

## REVIEW

**for participation in a competition for the occupation of the academic position "professor" in professional field 1.1. Theory and Management of education (Administrative and financial management in the education system) announced by *Konstantin Preslavsky* University of Shumen in the State Gazette No. 41/03.06./2022**

The review was prepared by Prof. Svetlozar Petkov Vatsov, Ph.D., Professional Field 1.1. Theory and Management of Education (Education Management), in his capacity as a member of the scientific jury for the competition according to Order No. 16-161 /30.08.2022 of the Rector of Shumen University.

One candidate has submitted documents for participation in the announced competition: Associate Professor Denitsa Petkova Zagorcheva-Koicheva, Ph.D..

### **I. GENERAL DESCRIPTION OF SUBMITTED MATERIALS**

#### **1. Application data**

In order to participate in the competition, the candidate Denitsa Zagorcheva-Koycheva submitted: an application for admission to the competition, a professional resume, two diplomas for completed higher education, a diploma for the awarded Ph.D. degree, a document for the academic position "Associate Professor", a list of the publications participating in the competition, a reference for original scientific contributions, a reference for citations, a reference for the fulfillment of the minimum national requirements under Art. 2b, para. 2 and 3 of Law for the Development Academic Staff in the Republic of Bulgaria (LDASRB), reference on the additional indicators under Art. 61, para. 3 of Implementing regulations of LDASRB, two declarations and etc.

The documents are clearly marked, well arranged and fully comply with all requirements of the LDASRB, IRLDASRB and the Regulations for the Development of the Academic Staff at Shumen University.

## **2. Applicant data**

Denitsa Petkova Zagorcheva-Koycheva graduated with a degree in "Economics and Industrial Management" at the University of Economics - Varna in 1999 and a master's degree in "Finance" at the Burgas Free University and in "Accounting and Control" at the University of Veliko Tarnovo "St. Cyril and Methodius" in 2003. She holds a doctorate in "Economics and Management" in the professional field 3.8.Economics, field of higher education 3. Social, economic and legal sciences.

Her professional experience began in 2000. She worked as an accountant, chief accountant and head of department in the Shumen municipality. From October 1<sup>st</sup>, 2013, she was appointed as an assistant at the Shumen University, where she later became the deputy chief accountant of DIQLL, chief assistant and associate professor.

She has excellent communication and leadership skills. Her professional and scientific development show a lasting interest in the problems of educational management.

## **3. Characteristics and assessment of the candidate's teaching activity**

Denitsa Zagorcheva-Koycheva has lectures and exercises at Shumen University on the subjects *Financial Management in Education, Administrative Management in Educational Institutions, Workshop on Leadership and Management Styles, Communication and Management in Education, Accountability and Control in Education, Risk Management* in specialty *Educational Management, Financial Management* in Majors *Corporate Finance and Accounting, Management of Interactions in Educational Environments* in major *Innovation in Technological Learning and Entrepreneurship, Public Finance* for majors *Corporate Finance and Accounting, Economics and Business Management, Project and Program Management, Economics and Financial Management of Education* in major *Education Management, Social Entrepreneurship* in the *Master's degree Innovations in Technological Education and Entrepreneurship, Entrepreneurship and Economics, Management of Finances, Management of Relationships in an Educational Environment, Technology of Organizational and Business Behavior, Management of Entrepreneurial Activity, Organizational and Business Behavior, Market Economics in the Pedagogy of Technology and Technology*

*Education Major, Fundamentals of Finance for Majors Business Mathematics, Business Informatics, Finance for the Tourism major, Public Finance in the bachelor's degrees Economics, Economics and Mathematics.*

I do not know in detail her teaching activity and cannot give an assessment of it.

#### **4. General characteristics of the scientific works and achievements of the candidate**

For the competition, Denitsa Zagorcheva-Koycheva presents scientific works that meets the requirements - one published habilitation thesis, a published monograph that is not presented as the main habilitation thesis, ten articles published in non-indexed journals with scientific review or in editorial collective volumes, two published chapters from a collective monograph. In terms of their focus and content, they correspond to the theme of the announced competition and are dedicated to current and significant problems and especially management practice problems.

The quality and quantity of the materials presented by the candidate show that with the collected 670 points they meet the minimum requirements under Art. 2b, para. 2 and 3 of LDASRB of 550 points for holding the academic position "professor" in the scientific field and the professional direction of the competition. In addition, no plagiarism has been proven in the scientific works presented in the competition.

#### **5. Content analysis of the applicant's scientific achievements in the documents for participation in the competition**

The submitted for review papers outline the framework of professional interests and reveal the focus of the candidate's research pursuits in the field of educational administration.

The habilitation thesis *System for Successful Management of the Educational Institutions* presents a management system of the educational institution as a tool of the modern director, aimed at organizing the administrative process.

The system proposed in the monograph for successful management of educational institutions structures the main activities and stages in the management of schools and kindergartens. The system presents synthesized, systematized management algorithms in the various areas of management. The

application of the algorithms can help in the organization and consistent execution of various administrative activities within the scope of the education manager's duties.

It is stated that the administration in any field is a comprehensive process that includes various activities that may be more or less related or may not have any functional relationship with each other. The creation of a system implies the unification of individual activities as a complete functional apparatus.

In the overall administrative process each administrative activity is also considered as a process. In this sense, administrative activities include numerous sub-activities. Each of them includes its own characteristics such as specificity and urgency of implementation, regulatory requirements and restrictions, need for expert staff, etc. The creation of algorithms for the various administrative activities implies their structuring in a certain sequence resulting from their specific characteristics.

It is emphasized that the use of the system will facilitate the director in self-planning and self-organization of administrative commitments so that he has an overview of all processes in the educational institution he manages, plans and fulfills his duties on time, specifies his direct participation and control, to make correct and workable decisions and to ensure free time for himself.

The system for successful management of the educational institution presented in the monograph is developed for the benefit of the directors in the system of preschool and school education. The system has open content, which allows more management algorithms to be developed and included, aimed at other activities and processes such as principal's duties. The system also allows rapid updating of individual algorithms in case of changes to the legal basis, changes in requirements and deadlines, addition or deletion of obligations, etc.

The developed system for successful management of educational institutions is a useful tool for the educational manager to achieve effective management of the institution.

The Monograph *Model for Formation of Financial Literacy as a Key Competence for the Development of Education* offers an innovative model for financial literacy formation.

The model was developed on the basis of cognitive development at different ages and is tailored to the mental capabilities of children and students of the respective age. The model is aimed at acquiring knowledge and building values at an early age. This will benefit the overall growth and development of society, related to economic and technological development, financial well-being and administrative security.

The model has a double effect related to the educational management. On one hand, it introduces innovative financial literacy training, and on the other hand, it prepares current and future management personnel to manage education and other key sectors of socio-economic life.

The model has no analogue to date. The model can be used both in the training of students and in the practice of teaching staff, and as a basis for upgrading or creating other models in this area.

The articles presented by Denitsa Zagorcheva-Koicheva analyse phenomena from several thematic areas: financing of education, financial literacy, current problems of the management of educational institutions. All articles are distinguished by their relevance and scientific integrity.

The University textbooks and teaching materials developed by the candidate aim to form knowledge on issues related to various aspects of education financing and management. This will better prepare students as future financial management professionals and as education committee leaders.

#### **6. Critical notes and recommendations.**

I have no critical notes and recommendations to the works submitted for review and I accept the majority of the scientific contributions formulated by the candidate in the reference, which are mainly of scientific and applied character.

#### **7. Personal impressions of the candidate**

I know Denitsa Zagorcheva-Koicheva from our joint work at the university. During this time, I have had the opportunity to convince myself more than once of her accuracy, as well as of the high professionalism in the field in which she works. She has excellent team work skills, loyalty, creativity and responsibility, with which she leaves an excellent impression on both her colleagues and the students she teaches.

## **8. Conclusion on the application**

After having familiarized myself with the materials and scientific works presented in the competition and based on the analysis of their significance and the scientific contributions, I confirm that the scientific achievements of the candidate meet the requirements of LDASRB and the rules for its application for candidate to apply for the academic position "professor" in the scientific field and professional direction of the competition.


## **II. GENERAL CONCLUSION**

Based on the above, I give my positive assessment of the candidate and recommend the scientific jury to propose to the competent authority to elect Denitsa Petkova Zagorcheva-Koycheva to occupy the academic position of "professor" in professional field 1.1. Theory and management of education (Administrative and financial management in the education system).

06.10.2022

Shumen

Prepared by:

 /Prof. Svetlozar Vatsov, PhD /