

## OPINION

from

**Assoc. prof. Polina Mihova Mihova - Pavlova, Ph.D**  
**Professional field 7.4. Public Health**

on

**Maria Dragomirova Stoyanova, M.D**

candidate in an announced competition for the academic position "associate professor" in the Field of Higher Education 7. Health care and sports, Professional field, 7.5 Health care -1/4 state, published in the National official gazette N50/ 09.06.2023.

In the competition announced by the New Bulgarian University for a 1/4 state "associate professor" in Professional Field 7.5. Health care, published in the National official gazette N50/09.06.2023, one candidate participated - Maria Dragomirova Stoyanova, MD.

This Opinion has been developed in accordance with the requirements for candidates set out in the Law on the Development of the Academic Staff in the Republic of Bulgaria and the rules for its implementation, as well as in accordance with the Ordinance on the Development of the Academic Staff of the National Bank of Bulgaria.

On the basis of the report presented by Dr Maria Stoyanova, a reference according to the requirements of the National Centre for Information and Documentation /NACID/ showed that she meets the minimum national requirements under the Regulations for the implementation of the Law on the development of the academic staff in the Republic of Bulgaria, Appendix 2. Minimum national requirements and requirements of the NBU.

### **Education and qualifications**

Maria Dragomirova Stoyanova graduated with a degree in "nursing" in 1988, and in 2001 she obtained a bachelor's degree in "Health care management and teaching in a medical college". In 2009, she upgraded with a master's degree in "Health Management" at Medical University, city Sofia, and later at the same university and with a master's degree in "Management on healthcare care". In 2017, Dr Maria Dragomirova Stoyanova received a PhD degree in the field of Higher education 7. Health care and sports, professional field 7.4. Public Health at the Medical University in Sofia.

Professionally, from 2004 to the present, she has been the head nurse at the MHAT of the Medical Institute of the Ministry of Internal Affairs. She actively participates in the social life of the Bulgarian Association of Health Care Professionals (BAPZG), and in the period 2008-2011, she was the Chairman of the RS of the Chief Nurses at the RK of the BAPZG.

*She has been honoured with a number of awards for her significant contribution to healthcare in the Ministry of the Internal Affairs.*

It should be taken into account that Dr. Dragomirova has permanent interests in scientific research, and I would say - solutions, in the direction of analysis and taking measures to deal with stress at the workplace in a medical institution. Her dissertation work for obtaining an educational scientific degree is related to workplace stress (Management of workplace stress among health care professionals at the Medical Institute of the Ministry of the Internal Affairs), and the logical continuation is the monographic work from 2021 with the title: "The Covid-19 pandemic and the psycho-emotional state of nurses". This confirms the fact that the candidate has a research interest focused on the psycho-emotional state of the staff, as well as the development of measures to improve the microclimate in the organization.

Regarding **the research** activity of Dr. Maria Stoyanova, several main directions can be distinguished:

*1. Organization and management of health care.*

In the research she conducts and publishes, Dr Stoyanova is interested in the organization of health care and its effective management, studying the ways of personnel selection, motivation and training, autonomy in decision-making, as well as the influence of organizational culture and organisational behaviour on work performance in health care professionals.

*2. Work microclimate and quality of work life of healthcare professionals.*

The candidate examines elements of teamwork in nursing and negative trends such as conflict, occupational stress and dissatisfaction among staff.

In the scientific research, it is striking that, in addition to analyzing the causes and frequency of negative manifestations of stress, conflicts, and dissatisfaction with work in the organization, the author offers ways and forms to overcome such trends in order to achieve harmonious and satisfying professional relationships as a guarantee of performance of quality health care.

*3. The problems surrounding the provision of affordable, quality and adequate health care to patients.*

In a number of articles authored or co-authored by the candidate, as well as in the research she has carried out, she looks for objective factors influencing quality, namely organizational-structural processes, resource provision and qualities of the employees in the organization.

**As theoretical contributions, I can summarise:**

1. Dr Maria Stoyanova is the author of the monograph "The Covid-19 Pandemic and the Psycho-Emotional State of Nurses", where she thoroughly examines the feelings, emotions, experiences and psycho-emotional state of nurses during the unprecedented crisis caused by the Covid-19 coronavirus infection. 19
2. The candidate authorises a self-made model for managing professional stress.

**As practical-applied contributions, I can summarise:**

1. In her research, Dr. Stoyanova uses tools developed by the author for specific research, such as questionnaires, surveys, work with focus groups, and interviews, based on good practices and established models.
2. Dr. Stoyanova is the author of a successfully implemented 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 Affairs/

After studying the publications and works provided for the competition, I believe that the statements formulated in the Statement of Contributions and Scientific Achievements are to a large extent contained in the submitted materials. They present Dr. Maria Dragomirova Stoyanova as a competent and reliable scientific researcher in the field of health care and health management.

**CONCLUSION:**

The educational activity in a real clinical environment and the scientific production submitted for participation in the competition by Dr Maria Dragomirova Stoyanova give me the reason to believe that all the requirements of Law on the Development of the Academic Staff in the Republic of Bulgaria for occupying the academic position of "associate professor" in professional direction 7.5 Health care have been met.

In accordance with the New Bulgarian University's competition announcement, I completely accept and strongly suggest Dr. Maria Stoyanova's nomination for the academic position of "associate professor" to the distinguished scientific jury.

Sofia  
21.09.2023

Prepared the opinion  
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