

REVIEW

By Assoc. Prof. Dr. Rositsa Nikolova Doynovska, Head of the "Health Care" Department, Faculty of "Public Health, Health Care and Sports", South-West University "Neofit Rilski" - Blagoevgrad, professional direction 7.5. Health care for participation in a competition for the academic position "associate professor", field of higher education 7. Health care and sports, professional direction 7.5. Health care-1/4 staff, announced by the New Bulgarian University in SN no. 50/ 09.06.2023, with a single candidate, Dr. Maria Dragomirova Stoyanova

The review was prepared on the basis of order Z–RK 289/ 13.07.2023 of the Rector of the New Bulgarian University for the appointment of a Scientific Jury, in accordance with the requirements of the Law on the Development of the Academic Staff of the Republic of Bulgaria, the Regulations for the Implementation of the LDASRB, the additional requirements according to the Ordinance on the development of the academic staff at the New Bulgarian University.

I duly received the necessary documents and materials in electronic form. In the announced competition, the **only candidate is Dr. Maria Dragomirova Stoyanova**. The presented documents and scientific works are in accordance with the normative requirements for occupying the academic position "Associate Professor". Lists of scientific publications and evidence materials, official references for citations of scientific works and academic workload are presented.

I. Assessment of compliance with the minimum national requirements and the requirements of the New Bulgarian University

The presented evidence of self-evaluation and the academic reference for publications, citations and scientometric indicators of Dr. Maria Dragomirova Stoyanova are in accordance with and exceed the minimum national and additional requirements of the New Bulgarian University for holding the academic position "Associate Professor". 12 titles are submitted for participation in the competition. Of these, one monograph and 11 publications. Independent author of 4 publications, first author of 8. 15 Bulgarian citations have been searched (citation reference from the CML - issue no. 197/ 31.03.2022).



Образец за структура на рецензия/становище по конкурс за заемане
на академичните длъжности доцент и професор в НБУ

Приложение 3 към Наредба за развитието на академичния състав на НБУ

A group of indicators	Minimal requirements	Declared
A. 1. Dissertation work for the award of the educational and scientific degree "Doctor"	50	50
B. 3. Habilitation thesis - monograph	100	100
D. 8. Publications and reports published in non-refereed peer-reviewed journals or published in edited collective volumes	200	225
D. 11. Citations in monographs and peer-reviewed collective volumes 12. Citations or reviews in non-refereed peer-reviewed journals	50	75
E. 22. Training of interns, specialists and doctoral students (seminars and practical classes) 26. Membership in national and/or international organizations and associations in the relevant professional field 30. Participation in the board/management council of national and/or international organizations and associations in the relevant professional direction	30	30 10 10
TOTAL:	430	500

II. Research (creative) activity and results

1. Evaluation of the monographic work, creative performances or other publications corresponding in volume and completeness to a monographic work, including an evaluation of the scientific and scientific-applied contributions of the author.

The candidate, Dr. Maria Stoyanova, has submitted a monographic paper for participation in the competition on the topic "The COVID-19 pandemic and the psycho-emotional state of nurses", Sofia, 2022, ISBN: 978-619-7554-96-0. The monograph has 108 pages, 106 sources (17 in Bulgarian, 66 in English, 23 Internet sources), 13 figures. The structure includes six chapters. The monograph examines the COVID-19 pandemic as an unprecedented global crisis that has faced unprecedented challenges for medical professionals, medical facilities and people around the world. In the monographic work, a historical analysis of pandemics was made, and the development of the latest pandemic - that of Covid-19 in Bulgaria and its impact and consequences on nurses - was followed in detail.

A variety of methodological tools were used in the study. The author focuses on the method of focus groups of respondents, which covers line nurses and health care managers working in different structures of medical facilities in which patients with a diagnosis of COVID-19 are treated. As a result of the analysis, the main stressogenic factors and the changes in the health condition of the nurses were logically defined.



An analysis of the factors of the working environment of nurses, hiding the risk of stress, dissatisfaction and impaired psycho-emotional comfort, was carried out. Based on the identified stressogenic factors, approaches to overcome problems related to the mental health and well-being of nurses after the pandemic have been derived. In the study of stress at the workplace, a toolkit was developed for the study of: the organizational factors of the work environment, hiding the risks of stress, a toolkit for monitoring the results of the professional stress management model and its applicability for stress management. Measures to reduce the consequences of psycho-emotional discomfort are proposed, based on our own research, which can be performed by both psychologists and health managers at different management levels. The analysis of the obtained own results can serve to take measures to improve the mental health of those working in the field of health care, both during crises and in the daily activities related to the provision of medical assistance. The presented scientific-applied approaches to overcome the mental problems related to the pandemic and the necessary actions to restore the mental and emotional health of those working in the field of health care can serve for the prevention and prevention of stress in the workplace.

The monograph could be used as a methodical guide by managers of medical facilities and health care to control the manifestations of stress in the workplace, both at the personal and organizational level.

2. Evaluation of the contributions in the other attached publications (creative performances) made after the appointment of the academic position "chief assistant" or the academic position "associate professor" (for professor candidates). It also includes an assessment of the peer review requirement of the publications.

The candidate, Dr. Maria Dragomirova Stoyanova, submitted for evaluation 11 articles in non-refereed peer-reviewed journals or published in edited collective volumes. The presented articles present health care research in the following main areas:

- Organization and management of health care - the thematic direction emphasizes the autonomy of health care managers, organizational culture and organizational behavior in the structures where health care professionals work. The research activity in this area makes it possible to create new algorithms for work and/or correction of the existing work environment with the main task of offering quality, safe health care and improving their management (publications No. 1, 4, 5, 10);
- Working microclimate of health care professionals - in this direction, conflicts, manifestations of stress in nursing practice and their influence on the quality of health care and workers are examined. The most frequently applied strategies for dealing with conflict situations and stress in nursing practice are examined. A model for managing stress in the workplace has been developed. The



microclimate and work environment analysis aims to propose and put into practice strategies for coping with stress to ensure a motivating work environment. Interest in the psychoemotional state of health care professionals has been driven by the idea that satisfaction and collegial professional relationships contribute to the delivery of quality health care (publications No. 6, 7, 9).

• Provision of affordable, quality and adequate health care to patients - health care in recent years has changed its focus, not only to the sick, but also with promotion activities, prevention to improve people's quality of life. As proof of this is the proposed Project for the opening of an office for the prevention and early diagnosis of breast cancer in female employees of the Ministry of the Interior. In the direction of prevention activities, there is also research on hepatitis B prevention, where risk groups are studied and recommendations for prevention among health care professionals are made. In order for the health care provided to be adequate, it is necessary to respect the rights of the patients and their voluntary informed consent for the various medical activities (publications No. 2, 3, 11).

• Training of nursing students during academic practice and pre-diploma internship - the satisfaction of students during academic (clinical) practice and pre-diploma internship was studied. The obtained results can be used by academic teachers, basic mentors to optimize practical training in medical facilities (publication No. 8).

3. Quoting from other authors.

15 Bulgarian citations are available from the candidate's submitted documents in the competition and the CML citation reference (issue no. 197/ 31.03.2022). Dr. Maria Stoyanova has one citation in peer-reviewed monographs and collective volumes, one in an abstract for the acquisition of the ONS "Doctor" and thirteen in non-refereed peer-reviewed journals.

Dr. Maria Stoyanova's scientific output is in line with modern trends in the development of health care. In terms of content, the presented scientific publications, citations, participation in scientific forums refer to current problems in nursing care and fully correspond to the direction of the competition. The candidate in the competition has presented an objective and correct reference to the scientific contributions, which I fully accept.. It is noteworthy that in the publications the author demonstrates enviable skills to analyze known problems in nursing practice in a new way, to make reasonable conclusions and relevant recommendations for their resolution.



III. Learning and teaching activity

1. Auditory and non-auditory employment, work in the electronic training module "MOODLE - NBU", provision of student practices and internships, work with students and doctoral students.

Dr. Maria Stoyanova teaches students at the Master's Faculty of NBU and conducts a course on "Standards for electronic management in health care" during the academic year 2022/2023 (presented official note from NBU). In 2018 - 06.2023, she was a basic mentor of students from the specialty "X-ray laboratory technician" at the "Yordanka Filaretova" Medical College and conducted 160 hours of practical training in the discipline "General care for the patient" (presented service note with ex. No. 494/ 26.06 .2023).

IV. Administrative and public activity

2. Public activity.

Dr. Maria Stoyanova has been a regular member of the Bulgarian Association of Healthcare Professionals (BAHPA) since 2004 and for three years (2018-2021) was the Chairperson of the Regional Council of Chief Nurses, Regional College of BAHPA – city of Sofia. As head nurse of the Medical Institute - Ministry of interior affairs - Sofia (from 2004 to the present) has numerous awards for her high professionalism - an award from the Minister of Internal Affairs with the "Mark of Honor III degree" (2023), a plaque for proven professionalism from the Director of the Medical Institute of the Ministry of Internal Affairs (2022), Plaque for demonstrated initiative and achieved high results in the performance of official duties by the Director of the Medical Institute of the Ministry of the Interior (2014), distinction in the national competition held by the BAHPA "Nurse of the Year" - 1st place for contribution to the profession and improving the quality of health care (2008), award from the Deputy Minister of Internal Affairs "Announcement of gratitude for achieved high results and concrete contribution in the performance of official duties" (2007), Award from the Director of the Medical Institute "Medicine Institute - Ministry of Interior Affairs for significant contribution to healthcare in the MIA" (2002). All awards demonstrate the high professionalism of Dr. Maria Stoyanova and are an assessment of her activity. The participation of the candidate for the opening of an office for the prevention and early diagnosis of breast cancer among female employees of the Ministry of Internal Affairs in the Ministry of the Interior Affairs could be added here.



V. Personal impressions of the candidate (if any)

I have known the candidate in the competition, Dr. Maria Dragomirova Stoyanova, for more than 20 years. My impressions of her are of a person with high professionalism, excellent professional training, an exceptional organizer. At every stage of her work, Dr. Stoyanova shows upward development in terms of her education and development.

VI. Opinions, recommendations and notes on the activity and achievements of the candidate

A conclusion with a clearly formulated positive or negative assessment of the candidate's academic activity and a proposal for his admission or non-admission to selection by the Academic Council.

In conclusion, I believe that Dr. Maria Dragomirova Stoyanova has extensive professional experience in the field of health care. The presented scientific production meets the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its Implementation and the Ordinance on the Development of the Academic Staff at the New Bulgarian University, by presenting scientific production exceeding the minimum requirements for occupying the academic position "Associate Professor", which proves that there are sufficient grounds for a positive assessment of the materials submitted by the candidate. There is no proven plagiarism in scientific works according to the law.

I propose to the respected members of the Scientific Jury to vote with a positive vote for awarding the academic position " Associate Professor ", field of higher education 7. Health care and sports, professional direction 7.5. Health Care for Needs New Bulgarian University.

Октомври 4, 2023

Reviewer.....

Assoc. Prof. Dr. Rositsa Doynovska