



REVIEW

REGARDING a competition for the academic position of "Associate Professor" in the scientific specialty "Organization and Management of Production (Agriculture) ", professional field 3.7. Administration and Management; in the field of higher education 3. Social, Economic and Legal Sciences, announced in SG issue 30 of 13.04.2021. The competition was announced for the needs of the Department of Management, Faculty of Economics, Trakia University - Stara Zagora.

BY Prof. Roumen Ivanov Otouzbirov, PhD Faculty of Economics, Trakia University, Scientific specialty: Organization and management of production (quality management), Professional field: 3.7. Administration and management, Field of higher education: 3.0. Social, economic and legal sciences. Appointed a member of the scientific jury according to Order № 1550 / 22.06.2021 of the Rector of the Trakia University - Stara Zagora.

1. General information about the candidate

In the competition for the academic position of "Associate Professor", an application has been submitted by one candidate – Chief Assistant Professor Konstantin Ivanov Stankov, PhD from the Department of Management at the Faculty of Economics, Trakia University. The information submitted with the application is complete, reliable and prepared in accordance with the requirements of Art. 78 para 1 of The Regulations for Academic Staff Development (RASD) of Trakia University.

The educational development of the candidate corresponds to the specifics of the competition. In 2002 he graduated from Trakia University with a bachelor's degree in Agricultural Economics. He obtained a master's degree in Management of the Agricultural Enterprise in the period 2003-2005, at the same university. In 2015 he successfully defended his doctoral dissertation on the topic "Economic Efficiency of Dairy Farms in Bulgaria" at UNWE, Sofia, acquiring a PhD in the scientific specialty: Economics and Management (Agricultural Economics). All the necessary diplomas for the required educational levels have been presented by the candidate.

The candidate is fluent in English and German languages in both written and spoken form. He has mastered and applied computer skills and has acquired additional qualifications, for which the relevant certificates and diplomas have been attached.

Chief Assistant Professor Konstantin Stankov, PhD has been an assistant and subsequently a chief assistant in the Department of Management, Faculty of Economics Trakia University, Stara Zagora from January 2007 until now.

2. Candidate's Fulfilment of the minimum national requirements and the additional requirements of RASD of Trakia University for the academic position "Associate Professor".

Chief Assistant Professor Konstantin Ivanov Stankov, PhD has presented documents that are

in accordance with the scientific indicators set in the Law on the Development of Academic Staff in the Republic of Bulgaria (LDASRB), the Regulations for its implementation (RILDASRB) and RASD of TrU (Appendix 8.5) as follows by groups:

- **Group A** (50 points required) - attached Diploma for the Educational and Scientific Degree "Doctor", № 192 / 27.03.2015 – score of 50 points.
- **Group B** (100 points required) - written monograph, ISBN 978-954-305-535-7 – score of 100 points.
- **Group C** (200 points required) - 24 publications presented - score of 285.92 points.
- **Group D** (50 points required) – citations presented - score of 150 points.
- **Group E** (without minimum requirements) - documents from TrU presented – score of 76.66 points.
- **Group F** (min. of 50 points required) - materials and references submitted – score of 115 points.

In accordance with Appendix 8.5, the minimum requirements for the academic position „associate professor“ are 450 points. The candidate has submitted scientific production, materials and references for participation in the competition, totalling 777.58 points, thus exceeding the minimum national and additional requirements by 327.58 points or by more than 70% of the required minimum.

3. General description and characteristics of the candidate's scientific output:

3.1. Scientific publications

In the competition for the academic position of "Associate Professor", Chief Assistant Professor Konstantin Ivanov Stankov, PhD has submitted 25 scientific papers (all of them following the acquisition of the educational and scientific degree "Doctor"), grouped according to the minimum and additional requirements in the attached list:

- Independent monograph - one, with the character of a habilitation thesis, 117 pages, in Bulgarian;
- Chapter from a collective monograph - one, being the leading of two co-authors, 38 pages, in Bulgarian;
- Articles and reports published in scientific journals, referenced and indexed in world renowned databases with scientific information - 9 pcs. In 5 of them he is an independent author, in 1 he is the first, in 1 he is the second and in 2 - the third author. All of them are in English.

What should be emphasized here is the activity and success of the candidate to publish in prestigious scientific journals. This not only awards him a high score to meet the requirements, but above all provides good conditions for international publicity of his scientific production, and respectively – a better opportunity for citations.

- Articles and reports published in non-refereed journals with scientific review or published in edited collective volumes (n=14). In 6 publications he is an independent author, in 2 he is the

first, in 1 he is the second and in 5 he is a third or subsequent author. Nine of the publications are in English;

The generalized quantitative characteristic of the scientific publications (n=24 without the habilitation thesis) is indicative of a very good author's independence in scientific publications - 11 in total, which comprise 45.83% of his work. Adding 4 publications (including the chapter from a monograph) in which the candidate is the first author, 62.5% of leading author position is reached, which is a serious achievement for this stage of creative development;

Work №3 (co-authored) with Impact Rank (SJR) 0.188, and Work № 8 (individual) with Impact Rank (SJR) 0.199 should be particularly taken into consideration.

Of the total number of scientific papers (n=18) (72%) are in English and 7 (28%) in Bulgarian, which once again emphasizes the author's preference to publish in renowned international scientific journals.

The scientific-educational production of the candidate adds another necessary and serious contribution to his work. Attached are 2 textbooks (co-authored), 2. self-developed programs and one co-authorship.

The data presented so far from the general characteristics of the candidate's scientific publications allow me to estimate highly his work in accordance with the indicated parameters for scientific publications.

3.2. Citations of scientific work

The candidate for associate professor, Chief Assistant Professor K. Stankov, PhD has presented a list and copies of 25 citations. Of these, two are in scientific journals, referenced and indexed in world-renowned databases (of publication №23), one - in a monograph and 22. are in non-refereed journals with scientific review. They allow for the awarding of a score of 150 points for the competition which exceed 3 times the minimum requirements for the academic position of "Associate Professor". These data reflect the international and national scientific value of the respective works.

The materials for the competition include also Reference (11 / 16.03.2021) from the Central Library of the Trakia University - Stara Zagora for publications with Imract Factor and Impact rank of Chief Assistant Professor Konstantin Stankov, PhD and another Reference (10 / 16.03.2021) of the citations in SCOPUS and Web of Sciences of scientific publications of the candidate.

These are indicative of the significance of the obtained results and the presence of the candidate in the scientific community.

4. Teaching activities

The candidate for the academic position "Associate Professor" has gained a significant teaching experience of 14 years and 6 months. He has successively won competitions and held the

positions of assistant and chief assistant at the Department of Management at the Faculty of Economics.

From his appointment to the present, Chief Assistant Professor Konstantin Stankov, PhD has delivered seminars in the disciplines "Foundations of Management", "Management of the Enterprise", and "Management of the Agricultural Enterprise". His professional growth is evidenced through his independent preparation and delivery of lectures in the disciplines "Organization of Consulting Activities" for Bachelor's degree students and "Leadership Behaviour" for Master's degree students in the master's program "Economics and Human Resource Management". He also reads lectures on the subject "Agrimanagement" for part-time Bachelor's degree students at the Faculty of Agriculture (AF) at TrU.

The candidate's commitment to the teaching and learning process is also expressed in his participation in the development of teaching aids and programs. It is evident from the reference and the attached materials for published textbooks that Chief Assistant Professor Konstantin Stankov, PhD is a co-author of the electronic textbook "Foundations of Management (Management)" for bachelor's degree students. He is also a co-author of an electronic course of lectures, seminars and tests in the discipline "Management of the Enterprise ", also for bachelor's degree students at the Faculty of Economics. In addition, he has two independently developed programs for the disciplines "Organization of Consulting Activities" at Bachelor's level and "Leadership Behaviour" at master's level in The faculty of Economics and one co-authored program for "Agrimanagement" at bachelor's level in The faculty of Agriculture at TrU.

The educational activity of chief assistant K. Stankov, PhD is expanded with his supervision of six successful graduates - 4 bachelor's degree students and 2 master's degree students.

The evidence presented above proves the effectiveness of the teaching activities of the candidate and provides good grounds in support of his compatibility for the announced academic position.

5. Participation in research and educational projects

Chief Assistant Professor K. Stankov, PhD has submitted information for participation in a total of 9 projects.

Of these, two are national – the project "Production Potential of Organic Livestock in the Southeast Region" under the Research Fund and the project BG051PO001-4.3.04-0026 "Development of Center for Electronic Forms of Distance Learning at Trakia University", funded by the Operational Program " Development of Human Resources". Both projects cover extremely topical issues, the first being concerned with opportunities for development of a very promising industry for implementation in the agricultural sector (organic farming), and the other - being directly related to the potential of educational activities at Trakia University.

One project is international - under a bilateral cooperation agreement between Bulgaria and Germany "Vergleich des fördernden bzw. Hemmenden Einflusses unterschiedlicher

Finanzierungsformen auf die Entwicklungsmöglichkeiten von Mikro- und Kleinunternehmen in Bulgarien in ländlichen Regionen “(Influence of different forms of financing on the opportunities for development of micro and small enterprises in rural areas in Bulgaria).

The candidate has also reported his involvement in 6 faculty research projects, the subject of which is closely related to his scientific interests. The projects focus mainly on research and analysis of the state and prospects for the development of dairy cattle breeding, effects of the application of the CAP, competitive opportunities of the Bulgarian agricultural sector, etc.

Active participation in the above research projects has had a positive impact on the publication activities of Chief Assistant Professor K. Stankov, PhD

6. Main directions in the research work of the candidate.

According to the object of study, the publications of Chief Assistant Professor K. Stankov, PhD can be divided into several groups.

1. Analysis and assessment of the state and opportunities for development of dairy cattle breeding in Bulgaria. The studies (n=12) are primarily aimed at determining the factors influencing the economic efficiency and management of the sector.

The impact of the size and scope of financial support for dairy farms (publication № 2), the impact of the global economic crisis (publication № 4), organizational and economic problems (publication № 10) and the impact of CAP changes on the overall and sectoral development have been presented. The role and importance of dairy farming for rural development in the EU, as well as future trends, have been outlined consistently and in detail and. A comparison of the role of the sector in Bulgaria has been developed (publication № 11). Based on the situation-retrospective analyses, comparative analyses with the EU countries, study of the impact of the CAP, as well as other investigated problems, appropriate conclusions and, above all, correct recommendations for the development of dairy cattle breeding in Bulgaria have been provided.

A large-scale study focused on practice shows that big and very big farms are characterized by high labour productivity. Revenues from production, profit and quantities of milk are several times higher than in small and medium-sized farms (publication № 10). The degree of influence of the farm capacity on the economic indicators has been established, the interrelations between the main and additional incomes, constant and variable expenses have been studied. (publication №13)

Determining the effect of lameness on the production characteristics of dairy herds - milk yield, milk protein and milk fat content (publication №3) is worth mentioning, as well as the influence of lameness on the profitability of production (publication №12). It should be noted that work №3 has an Impact rank (SJR) of 0.188.

The last four publications have made a particularly serious contribution in scientific and applied terms. In paper № 17 a methodology for determining the costs of cow's milk production has been developed and demonstrated. In work №19 through regression and correlation analysis it

has been found that the factors with the strongest influence on the profit in dairy farms in Central and Southeastern Bulgaria are labour efficiency, followed by farm size and milk yield during lactation. In the next study it has been concluded that the effect of age at first breeding and age at first calving affect the economic indicators of Bulgarian dairy farms (publication № 22). The study (publication №23), which proves the effect of the season, period and number of lactations on the incidence of mastitis and milk production in the studied herds is of significant value. This effect is estimated on the basis of a specifically developed statistical model. By analysing the variations using the statistical package ANOVA, the values of the deviations have been derived for each group of fixed factors. This has served the overall scientific precision of the study. The article has been cited twice in scientific journals, referenced and indexed in world-renowned databases.

These publications show the significant development of the candidate and his establishment as a scientist who has mastered various methods for economic, managerial and statistical analysis.

2. The next group of publications is related to the economic analysis and assessment of the state and opportunities for development of sheep and goat breeding in Bulgaria. Despite comprising a smaller number of papers ($n=6$), this group is fully comparable to the first in scientific and research value, given that the monograph of the candidate is on the same topic.

The five papers published in scientific journals (№№ 5, 7, 8, 14, 15) share the common trend of focusing on the study of economic indicators and the establishment of production efficiency. The positive and negative sides of the productive indicators of the individual breeds of sheep and goats raised in Bulgaria have been systematically and consistently highlighted. The importance of breeding different breeds of dairy and meat breeds, and especially the autochthonous ones, has been emphasized. Selection and management methods for their stabilization have been outlined.

The implication of various breeding systems and the introduction of innovative technologies of production and processing has been given due attention. General and specific management solutions aimed at increasing the efficiency of both sectors have been proposed. The individual article № 8 with Impact rank (SJR) 0.199 is worth discussing. The work has an overview and analytical character with regard to the economic aspects of the state and development of sheep breeding in Bulgaria. One of the important research conclusions made by the author is that Bulgaria has a significant natural resource of pastures and arable land for the development of a significantly larger scale in the field of animal husbandry.

Based on the conducted economic analyses in all five works the role of the subsidies for the existence and stabilization of sheep and goat breeding in Bulgaria has been established. The author has made important conclusions about the state and future development of the industry based on the results indicating the factors and dependencies for the formation of efficiency. On this basis, guidelines and solutions for its successful development have been proposed.

The experience gained in the research on this topic has allowed the candidate to further

develop and summarize his observations and conclusions in the presented habilitation thesis. The title itself, "State and Trends for Sustainable Development of Sheep and Goat Breeding in Bulgaria" sets the ambitious goal of the author for this publication to serve as a document that shows the principles and means of development of both sectors in the next programming period 2020-2027. An analysis of the state of sheep and goat breeding and the challenges in competitive conditions have been presented chronologically and logically. The guidelines of the new CAP, the problems related to the production of primary and final products and the protection of the environment have been briefly but clearly pointed out.

A significant proportion of the work is dedicated to the introduction of modern selection methods and technologies for the breeding and production of authentic products. The author's idea is that in this way the leading positions in both sectors will be restored and higher added value and competitiveness will be achieved. The importance and necessity of receiving subsidies has been justified.

The administrative and managerial views of the author are protected in emphasizing the importance of creating groups and organizations of producers, as well as proposals for solving the problems of the markets of sheep and goat products. It has been emphasised that the mobilization of the potential of the rural areas is important for the successful development of the branch. Relying on data and facts, solutions for the use of natural resources have been proposed.

Economic analyses and assessments of farms in Bulgaria have been presented in a synthesized and refined form. Justified discussions on the factors and levels of profitability in the production and breeding of small cattle have been proposed, as well as specific management approaches for increasing that profitability.

The third direction in the research and publishing activity of Chief Assistant Professor K. Stankov, PhD is focused on studying the problems of organic farming. These studies deserve special admiration, because this is the most current and promising sector of agricultural production not only nationally, but also in Europe and worldwide (publications №№ 6, 18, 21 and chapter of a monograph). The candidate presents objective assessments of the state of production, public support and marketing of Bulgarian organic products. On this basis, a proper analysis of the impact of the institutional environment on the development of Bulgarian organic production has been developed (publication №6). The good preconditions for its development in our country have been highlighted - ecologically preserved areas, healthy eating, considered benefits for the environment and rural areas. The dynamics of production and expansion of the local market have been presented and the problems and trends for development have been discussed (publication №6 and 21).

The chapter of the monograph entitled "Effects of the expansion of the production of organic products on the economic activity in the Southeastern region" deserves serious attention. The paper makes an interesting assessment of the financial incentives used in the production, including the incorrect attitude of some economic entities in their acquisition. The ways and

benefits of supporting organic producers have been highlighted in a very timely manner, as well as specific difficulties in obtaining and using them - too much bureaucracy, delayed payments, too many certification organizations, changing requirements, etc. The chapter pays special attention to the good potential of the region for the development of organic farming, and organic animal husbandry in particular. Both the available factors and conditions for the competitiveness of the sector and recommendations for sustainable development of organic production in the region have been properly addressed.

A good contribution to the research in the three main areas is the topic of publication № 16, reflecting the state and trends in meat production and trade in Bulgaria. The main problems in the sector have been competently identified and specific management opportunities have been proposed in order for them to be overcome. After the well-structured analysis of the factors determining the production, the consumption of meat in Bulgaria and the structure of the foreign trade in meat, the tendencies in the development and realization of the branch have been outlined.

The works discussed above are up-to-date, consistent and of a contributory nature, which reflects the importance of the research and publication activities of Chief Assistant Professor K. Stankov, PhD. The presented scientific production fully meets the requirements of the competition in quantitative and scientific research terms.

7. Significance of contributions for science and practice.

In each of the works of Chief Assistant Professor K. Stankov, PhD an active involvement and search for opportunities for sustainable development of animal husbandry in Bulgaria is made evident. As a result, the candidate has provided us with a very detailed report on the contributions of his scientific papers, which I confirm. Since I have indicated the main contribution in the evaluation of the scientific production of the candidate, here I will allow myself the freedom of providing a summary of the contributions indicated in the report.

1. Scientific contributions of theoretical and methodological significance:

In the two main research areas, scientific and theoretical contributions concerning the enrichment and further development of existing theoretical and research publications, categories and theoretical concepts should be highlighted. They are related to determining the methodological basis for evaluation and application of the methodological framework for establishing and influencing the economic efficiency in dairy farming - cattle breeding, sheep breeding and goat breeding. On the basis of specifically developed methods, the influence of physiological, biological, physical and health factors on the quantitative and price indicators in the production of animal products has been established (publications №, № 2, 3, 5, 16, 17, 19, 23).

2. Practically applicable contributions with elements of originality

The contributions are related to the establishment of: the influence of the breeding technology, the size of the farm and the productive direction on the milk productivity and economic efficiency in milk production (publications №, № 7, 12, 13, 14, 15 and habilitation

thesis); the influence of economic and labour factors on the profitability of the production of products from large and small ruminants (publications №, № 4, 5, 7, 8, 9, 14, 15, 22); the influence of organic production on rural development (publications № 6, 18, 21 and chapter of a monograph).

3. Practically applicable contributions, based on empirical research conducted for the first time in Bulgaria in dairy cattle, sheep and goat breeding. I accept these contributions as formulated by the author.

4. Practically applicable contributions of confirmatory nature related to publications № 1, 4, 8, 10, 11, 13, 14, 20.

The outlined merits of the research and publication activity and the confirmation of the scientific contributions of the candidate give me grounds to claim that Chief Assistant Professor K. Stankov, PhD has a clearly defined profile of a scientist and researcher.

8. Critical remarks and recommendations

I recommend the candidate for associate professor to continue and deepen his research in the field of organic livestock - opportunities for competitiveness, conditions for sustainable development and especially the impact on rural development. The emergence of new publications and consulting tools will be valuable for both theory and practice.

CONCLUSION

Based on the analysis of the teaching, scientific and scientifically applicable work of the candidate, I believe that Chief Assistant Professor Konstantin Ivanov Stankov, PhD meets the requirements of LDASRB, RILDASRB and the Regulations of Trakia University for its application.

All this gives me every reason to evaluate **POSITIVELY** his overall activity.

Please, allow me to suggest to the esteemed Scientific Jury also to vote positively, and the Faculty Council of the Faculty of Economics at Trakia University - Stara Zagora to elect Chief Assistant Professor Konstantin Stankov, PhD as "Associate Professor" in the scientific specialty "Organization and Management of Production (Agriculture)", professional field 3.7. Administration and Management, in the field of higher education 3. Social, Economic and Legal Sciences.

5th August, 2021
Stara Zagora

REVIEWER:.....
(Prof. Roumen Otchev, PhD)

Заличено!