

Review

By Assoc. Prof. Nevyana Feschieva, MD, PhD

Regarding: Competition for acquiring an academic position "Associate Professor" in the specialty "Healthcare Management", professional field 7.4. Public Health, area of higher education 7. Health and Sports; for the needs of the department of "Social Medicine and Healthcare Organization" at the Faculty of Public Health, Medical University "Prof. Dr. P. Stoyanov" Varna, published in State Gazette 8/28.01.2020.

According to Order No P-109-181 /3.06.2020 of the Rector of the Medical University of Varna I was appointed as an internal member of the scientific jury and I was appointed to prepare a Review for a Competition for acquiring an academic position "Associate Professor" in the specialty "Healthcare Management", professional field 7.4. Public Health, area of higher education 7. Health and Sports; for the needs of the department of "Social Medicine and Healthcare Organization" at the Faculty of Public Health, Medical University "Prof. Dr. P. Stoyanov" Varna.

The only candidate in the competition is Dr. Dimitar Valchinov Dimitrov, MD

Information about the procedure and the submitted materials. The competition was announced according to Act for the Development of the Academic Staff in the Republic of Bulgaria and the Rules for its application.

Brief career profile of the applicant. Dr. Dimitar Dimitrov was born on February 8, 1959.

Education. In 1982 graduated as a master dentist at the Faculty of Dentistry of the Medical University - Sofia. In 1992 he acquired a degree in "Maxillofacial surgery". He has acquired a Master's degree in Public Health and Health Management from the Faculty of Public Health of the Medical University of Sofia - 2004. After successfully defending a dissertation on "Problems of the professional career of the hospital manager" in 2009 he was awarded with the academic degree "Doctor". The candidate for associate professor has completed a number of courses in the field of public health and hospital management, organized both within international projects, three of which together with the Spanish Agency for International Cooperation, and by Bulgarian institutions.

Professional career: Till the submission of the documents for the competition D. Dimitrov has work experience only in the field of healthcare 36 years 10 months 20 days. He

began his professional career as a dentist in Pirdop, followed by a position of maxillofacial surgeon and head of the relevant department at the District Hospital "Dr. Racho Angelov" - Sofia - 1985-1993, then till 1995 is the medical director of the same hospital. From 1995 to 1997 is a maxillofacial surgeon and Head of sector at the Military Medical Academy in Sofia. From 1997 to 2000 is the Director of the Regional Hospital "Dr. Racho Angelov", and since 2000 until 2015 is the Executive Director of the same hospital, renamed the University Hospital "St. Anna. From June 2017 and continues to be Deputy Director of Medical Activities of the University Hospital "St. Ivan Rilski".

Languages: Russian - independent level of proficiency; English - basic level of proficiency. For his work Dr. Dimitrov has been awarded a number of awards, including: honorary award "Golden Book" for winning high prestige and public recognition for the development of Bulgarian health care, the newspaper Forum Medicus awarded him for contribution to health management - three times; diploma of the Bulgarian industrial association (BIA) - for introduction of modern methods in surgical operations and interventions; Diploma of Pari newspaper for the best multidisciplinary hospital. Dr. Dimitrov has been elected in the management of professional and public organizations as chairman of employers in the health sector, since 2013 is a member of the Board of BIA.

The career development of the candidate for associate professor starts from clinical work, upgrades management knowledge through appropriate training - master's degree and qualification courses, enriched by his many years of experience, over 20 years, heading one of the largest and most dynamic hospitals in Bulgaria. Development and defense of a dissertation on management topics proves a realized desire for improvement and complements his career profile, fully adequate to the field in which he aspired for habilitation.

Evaluation of the applicant's research work

Dr. Dimitar Dimitrov presented 19 scientific papers, all related to the profile of the announced competition. Their distribution in the scientometric aspect is as follows:

- dissertation - 1;
- monograph - 2;
- Publications in research journals referenced and indexed in refereed and indexed in world-renowned research databases – - 4;
- Publications in peer-reviewed journals not referenced in world-renowned research databases – - 12;
- participation in international and national scientific forums with reports - 4 (2013-2019).

Dr. Dimitrov is a single author in all works, except for one article, which suggests an opportunity to formulate and conceptualize ideas and topics in a rapidly evolving field of publication.

The topics of the publications are in the field of public health management, but they are mostly focused on the hospital management and its subject - the hospital manager. Along with the usual topics: motivation, leadership, functions in the management cycle, Dr. Dimitrov puts on consideration some more specifically addressed to the hospital manager - resource style of thinking, time management, resp. time directly for the patient, information deficit and ways to compensate for it, the multifactorial conditionality of the quality of the hospital product, delegation of functions, the role of standards, etc. In the approach of Dr. Dimitrov to the discussed problems there is a permanent search and presentation of the economic and social consequences of managerial decisions not only at the level of the health system, but also at the level of the hospital.

Dr. Dimitrov is the author of two monographs: "Effective Hospital Management" and "Strategies and Management of Organizational Change in Health Care", but participated in the competition only with the first. The analysis is based on contemporary literature sources, data from own research and personal professional experience of the author as a hospital manager in the long reforming health system in Bulgaria. In the monograph he presents and discusses the main requirements and characteristics of hospital management: problems of management cycle, efficiency and types of efficiency. Through his analysis, the author also wants to answer the question of how the hospital manager can break away from the routine administrative-bureaucratic activity or give it a boost to upgrade, enrich and increase its efficiency. He pays special attention to the role of the manager in health organizations to be a generator and implementer of a new organizational culture, which is focused on the needs of human resources, the needs of patients and based on a functionally oriented style of management and leadership. The monograph meets the requirements of Act for the Development of the Academic Staff in the Republic of Bulgaria of MU-Varna for applying for academic position "Associate Professor".

Dr. Dimitrov's publications are known to the interested medical community, a statement that is supported by the 42 citations of his publications proven by the Reference of CML.

I agree with the Candidate's contributions to his research work. I do not think it is appropriate to separate a group of "research and teaching contributions", firstly because some of them are too routine and others can be essentially joined to applied ones.

The table below shows that Dr. Dimitrov covers the minimum requirements for obtaining academic position "Associate Professor" of MU-Varna.

| Group of indicators | Content | Development of the Academic Staff in the Republic of Bulgaria Act | Dimitar Dimitrov |
|---------------------|---|---|------------------|
| A. | Indicator 1. PhD thesis | 50 | 50 |
| B | Indicators 3 and/or 4. Habilitation paper, i.e. monograph, submitted for habilitation procedure | 100 | 100 |
| G | Total of indicators from 3 to 9 – Publications | 200 | 285 |
| D. | Total of indicators from 10 to 12 – Citations | 50 | 50 |

Evaluation of applicant's tutoring academic performance.

The report issued by the University Hospital on this occasion is entitled "educational and scientific activities", which is logical, since the two activities in the hospital structures go together. In connection with the requirements of the Rules of MU-Varna, I consider the classroom workload (lectures and exercises), the management of summer internships and practices and the activities of modules with individual graduates. I accept participation in one module equal to 1 academic hour. I do not accept the scientific and educational-methodical activity as a workload. Dr. Dimitrov teaches the disciplines of emergency medicine, organization and functioning of the emergency department, methods in emergency medicine and in maxillofacial surgery / oral surgery (for individual graduates). The workload by years looks like: 2012 - 136 hours; 2013 - 230 hours; 2014 - 230 hours. With a standard of 180 hours (for persons engaged in administrative and management activities) the specified workload is completely satisfactory. A positive qualitative assessment is attached to the Report of the candidate's academic work.

Personal impressions and recommendations. Although my personal impressions are rather insufficient, I can say that Dr. Dimitrov enjoys authority among hospital managers in the

state and has a reputation as a successful head of a hospital with large personnel. My recommendations are to strengthen its research work outside the general management and the relatively familiar problems, to turn its back on those of organizational change and to focus on today's and rather on the emerging problems of hospital management. With his experience he can be very useful with a new look and analysis on them - prospective and specific. Emergency care in Covid-19 is just the tip of the iceberg of the abundance of problems, and emergency medicine is already in the field of interest, as evidenced by his recent appearances. Many more await their researchers.

Conclusion. The candidate for associate professor in the announced competition covers the minimum requirements of Act for the Development of the Academic Staff in the Republic of Bulgaria. He has built an appropriate career profile, has an established reputation as a successful hospital manager with a strong desire for development. His scientific activity has cognitive and applied contributions. It has potential for development in educational and pedagogical activity. All this is the reason for my positive attitude towards his candidacy. My vote is in favour and I recommend that Dimitar Valchinov Dimitrov , for the position of Associate Professor for the scientific specialty "Healthcare management" for the needs of the Department of Social Medicine and Healthcare Management, Faculty of Public Health , Medical University "Prof. Dr. P. Stoyanov" - Varna.

23. 08. 2020 г.

Varna

Signed by:



Assoc.Prof. Nevyana Feschieva, MD, PhD