, the following can be said. Submitted publications are valued at 225 points with 200 points required. The structure of the publications is diverse, besides the main monographic work, participations in articles and reports are presented. The publications are mostly independent and a very small part in co-authorship.

Citations are presented, which are estimated at 115 points, provided that the minimum required is 50 points.

Regarding the satisfaction of the requirements for taking an academic position "Associate Professor" at the University of Economics - Varna, I can confirm that the presented scientific output of the participant in the competition is evaluated at 65 points for reports with the required 30 points and 85 points for articles and studies with 80 points required.

Chief Assist. Prof. Plamena Milusheva, PhD fully covers, and in some areas significantly exceeds, all requirements for the academic position "Associate Professor".

Based on the publications presented, I can say that Chief Assist. Prof. Plamena Milusheva, PhD, is a researcher who does his own scientific and practical research. He is able to identify problems in Logistics theory and practice, and to offer adequate, scientifically based solutions to these problems.

5. General assessment of the teaching work

Chief Assist. Prof. Plamena Milusheva, PhD, acquired the Doctor's Degree in 2006. She has been a lecturer at the University of Economics – Varna since 2007, and since 2008 he has held the academic position of Chief Assistant. The presented workload information over the past two years shows that she has held classes in lectures and exercises, in the Bachelor's Degree and Master's Degree, in a number of disciplines such as Logistics, Business Logistics, Warehouse Logistics, Supplier and Customer Relationship Management, etc., which are also closely related to the scientific specialty of the competition for the academic position "Associate Professor". A positive assessment should also be given to the fact that a participation in writing a textbook on Logistics is presented.

The serious attitude towards the teaching work is confirmed by the reported scientific guides of 35 graduating students from Bachelor's and Master's degrees for the period 2016-2022; members of the State Examination Committee of the specialty "Logistics" and "Logistics Management"; in part in a

tutor system; a jury of student research of the specialty "Logistics" and "Logistic management" etc.

Chief Assist. Prof. Plamena Milusheva, PhD, has participated in various scientific projects and in over 10 specializations and trainings.

Everything said so far gives grounds to highly appreciate the teaching work of the participant in the competition.

6. Identification of scientific contributions

The information presented by the candidate in the competition for the scientific and scientific-applied contributions fully reflects the actual achievements of Chief Assist. Prof. Plamena Milusheva, PhD, which are found in her publications. I acknowledge and confirm the availability of all contributions. I highly appreciate that all contributions are closely related to the scientific specialty of the competition and are in the field of Supply Logistics and Supplier Relations. The author's contributions are in both directions – contributions of a theoretical nature and contributions of a scientifically applied nature. This is a confirmation of the ability of the participant in the competition to carry out in-depth and truly applicable scientific research.

To the contributions indicated by the author I can add the presence of contributions in terms of enrichment of the content of textbooks, which confirms Chief Assist. Prof. Plamena Milusheva, PhD, not only as a researcher, but also as a serious university lecturer.

7. Critical notes, questions and recommendations

After getting acquainted with the documents presented by Chief Assist. Prof. Plamena Milusheva, PhD, I found out that she fully meets the Minimum National Requirements for borrowing academic position "Associate Professor" and the requirements for borrowing academic position "Associate Professor" in the UE-Varna, even in some cases these requirements are significantly exceeded. Keeping that in mind, I have no critical remarks. I would only like to

make a recommendation to the candidate, to continue her studies and to realize many more in-depth and significant publications in the field of Logistics, as well as to look for opportunities for publication in Scopus and Web of Science.

8. Conclusion. As a summary of the opinion submitted and given that both the Minimum National Requirements for acquiring an academic position "Associate Professor" and the requirements for acquiring this position in the UE-Varna have been established, I express my strong, entirely positive opinion and propose that the esteemed members of the Scientific Jury vote for an academic position "Associate Professor" by the candidate in the competition Chief Assist. Prof. Plamena Milusheva, PhD.

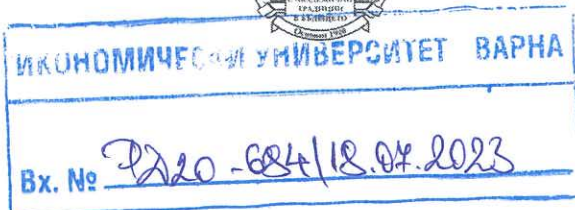
12.07.2023

Varna

Signature:

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

/Prof. Dr. Rosen Nikolaev/



OPINION

by Prof. D.S. Vanya Kuzdova Banabakova

in the field of higher education 3. "Social, economic and legal sciences",

professional direction 3.7. "Administration and Management",
scientific specialty "Organization and management outside the sphere of material production",

"Vasil Levski" National Military University,
Veliko Tarnovo

of the materials submitted for participation in the competition
to occupy an academic position "Assoc. Professor"
by professional direction 3.8. Economy,
scientific specialty "Supply Logistics"

In the competition for the academic position of Assoc. Professor, announced in the State Gazette, no. 28/28.03.2023 and on the website of the University of Economics - Varna for the needs of the Department of Industrial Business and Logistics at the Faculty of Economics, as a candidate participates Ch. Assis. Professor Plamena Nikolova Milusheva, Ph D from the University of Economics - Varna.

Reason for writing the opinion: Order of the Rector of the University of Economics - Varna No. RD-06-61/30.05.2023 for the appointment of a scientific jury and Protocol No. 1 of 05.06.2023 of the first meeting of the scientific jury



2023

1. Brief biographical data

Only one candidate took part in the competition - Ch. Assistant Professor Plamena Nikolova Milusheva, Ph D. The candidate Ch. Associate Professor Plamena Nikolova Milusheva, Ph D obtained a Bachelor's degree in "Construction Economics" at the University of Economics - Varna in 1997. In 1998, she obtained a Master's degree in the same specialty at IU - Varna.

In 2005, he obtained a PhD degree in Economics and Management.

He speaks English and Russian. He is a member of the Union of Scientists in Bulgaria - Varna branch.

For the period 1994-2000, she worked as a construction organizer and accountant. During the period 2005 - 2008, she was a part-time teacher successively at the Technical University - Varna and Higher School - International College. Since 2007, he has held an academic position as an assistant at the IU - Varna, and since 2008 - a chief assistant.

She participated in the "Student Internships - Phase 1 and Phase 2" project at the IU - Varna as a mentor. He is a member of the organizing committee of the international scientific and practical conference "Modern logistics - business and education" 2017 and of the organizing committee of the round table "Logistics in the conditions of crisis" within the framework of the project NPK318/2022.

During the period 2005 - 2019, she participated in various courses and seminars related to her teaching and scientific work, such as "Intellectual Property Management", "Information Literacy", "Inventory Management", "Intellectual Property, Copyright and Plagiarism. Regulatory framework and judicial practice" and others.

2. General description of the presented scientific works

The candidate Ch. Associate Professor Plamena Nikolova Milusheva, Ph D participated in the competition for the academic position of Assoc. Professor with:

- Monograph – 1;
- Articles in the proceedings of the conferences - 9;
- Articles in the scientific journals – 8;
- Book on protected dissertation – 1;
- Textbook – 1.

Of the presented scientific publications, 15 are independent and 5 are co-authored. Of the scientific articles, 6 are in English. One of the scientific articles was published in a scientific publication abroad.



I accept that all submitted scientific works for participation in the competition are for review, with the exception of the book on the protected dissertation on the topic "Problems in the management of logistics in construction" in a volume of 152 pages. However, it carries 75 points, according to the national minimum requirements. I am not aware of any facts that cast doubt on the authenticity of the works and the contribution of their author. The presented scientific works fully correspond to the field of higher education, the professional direction and the scientific specialty of the announced competition for the occupation of the academic position of Assoc. Professor.

The articles have been presented and published in proceedings of international and national scientific conferences in Bulgaria and in other countries, which clearly shows that the candidate Ch. Assoc. Professor Plamena Nikolova Milusheva, Ph D, has actively participated in various scientific forums at home and abroad.

The candidate's scientific and applied scientific activity is in the field of procurement logistics, supplier and customer relationship management, logistics customer service, problems related to logistics and, in particular, procurement during the spread of COVID-19 and others.

It is clear from the reference submitted by the applicant that Ch. Assistant Professor Plamena Nikolova Milusheva Ph D has fulfilled the minimum national requirements under Art. 2b, para. 2 and 3, respectively, to the requirements under Art. 2b, para. 5 of the Law on the Development of the Academic Staff of the Republic of Bulgaria and the regulations for its application ZRASRB and the additional requirements of the University of Economics - Varna for acquiring scientific degrees and occupying academic positions.

She presented the obligatory monographic work on the topic "Actual problems in the supply of commercial and manufacturing companies in Bulgaria" - 105 pages and a book on a protected dissertation work on the topic "Problems in the management of logistics in construction" - 152 pages, which extremely fully correspond to the professional direction and scientific specialty of the announced competition. According to groups G and D, she presented the necessary publications and citations, the total number of points being 340. The candidate exceeded the minimum national requirements.

The analysis of the information provided to me shows that Ch. assistant professor Plamena Nikolova Milusheva Ph D closely connects research, applied science, teaching and expert activities, which gives me reason to assess the candidate's scientific and teaching activities as meeting the requirements for occupying the academic position "Assoc. Professor".



The presented monograph on the topic: "Actual problems in the supply of commercial and manufacturing companies in Bulgaria" is significant, on the one hand, with its scientific character, and on the other hand, with its possibilities for practical application.

The relevance of the monographic work is determined by the extremely important role of supply to enterprises as a source of competitive advantages. On this basis, the monographic work was developed, proving the research thesis that there are significant reserves in the development of procurement as a business practice, which should lead to solving current problems in this area.

In the monographic work, based on an analysis and assessment of the procurement of the investigated enterprises, the areas that need improvement are identified and the corresponding recommendations are formulated. The author has researched supplier selection practices and relationships with them and proposed a methodology with indicators for analyzing supply development in the context of the logistics concept. The development of procurement in the studied companies was evaluated (in the form of strengths and weaknesses) and recommendations were developed aimed at managers for the improvement of logistics and, in particular, procurement.

The presented monographic work is developed consistently and logically. The author knows the terminology of the issue under consideration. An appropriate toolkit of research and analysis methods and a big base of empirical data was used.

The submitted scientific works of the candidate are in accordance with the requirements of Art. 62, item 3 in connection with Art. 71 of the Regulations for the Development of the Academic Staff at the University of Economics - Varna.

3. Reflection of the candidate's scientific publications in the literature (known citations)

The candidate's scientific publications are clearly of interest to the scientific community, which is clearly evident from the number of citations. It can be seen that there are a large number of citations, which in total form 115 points. There is a large number of citations – a total of 60 points, in publications in Web of science and Scopus.

4. General assessment of the candidate's educational and teaching work

The candidate is a teacher at Bachelor'degree and Master'degree in the following disciplines: Logistics, Basics of Logistics, Supply Logistics, Warehousing Logistics, Management of Relationships with Suppliers and Customers, Theory of Consumer Behavior, Management, Ethics and Conflict Management, Enterprise Economics, Fundamentals of Management and more.



For the period 2016 – 2022 Ch. Assistant Professor Plamena Nikolova Milusheva, Ph D works actively with graduates, having 35 successfully finished students from Bachelor'degree and Master'degree, majors in specialities Logistics, Business Economics and Logistics Management.

He is a member of the state examination commission for the specializations "Logistics" and "Logistics Management".

Her educational and teaching work also includes: management of practical training; participation in a tutoring system; is a member of the jury of a student scientific activity in the specialty "Logistics" and "Logistics Management"; practice visits; making connections between students and representatives of companies for the purpose of preparing course and diploma theses, conducting an internship and others.

The candidate is the co-author of 1 textbook with the title "Logistics" in a total volume of 270 pages as Ch. Assistant Professor Plamena Nikolova Milusheva has 60 pages from it.

The educational and teaching work of the candidate is in accordance with the requirement under Art. 62, item 2 in connection with Art. 71 of the Regulations for the Development of the Academic Staff at the University of Economics - Varna.

5. Identification of scientific contributions

The presented scientific works of Ch. Assistant Professor Plamena Nikolova Milusheva, Ph D are distinguished by clearly expressed scientific and scientific-applied contributions. I accept the scientific and scientific-applied contributions presented by the candidate.

The main scientific contributions are:

- The theoretical statements about procurement as an element of the organization's logistics system have been enriched and further developed, and a definition of procurement has been proposed.

- A methodology has been developed with indicators for researching the development of procurement in the context of the logistics concept in order to analyze the degree of development of procurement in enterprises and identify measures to increase coordination and integration in the management of incoming material flows.

- The main aspects of the logistics service to the customers in the direction of ensuring competitive advantages in conditions of economic crisis are brought out.

- The main advantages of trading and manufacturing companies working with suppliers-manufacturers of materials and goods are highlighted.

The main scientific applied contributions are:



- The main practices for selecting suppliers and the relationships with them are analyzed.

- An assessment (in the form of strengths and weaknesses) of supply development in a group of researched trading and manufacturing companies was made and recommendations were developed aimed at managers to improve logistics in general and more specifically the management of incoming material and their accompanying flows.

- The challenges faced by the construction companies in the supply of the pandemic are outlined and measures to reduce the negative effects are proposed.

- The main trends related to the various aspects of the relationships between commercial and manufacturing companies and their suppliers are outlined and the opportunities for their improvement are highlighted.

- The state of logistics in different groups of companies was analyzed and the trends in its development were outlined.

- The main influencing factors on companies' decision to buy parts and components instead of producing them themselves, before and during the crisis related to COVID-19, are identified.

6. Evaluation of the candidate's personal contribution

The candidate Ch. Assistant Professor Plamena Nikolova Milusheva, Ph D shows abilities to connect scientific research with their practical applicability, good literary awareness, mastery and successful application of methods for research and analysis of logistics and, in particular, procurement processes. On this basis, it can be concluded that Ch. Assistant Professor Plamena Nikolova Milusheva, Ph D is a teacher, researcher and expert with serious research and applied activities. The personal contribution of Ch. Associate Professor Plamena Nikolova Milusheva, Ph D mainly expresses herself in in-depth research, creative thinking and further development of the theory and methodology for supply logistics. I accept the achievements formulated in this way as significant for science and practice, including the methods and models offered by it. The contributions are entirely the work of the candidate and are the result of consistent and purposeful work.

7. Critical notes and recommendations

I have no critical notes.

As a recommendation and wish for the candidate's future scientific research work, it is the continuation of scientific research in the field in which she has worked so far and the publication of the scientific and applied results of her research in more scientific publications abroad. The analyzes made and the proposals given in her scientific publications are of high scientific and scientific



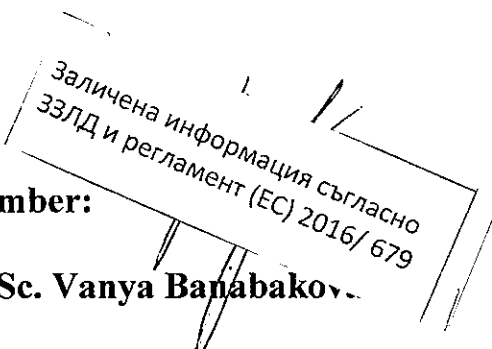
applied value and significance and will certainly be of interest to the scientific community in an international aspect.

8. Conclusion

According the scientific works and pedagogical qualities of the candidate, their contributions and significance for science and practice, as well as the fulfilled national minimum requirements for occupying the academic position "Associate Professor", the Law on the Development of the Academic Staff of the Republic of Bulgaria and the regulations for its application, as well as the requirements of the University of Economics - Varna, I express a positive opinion on the works and propose Ch. Assistant Professor Plamena Nikolova Milusheva, Ph D, to take the academic position "Assoc. Professor" in the field of higher education 3. Social, economic and legal sciences, professional direction 3.8. Economics and scientific specialty "Supply Logistics" for the needs of the Department "Industrial Business and Logistics", Faculty of Economics, University of Economics - Varna.

Jury member:

Prof. D.Sc. Vanya Banabakov



15.07.2023

STATEMENT

concerning a competition for occupying the academic position "Associate Professor", announced by the University of Economics – Varna

1. General information

This statement was prepared by Associate Professor Todor Stoyanov Raychev, PhD, lecturer at the University of Economics – Varna. Order No. RD 06-61/30.05.2023 of the Rector of the University of Economics – Varna for the appointment of a Scientific Jury and the decision of the first meeting of the Scientific Jury dated 06.05.2023 provide grounds for giving this opinion on the competition.

2. Information on the competition

The competition for occupying the academic position "Associate Professor" has been announced in scientific field 3. Social, economic and legal sciences, professional area 3.8. Economics, scientific specialty "Supply Logistics". The competition announcement was published in the Official Gazette, no. 28 dated 28/03/2023. The competition was announced by the Faculty of Economics of UE – Varna, for the needs of the Industrial Business and Logistics department.

3. The candidate in the competition

The only candidate in the competition is Chief Assistant Professor Plamena Nikolova Milusheva, PhD. Ms. Milusheva earned her university degrees at UE – Varna. She was awarded a Bachelor's and then a Master's degree in Construction Economics in 1997 and 1998, respectively.

Professionally, Chief Assistant Professor Plamena Nikolova Milusheva, PhD began her career in the construction industry, and in the period 1994 – 1999 she worked as a construction organizer in Stinex ET, Varna. From 1999 to 2000, she was an accountant in the company Avtotrade OOD, Varna.

In 2005, she acquired a PhD from the National Academy of Sciences in the

scientific specialty 05.02.18. "Economics and construction management" (Protocol No. 15/25.10.2005) after successful defense of a doctoral dissertation on the topic "Problems in construction logistics management".

In the period 2005 – 2009, she worked as a part-time lecturer at the Technical University – Varna, and from 2007 to 2008 she also worked as such at the VU – International College. During this period the candidate started her working career at the Department of Industrial Business and Logistics at the University of Economics - Varna, where she held the academic position of "assistant", as from October 2007, and since March 2008 she has held the position of Chief Assistant Professor. Ms. Milusheva is a member of the Union of Scientists - Varna branch. She is the deputy head of the department Industrial Business and Logistics at UE- Varna.

The documents presented by the candidate, Chief Assistant Professor Plamena Nikolova Milusheva, PhD, are fully in accordance with the Law on the Development of the Academic Staff in the Republic of Bulgaria (LDASRB), the Regulations on its implementation, and the Regulations for the Development of the Academic Staff at the University of Economics – Varna (RDASUEV).

4. General description of the presented scientific works after the latest procedure

Chief Assistant Professor Plamena Nikolova Milusheva, PhD takes part in the competition for the academic position of Associate Professor with 20 scientific publications, with a total volume of 399 standard pages. The structure of the presented publications is as follows: 1 independent monograph; 1 published book based on a defended dissertation; 9 articles (including 1 in co-authorship), of which 6 published in journals indexed and referenced in international scientific databases; 8 papers (including 3 in co-authorship), of which 2 published in proceedings indexed and referenced in international scientific databases, 4 in proceedings of international scientific conferences and 1 in proceedings of a scientific conference with international participation; 1 textbook (co-authored).

A central place among the publications submitted for the competition is occupied by the habilitation monographic work on the topic "Current problems in the supply of commercial and manufacturing companies in Bulgaria" (publication No. 1), published by Library "Prof. Tsani Kalyandzhiev", "Science and Economics" publishing house of the UE – Varna and peer-reviewed by two qualified reviewers. The habilitation work of Chief Assistant Professor Plamena Nikolova Milusheva, PhD represents a thorough study of a current problem with a significant practical-applied orientation related to the supply of commercial and manufacturing enterprises as one of the most important sources of competitive advantages in relation to the market. The relevance of the monographic study also stems from the direct relationship between the quality of supply and the degree of efficiency of existing or newly formed supply chains, in the context of the concept of sustainable development of the logistics activity. In this regard, the paper formulates and proves the following research thesis – there are significant reserves in the development of procurement as a business practice, which should lead to solving current problems in this area. The main objective of the monographic work is, based on an analysis and assessment of the procurement of the investigated enterprises, to identify areas that need improvement and in this regard to formulate recommendations.

As a result of the conducted research, the author studies the theoretical-methodological aspects of procurement and its role in the logistics system of the organization, proposes a methodology with indicators for researching the development of procurement in the context of the logistics concept, evaluates the development of logistics in a group of enterprises and, in particular, of their supply activities, formulates reasoned recommendations to the management for improving the supply of the researched enterprises.

The achieved results could be used both by commercial and manufacturing enterprises for the successful tackling of issues related to existing problems related to the supply activity with the necessary goods and/or production resources, as well as by individual suppliers – for sustainable and green business development,

aimed at reducing waste, complying with regulations for environmental protection, applying social responsibility to employees and society.

Throughout her scientific career, after the award of her PhD, Chief Assistant Professor Plamena Nikolova Milusheva, PhD has been focused on and has worked hard and systematically in the main direction, making up the subject of the announced competition for "Associate Professor", i.e. procurement logistics. The scientific publications submitted for the competition, with the exception of those under No. 16 and No. 18, can be conditionally systematized in the following two main thematic areas of procurement logistics:

- issues related to the procurement of companies (publications №1, №3, №5, №6, №7, №8, №9, №11, №12, №13, №14, №17, №19 and №20);
- relations of companies with their suppliers (publications №1, №2, №4, №10, №15 and №19).

Among the results of the candidate's research activity, scientific and scientific-applied contributions are distinguished such as: the theoretical foundations of procurement in the logistics system of the organization are derived and a definition of procurement is proposed [№1]; advantages of trading and manufacturing companies working with suppliers who are producers of materials and goods have been identified [№1]; challenges to the supply of construction companies in the conditions of a pandemic are revealed and measures to mitigate the negative effects are proposed [№17]; trends related to various aspects of the relationships between commercial and manufacturing companies and their suppliers are outlined and, on this basis, opportunities for their improvement are offered [№3], [№5] and [№15]; a group of aspects of logistics customer service are highlighted in the efforts of companies to cope with competitive pressure during an economic crisis [№14]; specific aspects of the state and trends in the development of logistics in groups of companies are revealed [№1], [№2], [№4] and [№13]; factors that influence the decision of companies to buy parts and components, rather than to produce them independently, before and during the Covid – 19 crisis are highlighted [№ 6].

5. General estimate of the candidate's teaching activities

The following should be noted in relation to the candidate's teaching work:

- The reference for the academic load of the candidate in the bachelor's degree programmes for the 2021/2022 and 2022/2023 academic years, prepared by the Academic Activities and Students Department at the UE – Varna, features the Supply Logistics course, for which this competition was announced, which shows that it is included in the curriculum of the Logistics major in the Bachelor Degree programme with 30 hours of lectures and 30 hours of seminars.

- According to the report presented by the Academic Activity and Students Department at the UE - Varna, the classroom workload of Chief Assistant Professor Plamena Nikolova Milusheva, PhD in the Bachelor Degree programme was 150 hours of lectures and 150 hours of seminars during the 2021/2022 and the 2022/2023 academic years and her classroom workload in the Master's degree programme amounts to 9 hours of lectures and 9 hours of exercises, respectively during the two academic years.

- From the references on the academic workload of the candidate during the 2021/2022 and 2022/2023 academic years, prepared by the Department of Academic Activities and Students and the Center for Master's Education at UE – Varna, it is evident that the teaching work of Chief Assistant Professor Plamena Nikolova Milusheva, PhD is mainly related to disciplines overlapping with the subject of the announced competition, namely Fundamentals of Logistics, Supply Logistics, Warehouse Logistics and Business Logistics in the Bachelor's degree programme and Supply Logistics and Supplier and Customer Relationship Management in the Master's Degree programme.

- In the report concerning the work of Chief Assistant Professor Plamena Nikolova Milusheva, PhD with graduating students from the Logistics, Business Economics and Logistics Management majors for the period 2016 – 2022, 16 scientific supervisions to diploma theses are indicated and 19 scientific supervisions of master's theses.

- Chief Assistant Professor Plamena Nikolova Milusheva, PhD is a member of the state examination committee of the Logistics and Logistics Management majors, she is a member of the jury of student scientific activity of the Logistics and Logistics Management majors and conducts practical trainings for students.

- She is the co-author of a textbook entitled Logistics, published in 2012, related to the discipline Logistics, taught at the Technical University – Varna, which overlaps with the subject of the announced competition.

- The total length of the candidate's service as a lecturer at UE – Varna as of May 2023 is 15 years and 7 months.

The evidence presented by the candidate gives reason to give a high rating to her educational and teaching work.

The candidate has sufficient pedagogical experience and professional competence, which indicates a high degree of preparedness for holding the academic position "Associate Professor".

6. Identification of the scientific contributions

In the publications presented for review, scientific and scientific-applied results of a contributory nature can be identified, grouped by the candidate in 10 contributing elements that we accept.

Practically important are the contributions related to: offering a methodology including indicators for the study of supply development in the context of the logistics concept, revealing opportunities to derive guidelines in which to propose measures to increase coordination and integration in the management of incoming material flows in enterprises; the developed specific recommendations, oriented to the management of the individual enterprise, as a result of the evaluation and differentiation carried out in relation to the development of the supply of commercial and manufacturing companies, in the direction of improving the application of logistics and the more detailed management of incoming material and accompanying flows; the identification of supplier selection practices and relationships with the latter; the identification of

challenges to the supply of construction companies in the conditions of a pandemic and the proposed measures to mitigate their negative effects; the highlighting of specific aspects of logistics customer service in the companies' efforts to cope with competitive pressure during an economic crisis.

Evidence of 15 citations, of which 4 in publications referenced and indexed in the world-famous scientific information database Web of Science, are presented, which show the high quality of the candidate's contributions.

7. Critical notes, questions and recommendations

I have no critical comments on the presented scientific publications for participation in the competition.

The issues discussed in the monographic work provoke the following question to the author:

- In the last paragraph of the conclusion, on page 115, it is noted that "... the application of the logistics concept in the practice of the studied commercial and manufacturing enterprises is in the process of development." What are the author's expectations in this direction, after the period of the conducted research?

I recommend the candidate to continue her research activities in the chosen scientific area to reveal the impact of the use of artificial intelligence, which is rapidly entering the economic activity, including as a tool to support the organization and management of logistics activities related to the supply of commercial and/or manufacturing enterprises and the publication of the obtained results in publications referenced and indexed in Scopus and/or Web of Science, with a view to further scientific growth.

8. Conclusion

The careful review of all submitted documents and publications of Chief Assistant Professor Plamena Nikolova Milusheva, PhD shows that all the requirements of Law on the Development of the Academic Staff in the Republic of Bulgaria (LDASRB), the Regulations on its implementation, and the Regulations

for the Development of the Academic Staff at the University of Economics – Varna (RDASUEV) for occupying the academic position "Associate Professor" in professional field 3.8 Economics have been met.

Based on the above, I state my positive opinion and recommend to the respected members of the Scientific Jury to propose to the Faculty Council of the Faculty of Economics at UE – Varna to appoint Chief Assistant Professor Plamena Nikolova Milusheva, PhD at the academic position of "Associate Professor" in professional area 3.8. Economics, scientific specialty Supply Logistics.

28.07.2023

city of Varna

Statement executed by

(Assoc. Prof. Todor Raychev, PhD)

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

STATEMENT

on a competition for the academic position of Associate Professor in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.8. Economics, scientific specialty "Logistics of Supply", published in State Gazette No. 28/28.03.2023 with a deadline of 2 months, for the needs of the Department of Industrial Business and Logistics at the University of Economics - Varna, with the only candidate Dr. Plamena Nikolova Milusheva

by Assoc. Prof. Dr. Petya Yonkova Dankova, Department of Industrial Business and Logistics, habilitated in professional field 3.8 "Economics", scientific specialty "Economics and Management (Economics of Enterprise)", University of Economics - Varna

on the basis of the order RD 06-61 / 30.05.2023 of the Vice-Rector for Research & Staff Development of UE-Varna for appointment of a scientific jury for the academic position of Associate Professor in the field of higher education 3. Social, Economic and Legal Sciences, professional field 3.8. Economics, scientific specialty "Logistics of Supply", published in State Gazette No. 28/28.03.2023, and the decision of the first meeting of the scientific jury held on 05.06.2023.

1. Competition details

The competition for the academic post of Associate Professor in the field of higher education 3. Social, economic and legal sciences, professional field 3.8. Economics, scientific specialty "Logistics of Supply" is announced by the University of Economics - Varna for the needs of the Department of Industrial Business and Logistics at the Faculty of Economics with a term of 2 months from its promulgation in the State Gazette No. 28/28.03.2023.

2. Information about the candidate

By the deadline of the competition documents were submitted by the senior asst. Dr. Plamena Nikolova Milusheva, and she is the only candidate for this competition. Plamena Milusheva has been a full-time lecturer at the Department of Industrial Business and Logistics of UE - Varna since 2007. She obtained her PhD in the scientific specialty 05.02.18 "Economics and Management of Construction" in 2006 on the basis of a defended dissertation on "Problems of Logistics Management in Construction". She completed her higher education at the University of Economics - Varna, obtaining a Master's degree in 1998 and a Bachelor's degree in 1997. She has participated in a number

of specializations and trainings on inventory management, didactics of higher education, intellectual property management, quality management, etc. She speaks English and Russian languages.

3. General description of the scientific works submitted since the last procedure (compliance with the requirements of Article 62, item 3 in conjunction with Article 71 of the Regulations for the Development of Academic Staff at the University of Economics - Varna)

The main part of the scientific research work and scientific publications of the candidate Dr. Plamena Milusheva are on the topics of the announced competition. The scientific works submitted by the candidate comprise 20 publications in a total volume of 399 standard pages.

The structure of the publications is as follows:

- Total number of publications: 20 with a total volume of 399 pages, including:
- Monograph - 1, stand-alone, with a volume of 105 pages.
- Scientific articles - 9, of which 8 independent and 1 co-authored, with a volume of 60 pages,
- Scientific papers - 8, of which 5 independent and 3 co-authored, with a volume of 53 pages.
- Textbooks and teaching manuals - 1, co-authored, with a volume of 60 pages.
- Other publications - 1, sole-authored, 121 pages.

The presented scientific works have been published in established and authoritative indexed journals such as Monograph Library "Prof. Tsani Kalyandzhiev" of IU-Varna, "Proceedings of the Union of Scientists Varna", "Management and Sustainable Development" of the University of Forestry, etc., which is an indicator of their quality. Dr. Milusheva's publications focus on a number of theoretical, methodological and applied issues of logistics in general, and in particular supply logistics, relationships with suppliers and customers; they are distinguished by the topicality of the issues addressed, and a high degree of depth of their study. The results obtained in them have a high potential for application in the field of logistics of enterprises from different sectors of the economy in the Republic of Bulgaria.

The publication, which has the character of a habilitation thesis, is the monograph "Current problems in the supply of commercial and manufacturing companies in Bulgaria". The monographic work has been published in a specialized scientific publishing house (monographic library "Prof. Tsani Kalyanjiyev" of the University of Economics - Varna), it has been discussed in the Department of Industrial Business and Logistics of the University of Economics - Varna, it has been reviewed by two habilitated

persons, and it solves a significant scientifically applied problem at a high contemporary level. The subject of the monographic work are 84 commercial and manufacturing enterprises operating on the territory of Bulgaria, and it is found that there are significant reserves in the development of supply as a business practice, which should lead to the solution of current problems in this area. I believe that the developed monograph represents an original scientific work, with outlined author's positions and scientific and applied contributions, which have significant potential to contribute to the improvement of logistics of supply of Bulgarian enterprises.

The stated facts and evidence in the submitted documents testify that the candidate, Dr. Plamena Milusheva fulfils the minimum national requirements (according to Art. 2b, par. 2 and 3 of the Academic Staff Development Act in the Republic of Bulgaria) and the quantitative requirements at UE-Varna (according to Art. 65, par. 16 of the Regulations for the Development of Academic Staff at UE-Varna) for holding the academic position of Associate Professor in the field of higher education 3. Social, Economic and Legal Sciences.

4. General evaluation of the teaching and learning performance (compliance with the requirement under Article 62, item 2 in conjunction with Article 71 of the Regulations for Academic Staff Development at the University of Economics - Varna)

According to the documents submitted by the applicant, the Dr. Plamena Milusheva has the full teaching load for the respective academic year according to the regulations of the HEI. The candidate teaches at UE - Varna in the Bachelor's and Master's degree programmes, incl. the following courses:

- Bachelor's degree: "Logistics of Supply", "Economic Logistics", "Warehouse Logistics", "Fundamentals of Logistics", "Specialization Seminar"; and
- Master's degree: 'Supply Logistics' and 'Supplier and Customer Relationship Management'.

The teaching activity of senior asst. prof. Dr. Plamena Milusheva is distinguished by a high level of teaching, successful application of various models with practical orientation, combining theoretical concepts with specific practical problems. Along with this, Dr. Milusheva has supervised the development of numerous bachelor's and master's level theses on the problems of logistics.

The aforementioned testifies to the serious experience and high degree of preparedness in the field of teaching and learning of the candidate for "Associate Professor" Plamena Milusheva.

5. Identification of scientific contributions in the candidate's publications

In the publications of Dr. Plamena Milusheva, contributions of scientific and applied nature emerge, the most important of which are:

1. A methodology with indicators for studying the development of supply in the context of the logistics concept has been developed and applied.

2. Challenges for supply management have been highlighted and recommendations have been developed for managers to improve the application of logistics and more detailed management of incoming material and accompanying flows.

3. Trends related to various aspects of the relationships between trading and manufacturing firms and their suppliers are revealed and opportunities for improvement are suggested.

6. Critical comments and recommendations

There is a lack of publications in scientific journals, refereed and indexed in world-known databases of scientific information (Scopus or Web of Science). In this regard, I recommend that the candidate, in her future publishing activity, should focus on publishing in such journals, which will also contribute to raising the profile of the primary unit and the institution to which it belongs.

7. Conclusion

In view of the aforesaid, I consider that the candidate Dr. Plamena Nikolova Milusheva fulfils the requirements of the Academic Staff Development Act in the Republic of Bulgaria and the Academic Staff Development Regulations of the Univestiry of Economics – Varna for holding the academic position of Associate Professor. This gives me grounds to propose to the members of the scientific jury to elect Dr. Plamena Nikolova Milusheva for the academic position of Associate Professor in the field of higher education 3. Social, Economic and Legal Sciences, in the professional field 3.8. Economics, scientific specialty "Logistics of Supply".

August 1st 2023
Varna

Signature: . Заличена информация съгласно
/Assoc. F 33ЛД и регламент (ЕС) 2016/ 679