

ACADEMIC REFERENCE LETTER

by prof. Rozaliya Kuzmanova – Kartalova, PhD
about the scientific and educator's work
of Associate professor Marinella Ivanova Grudeva, PhD

for the academic post “professor”, in the area of higher education 1. Pedagogical sciences, professional field 1.2. Pedagogy, Theory of Education and Didactics (teaching medical specialists and future health care providers), announced in the State Newspaper, issue 62/06.08.2019 to meet the needs of the Department of “Healthcare Management”, Faculty of “Public Health” at the Medical University of Varna

Applicant's Biodata

Associate professor Marinella Ivanova Grudeva, PhD, Doctor of Pedagogy is the only candidate in the competition for the academic post “Professor”, announced in the State Newspaper, issue 62/06.08.2019.

She was born on the 7th of June, 1955 in Varna. She graduated from Tarnovo University, “St. St. Cyril and Methodius” specialty Bulgarian philology major and History minor. She obtained a Master's degree (educational qualification level) in 1982. Her professional qualification is “A specialist in Bulgarian Philology and a teacher in Bulgarian language and literature”. She obtained her Second Class Qualification Level in 1994 and in 1996 – First Class Qualification Level. In 1996 she finished her one year postgraduate specialization in “Social Pedagogy” at the Central Institute for Teacher Qualification, Sofia University, “St. Kliment Ohridski”.

In 2001 Marinella Grudeva obtained the professional educational scientific degree “PhD” in the field of the scientific speciality “Theory of Education and Didactics”, after the defense of her dissertation work on the topic: “Humanization of Relationships in the Contemporary School” as a nontraditional doctoral student at Sofia University, “St. Kliment Ohridski”.

In 2006 she was appointed to the rank “associate professor” in the Theory of Education and Didactics by competition, announced by the Technical University, Varna. Since 2008 after winning a competition, she has been an associate professor at the Medical University, “Prof. Dr. Paraskev Stoyanov”, Varna.

From 2006 to 2015 she actively participates in various courses for improving her professional qualification, some of which on “Pedagogy and Psychology in Higher Education” at Tula State Pedagogical University “L.N.Tolstoy”; Modern tendencies in the Development of Higher Medical Education” at the Moscow State Medico-Dental University, at the Ministry of Health and Social Development of the Russian Federation; “Management Skills at the Ministry of State Administration and Administrative Reform and the Institute of Public Administration and European Integration; Interactive Methods of Teaching at Sofia University “St. Kliment Ohridski” - Faculty of Pedagogy; Methodology of Scientific Research Work; Project Management and German Language at Medical University, Varna, etc.

Professional Career

Associate professor Marinella Ivanova Grudeva's career began in 1974 as an irregular, non

certified teacher at “Hristo Smimenski” primary school, in the village of Zvezdets, Burgas region and continues with work in different educational institutions, such as Ministry of Education-inspector, Yordan Yovkov Primary school, Varna (supervisor, teacher, deputy head and headmistress), Varna Free University “Chernorizets Hrabar” (visiting lecturer), Technical University, Varna (visiting lecturer, Associate professor), Municipal children’s complex, Varna (principal); and since 2008 to date, as an associate professor at MU-Varna.

Scientific research and publishing activity in relation to the competition for the academic position of professor

Associate professor Grudeva takes part in the competition for the position of a professor with 87 publications altogether, as follows:

Research Monographs – written individually	1
Books, textbooks and handbooks – written individually	3
Books, textbooks and handbooks – written in co-authorship /collaboratively	4
Publications in scientific magazines/journals in Bulgarian - written individually	5
Publications in scientific magazines/journals in Bulgarian - written collaboratively	16
Publications in scientific magazines/journals in a Foreign Language - written individually	2
Publications in scientific magazines/journals in a Foreign Language - written collaboratively	11
Publications in books of collected scientific research articles in Bulgarian - written individually	14
Publications in books of collected scientific research articles in Bulgarian - written collaboratively	4
Publications in books of collected scientific research articles in a Foreign Language - written individually	15
Publications in books of collected scientific research articles in a Foreign Language - written collaboratively	11
A casebook in Bulgarian - written collaboratively	1

Out of the 20 publications included in the report as a minimum requirement, 18 are written individually by the author and 2 of them with a co-author (but associate professor Grudeva is the first author).

Out of the 20 publications - 5 are in Bulgarian and 15 in a foreign language.

Out of the 67 publications that are not included in the report for minimum requirements, 21 of them are written by the author individually and 38 in co-authorship (associate professor Grudeva is the first author), 16 (a second author), 1 (third author) and 1 (fourth author).

Out of all the 67 publications - 43 are in Bulgarian and 24 - in a foreign language.

Publications that are included in scientific journals with ISSN and books of collected papers with ISBN with copies **in addition to the ones participating as evidence to meet the minimum requirements** for the academic position of a “professor”:

In journals with ISSN in Bulgarian:	20
In journals with ISSN in a foreign language:	10
In journals with ISBN in Bulgarian:	15
In journals with ISBN in a foreign language:	14
Total number of publications with ISSN and ISBN:	59

The overall scientific work of the candidate, presented in the complete list of publications (2008 – 2019), includes a 116 written works (1 author’s summary of her dissertation inclusive), that are distributed as follows:

Author’s summary of her dissertation *	1*
Monographs – written individually	3
Books, textbooks, handbooks - written individually	3
Books, textbooks, handbooks – written collaboratively	4
Publications in scientific magazines/journals in Bulgarian - written individually	5
Publications in scientific magazines/journals in Bulgarian - written in co-authorship/collaboratively	17
Publications in scientific magazines/journals in a Foreign Language - written individually	2
Publications in scientific magazines/journals in a Foreign Language - written collaboratively	11
Publications in books of collected scientific research articles in Bulgarian - written individually	25
Publications in books of collected scientific research articles in Bulgarian - written collaboratively	6
Publications in books of collected scientific research articles in a Foreign Language - written individually	25
Publications in books of collected scientific research articles in a Foreign Language - written collaboratively	11
A casebook, published in an edited volume of collected papers (collective monograph).	1
A casebook in Bulgarian - written in co-authorship/collaboratively	2

Out of the 116 publications - 29 are presented in the competition for the associate professor’s post, while the rest 87 in number, published after this period are presented in the competition for the position of a full professor.

Monographs: 3 copies with total volume of 781 pages
 Books and textbooks: 4 copies with total volume of 887 pages
 Teaching tools/Handbooks: 3 copies with total volume of 675 pages
 Casebooks: 3 copies with total volume of 108 pages
 Articles: 35 copies with total volume of 286 pages

Reports: 67 copies with total volume of 691 pages

The citations of the publications by other authors, according to a reference prepared by the library of MU, Varna shows that associate professor Grudeva is well-recognized among scientists: 50 citations in monographs and collected papers/volumes with scientific reviews and 34 citations or reviews in not refereed journals with scientific reviews.

In the period of 2008 – 2019 associate professor Grudeva took part in more than 60 national and international conferences, which demonstrates a consistent and purposeful scientific activity and systematic presentation of ideas before the broad scientific community.

The major areas of scientific interests of the candidate for the post of a professor are: Andragogy and Pedagogy (General, Medical, Social, Health, Pedagogy in Early Childhood Education).

Summary of thematic areas of the scientific discipline “Andragogy” (Table №1)

Table № 1.

№	Summary of thematic areas	Place/site of information in a report with abstracts of scientific works and publications in scientific journals and books of collected papers
1.	Andragogy (theory of education and teaching adults)	Not included in the reference minimum requirements: Г 7.10, E 21.65
2.	Applicability of the androgynous approach in an academic and clinical setting	Included in the reference minimum requirements: Г 7.10 Not included in the reference minimum requirements: Г7.12, Г7.37
3.	Andragogical preparation of students, lecturers at Medical Universities and colleges and medical professionals in clinical bases outside the university, medical centres and structures	Included in the reference minimum requirements: B 3.1. Not included in the reference minimum requirements: Г7.15

Summary of thematic areas of the scientific discipline “Pedagogy” (General, Medical, Social, Health, Pedagogy in Early Childhood Education - Table №2)

Table № 2.

№	Summary of thematic areas	Place/site of information in report with abstracts of scientific works and publications in scientific journals and books of collected papers
1.	Pedagogy (theory of education and didactics), social pedagogy, health	Included in the reference minimum requirements: Г 6.2, Г 7.4

	education pedagogy , pedagogy of early childhood, <i>(theoretical and practical aspects of application)</i>	Not included in the reference minimum requirements: Γ 6.1, Γ 6.2, Γ 7.6, Γ 7.7, Γ 7.11, Γ 7.17, Γ 7.20, Γ 7.22, Γ 7.29, Γ 7.35, Γ 7.36, Γ 7.38, Γ 7.47, Γ 7.52, Γ 7.55, Γ 7.58, E 20.64, E 21.65
2.	Theory and methodology of education at the Medical University (medical pedagogy), <i>(theoretical and practical implementation aspects)</i>	Included in the reference minimum requirements: Γ 7. 14, Γ 7.16, Γ 7.17, Γ 7.18, E 21.20 Not included in the reference minimum requirements: Γ 7.8, Γ 7.10, Γ 7.13, Γ 7.21, Γ 7.23, Γ 7.30, Γ 7.31, Γ 7.32, Γ 7.39, Γ 7.41, Γ 7.42, Γ 7.45, Γ 7.47, Γ 7.50, Γ 7.51, Γ 7.54, Γ 7.58, E 20.62, E 20.63, E 21.66
3.	The formation of professional, pedagogical and other types of competency of both lecturers and students at the Medical University and the Medical College <i>(theoretical and practical implementation aspects)</i>	Included in the reference minimum requirements: B 3.1, Γ 7.6, Γ 7.7, Γ 7.9, Γ 7.10, Γ 7.11, Γ 7.12, Γ 7.14, Γ 7.15 Not included in the reference minimum requirements: Γ 7.9, Γ 7.13, Γ 7.19, Γ 7.22, Γ 7.25, Γ 7.26, Γ 7.27, Γ 7.28, Γ 7.40, Γ 7.42, Γ 7.44, Γ 7.49.
4.	Contemporary tendencies of the modernization and development of the higher medical education in the context of the lifelong learning concept <i>(theoretical and practical implementation aspects)</i>	Included in the reference minimum requirements: Γ 6.3, Γ 7.19 Not included in the reference minimum requirements: Γ 7.12, Γ 7.19, Γ 7.26, Γ 7.27, Γ 7.28, Γ 7.38, Γ 7.47, Γ 7.48, Γ 7.53, Γ 7.56, Γ 7.57, E 20.61
5.	Humanistic and democratic bases of teaching in the higher education institution <i>(theoretical and practical implementation aspects)</i>	Included in the reference minimum requirements: Γ 7.4, Γ 7.8, Γ 7.13 Not included in the reference minimum requirements: Γ 7.5, Γ 7.16, Γ 7. 18, Γ 7.20.
6.	Other <i>(theoretical and practical implementation aspects)</i>	Included in the reference minimum requirements: Γ 7.5 Not included in the reference minimum requirements: Γ 7.3, Γ 7.4, Γ 7.24, Γ 7.33, Γ 7.34, Γ 7.46, Γ 7.59, Γ 9.60

Candidate's Works Contributions

- The theoretical and practical implementation aspects of pedagogy and andragogy have been pointed out and these have been adapted to the specifics and professional preparation at the Medical University. They have been reflected in the syllabi for medical student

education aiming at improving the quality of the education process and the level of professional competence and readiness.

- The effectiveness of the implementation of the andragogic approach in teaching students and patients has been investigated. The connection and interrelation between the process of ageing and contemporary concepts of teaching adults have been proved.
- Theoretical and methodological problems of education in the system of the medical education have been developed in the context of the contemporary strategies for modernization and development of higher education and the higher schools' responsibilities in relation to the implementation of the European Qualifications Framework for Lifelong Learning and the European Framework of Reference for Key Competences. These works are applied in the students' professional preparation and the lecturers' pedagogical and andragogical preparation.
- The first of its kind more extensive investigation has been carried out on the state of pedagogical and andragogical preparation of students who obtain the qualification "lecturer in practical studies" and of lecturers who are medical specialists. The necessity for developing and specifying its normative basis has been proved as well as the creation of a specialized methodological basis of information for this preparation, that was supported by a functional role model of the contemporary lecturer developed (by authors).
- An author's conceptual model has been designed both in terms of content and structure that describes a centre for comprehensive pedagogical and andragogical preparation of students, doctoral and postdoctoral students, university lecturers – medical and non-medical specialists at the Medical University in Varna, as well as medical specialists from centres outside the university and clinic premises following a tested and approved pilot model which provides opportunities for implementation in other Higher Education Institutions.
- A theoretical research of the problem that concerns the essence and specifics of distance learning has been performed. Opportunities for its implementation in pedagogical and andragogical preparation of lecturers have been given in the context of higher medical education through development and adaptation of an author's course model which has been piloted, thus tested and approved at the Medical University, "Prof. Dr Paraskev Stoyanov", Varna (Veliko Tarnovo Affiliate).
- Various problems of early childhood education and early child development in the conditions of an autonomous crèche have been investigated, clarified and developed in a theoretical and innovative practical implementation aspect.
- The level of pedagogical preparation of healthcare specialists to work in a crèche has been researched and tendencies have been outlined for their additional qualification on the basis of clearly defined functions and roles in the process of providing effective interaction between both the personality factors in the crèche and the team working in the crèche and the family.
- Profound research has been done of the humanist ideas of the Bulgarian Renaissance and they have been selected as a basic criterion both for the humanization and democratization of education and the society as a whole, and for the overall reconsideration and rethinking the criteria for evaluation and self-evaluation of modern teachers' effort.
- The connection and conditionality of the processes of humanization and democratization of education at the Medical University have been examined through identifying their

- specific features in a modern educational environment, in the context of the European and national strategies and programs for the development of higher education.
- The relationship and the interdependence of healthcare education, healthcare culture and a healthy style of life of children in the kindergarten and in the contemporary school in the context of the WHO (world health organization) strategy for promoting health in a diverse social environment and the project "Health Promoting Schools" have been investigated and proved.
 - Various aspects of the process of formation of professional and pedagogical competence of medical specialists have been investigated and established in the modern aspect of understanding and treatment of this competence, its importance as a prerequisite for career development inclusive.
 - Two models for planning, organization and management of practical seminars with students of the Department of Healthcare Management have been developed. (both for regular seminars and clinical practice). These models have been piloted and tested in the process of teaching students from the same speciality and are applied in practice as methodological guidelines for the lecturers of the practical seminars at the Medical University of Varna and its affiliates in Shumen and V.Tarnovo, as well as for the lecturers in the practical seminars and supervisors at the clinic premises).
 - Various theoretical and practical implementation aspects of **learning outside the classroom** have been examined and developed. Its diversity, intricacy and interactiveness as a pedagogical and social phenomenon have been confirmed. Its opportunities for spatial measurement and effective interaction between the centres outside of schools with the NGOs in the process of the socialization of the child's personality have been outlined.
 - Some other pedagogical, social, psychological and health problems and tendencies which become obvious in the dynamics of the social and public relations have been examined. They are primarily related to the young generation's adaptation and adjustment (the young specialists inclusive) to the contemporary rhythm and style of life, social norms and rules of behavior which point out to an ever increasing need for early diagnostics and adequate preventive activity such as: manifestation of violence and aggression among the students/pupils; behaviour deviations in crises during adolescence and puberty; risk behavior of students on the global internet; attitude of young people towards family and parenthood; communication problems while building effective interaction between the different participants in the process of education; between the members of multifunctional and polycultural communities; groups and teams; in the process of realization of a specialized professional activity; civic and citizenship education of young people and their interaction with the organs of local government, etc.

Teaching Activities

Associate professor Marinella Grudeva, PhD organizes lecture courses in the following disciplines: "Pedagogy", "Andragogy", "Children's pedagogy", "Principles and methods of teaching", "Medical pedagogy", "Methods of teaching practical seminars to students of the professional field "Health care" such as nurses, midwives, logopedy or speech therapy and Healthcare management - qualification level "bachelor's degree" and education-qualification level "master's degree". She meets the requirements for having more than the necessary contact hours of teaching

within the period of the application procedure (her workload report has been enclosed).

She has been academic advisor to 12 graduate students and 3 doctoral students. She has supervised scientifically the publication work of a number of students, doctoral students and young lecturers in science fora held in Bulgaria and abroad, the total number of the attached evidence is 30 publications.

A list of 17 published papers in co-authorship with students has been enclosed.

A report has been attached about the lecturers with academic degrees and those without such degrees who have been trained at the Centre for pedagogical and andragogical competence at MU, Varna. The total number of trainees is 550 specialists, of whom 440 are regular lectures on a basic contract at MU and 110 clients from outside the university.

Associate professor Marinella Grudeva, PhD participated in two projects as an expert / trainer: in 2016 she took part in the project of MU, Varna "Creating a Modern System of Lecturers' Career Development" at the Medical University "Prof. Dr. Paraskev Stoyanov", Varna with the financial support of Operational programme " Human Resources Development ", co-funded by the European social fund of the EU. Between 2018 and 2020 she participates in an international scientific research project: "Victim Behavior Prevention in Student Youth in the Global Internet Setting", organized by Kazan (Volga region) Federal University, as an expert and researcher.

She performs a significant **expert and organizational management activity**:

- For more than 15 years she has been a regional correspondent for Az-Buki newspaper, an organ of the Ministry of Education and Science.
- Expert at the Territorial organization of Scientific and Technical Unions, Varna, on evaluation of diploma papers /graduate course works in the municipal competition "The best diploma paper" (2004 to 2018).
- Member of the management board of the Association "Traditions, Spirituality, Culture" since May the 5th 2008.
- Member of the Expert Council at the E-magazine "Pedagogical forum" of the Department for Information and In-Service Teachers Training, Stara Zagora, part of the Thracian University.
- Deputy chairperson of the Faculty Council of the Faculty of Public Health (2012 – 2016).
- Head of the Master's program "Social Medicine and Health Management" in Russian at MU, Varna (2015 – 2016) and lecturer.
- Participation in teams for developing normative documents, curricula and syllabi for teaching students at MU, Varna (2008 - 2018).
- Participation in accreditation procedures of specialties and programs at MU, Varna (2008 – 2019).
- Participation in teams for developing regulations for awarding credits and credit transfer of and at the Faculty of Public Health, at the Medical University, Varna.
- Head of a team of scientists for developing and constant updating of a Catalogue of educational aims and professional competencies in the Faculty of Public Health.
- Head of a centre for pedagogical and andragogical competence of the academic staff at MU, Varna (2012 - 2019) and the chief lecturer at the centre.
- Participation in a working group for designing and developing educational documents for

distance learning at the Faculty of Public Health, etc.

- Participation in examining boards for the carrying out of a complex state exam and defense of a diploma paper by students from the speciality "Healthcare Management" with educational qualification level "Master's degree".
- Chairperson of the state examining board for carrying out state exams of students from the speciality "Healthcare Management" with educational qualification level "Master's degree" after the educational qualification level "bachelor" in the same speciality.
- Chairperson of an examining board for defense of a pre-diploma training in pedagogical disciplines of students from the speciality "Healthcare Management".
- Participation in program councils of the specialities: Healthcare Management and Speech Therapy.

Member of prestigious scientific organizations: The Union of Scientists in Bulgaria since 01.10.2002, section "Pedagogy and Psychology" at Sofia University "St. Kliment Ohridski", and since 2014 the section "Medicine" at the Medical University, Varna and the Association of professors from Slavic countries /APCC-APSC/ since 03.09.2011.

In her scientific and creative career associate professor Marinella Grudeva, PhD, **received various awards and certificates of distinction, such as:** Diploma from the Bulgarian Red Cross (District Council) for cooperation and contribution to the development of the Red Cross movement in Varna, May 2008; Diploma from Varna Municipality for outstanding contribution and active participation in the realization of the partner project "Youth Stock Exchange of Ideas" and a competition for the best diploma paper, December 2011; An honorary diploma and a plaque of Varna Municipality for her contribution to the organization of extracurricular activities outside the schools with children, May 2013; A plaque awarded by the Mayor of Varna Municipality for her contribution to the realization of the youth policy of Varna Municipality, June 2013.


Conclusion

By way of conclusion the following summary could be drawn: associate professor Marinella Grudeva, PhD shows commitment and high professional skills in her teaching; she successfully integrates the areas of her scientific interests, synchronized with the modern concepts and the current state of problems; her publications correspond to the competition profile; she takes part in scientific research projects; she works actively both with undergraduate and doctoral students; she is well-recognized by her peers in the scientific community; she presents an appropriate portfolio of her professional work and activities.

The analysis of her entire scientific research, teaching, project, work as an expert and social activity as well as associate professor Grudeva's scientific contributions mentioned above, allow me to support her application for the position of a professor at the Medical University, Varna. I strongly recommend associate professor Marinella Grudeva, PhD to the Scientific jury to propose to the Faculty Council of the Faculty of "Public Health" and vote in favour of associate professor Marinella Grudeva's application, so that she is appointed as a professor in professional field 1.2. Pedagogy, Theory of Education and Didactics (teaching and training medical specialists).

20.11.2019 .

Signature:


/prof. Rozaliya Kuzmanova – Kartalova, PhD/