

## **STATEMENT**

By Assoc. Prof. Klara Georgieva Dokova, MD, PhD  
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**Re:** 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, promulgated 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 with the decision of its first meeting held on 9.06.2020 I was appointed to prepare a Statement.

In the present competition there is only one candidate, Dimitar Valchinov Dimitrov, MD, PhD. The candidate has presented all necessary documents as required by the Act for the Development of the Academic Staff in the Republic of Bulgaria and the Rules for its application.

### **I. Career development of the candidate**

Dimitar Dimitrov has graduated from the Dental Faculty of the Medical University of Sofia in 1982 and in 1992 he has acquired the specialty „Maxillofacial surgery“. In 2004 Dr. Dimitrov has acquired a second master degree in Healthcare Management from the Faculty of Public Health, Medical University of Sofia.

After a successful defence of a doctoral thesis on the topic: „Problems with the professional career of the healthcare manager“ Dr. Dimitrov has been awarded with the academic degree „Doctor“ in the scientific specialty „Social Medicine and Healthcare and Pharmacy Organization“.

His educational and research activities in the field of healthcare organization and management are backed with almost 30 years career in hospital management in Bulgaria. In the period 1993-2000 Dr Dimitrov was a medical director of Hospital „Dr Racho Angelov“, Sofia with only two year gap (1995-1997) during which he was the Head of a sector at the Military Hospital in Sofia. In the period 2000 - 2015 he is the executive director of the University Hospital "St. Anna", Sofia and from 2017 and still he is the Deputee Director responsible for medical activities at the University Hospital "St. Ivan Rilski", Sofia.

During his 37 years of work experience Dr Dimitrov has finished several post-diploma qualifications in the field of healthcare management and hospital management. He is a member of the management board of the Bulgarian Industrial Association and of the branch organization in healthcare. He is President of the Association of healthcare employers in Bulgaria. Dr Dimtrov has been awarded with a

significant number of awards, among which the honorary title “Bulgarian Doctor” from 2006 for his significant contribution to the national healthcare.

He uses Russian and English languages.

## **II. Scientific activity of the candidate**

The scientific works of the candidate for this contest are presented in two documents:

1. A document for the compliance with the minimal requirements for the Academic position “Associate Professor” of the Medical University of Varna“ and
2. „A list of printed full-text publications of Dr Dimitar Valchinov Dimitrov PhD, not included in the document for compliance with the minimal requirements for the Academic position of “Associate Professor”

The first document lists 11 titles of scientific publications. The article under number 8 in the list is presented also for the minimal requirements for the Academic title “Doctor”. Under the existing regulations it should be excluded from the list for the academic position “Associate Professor”. So in the list for the Academic position “Associate Professor” 10 titles are left of which:

- 1 monograph;
- 9 publications in Bulgarian scientific journals, one of which in a refereed scientific journal.

The second document presents 7 more titles of scientific publications (but 6 are attached in full text according to the requirements), of which:

- 1 monograph (not attached in full text, for this reason not included in the list of refereed publications);
- 6 titles of scientific publications in periodicals; the third title in the list is included as title number one in the first list, and for the that reason the final number of the articles remains 5.

Dr Dimitrov has probably a bigger number of scientific publications than those presented for the contest as the list with abstracts includes three more abstracts which are not included in either of the lists with scientific publications.

So the total number of scientific works of Dr Dimitrov presented for the current contest include 15 titles of which:

- 1 monograph
- 14 publications in scientific journals

Almost all publications are with a single author with the exception of one, which has two authors, Dr Dimitrov being the first author.

There is a document from the Central Medical Library indicating that 10 of the publications of Dr Dimitrov have 42 citations in Bulgarian publications.

### *Qualitative Characteristic of the Scientific Work*

The topics of the scientific publications of Dr D. Dimitrov are related to different aspects of hospital management and more concretely to:

- Time management of healthcare professionals in the hospital;
- Difficulties with the motivation and communication between hospital staff;
- Specific competences of the healthcare managers and possibilities for their professional realization;
- Options for optimizing hospital management efficiency.

Dr Dimitrov's research is a direct reflection of the problems with which the hospital manager deals every day. An important topic in his publications is related to the communication skills of the successful healthcare manager. The author focuses specifically on communication challenges in difficult situation, and the importance of proactive approaches and communication skills for institutional collaboration (with a special emphasis on professional organizations) for achieving effective total hospital management.

Besides the communication skills the research interests of Dr Dimitrov are directed towards the skills for motivation of healthcare staff and hospital staff more specifically, taking into consideration the complexity of the motivational cycle. That thematic area covers the study on the motivation for professional career in the field of healthcare management. It reveals that personal incentives, self-confidence and believes in the personal management skills dominate over the wish to contribute to the positive change and institutional development. The results indicating increasing motivation for continuous healthcare management career stimulate further thoughts and analysis. The study on the managerial competences of the heads of units and departments and head nurses reveal wide possibilities and needs for continuous postgraduate education and qualification not only in master programs but also in short, topic-specific courses, reflecting the needs of the practical work. The studies on different aspects of the professional profile and qualification of the healthcare managers are presented in several publications along with the difficulties and perspectives for professional career of the healthcare managers in our country.

The author places special attention on the complex character of the factors influencing the quality of the hospital care, which is at the heart of his scientific studies. He is pleading for a new concept for comprehensive analysis of the quality of hospital care. A critical attitude is expressed towards the narrowness and insufficiency of the standard quantitative indicators for hospital quality assessment that are usually required and applied by institutions and experts.

An important observation pointed out is that expensive procedures and medication, prematurely introduced new technologies are not equivalent with high quality hospital care of patients. The problem of an "increasing gap" between prehospital and hospital care is also critically discussed. The importance of prehospital adequate patient management for good quality hospital care is noted.

The interest of the author in topics related to efficient hospital management is very logical once acquainted with the professional career of Dr Dimitrov. His monograph dedicated on the same topic reveals the most important barriers for successful professional career of the healthcare managers in Bulgaria to be related to their qualification and motivation. The ideas for the need of a national professional standard for healthcare management, and compulsory contests for all managerial positions in hospitals are structured into a “Strategy for optimizing the efficiency of the hospital manager as a factor in the health care reform”.

### III. Educational Activities

According to the presented documents Dr Dimitrov has 86 hours lectures and seminars with students in 2012. He has lectured in more than 150 modules each year in the period 2012-2014 in individual specialized education within the framework of the program for specialization in maxillofacial surgery; more than 200 hours in the management of summer practical education and internships of Bulgarian and international students, participation in exam committees for contests for academic positions.

The teaching and academic activities of Dr Dimitrov are complemented with his practical management experience in the field of healthcare, acceptable according to Article 24, (1) point 2 from the Act for the Development of the Academic Staff in the Republic of Bulgaria.

### IV Compliance with the requirements of MU-Varna for obtaining the academic position „Associate Professor”

The presented information, signed as a proof of authenticity by the candidate Dr Dimitrov covers and exceeds in some groups the minimal indicators for occupying the academic position “Associate Professor” required under the Rules for Development of the Academic Staff of the Medical University of Varna (table 1). In the original form for the criteria from group „G” 315 points are given (with 115 more than the minimum). This number should be reduced with 30 points, as one of the papers does not fulfil the criteria set by the normative regulations. Thus the points for the criteria in group G are 285, still surpassing the minimum of 200 points.

Table 1: Compliance with the requirements of the MU-Varna for obtaining academic position “Associate Professor”

<i>Group of indicators</i>	<i>Required number of points</i>	<i>Points based on presented evidence, as accepted by a committee of MU Varna</i>	<i>Points after correction, according to presented materials</i>
<i>A</i>	<i>50</i>	<i>50</i>	<i>50</i>
<i>B</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>C</i>	<i>100</i>	<i>100</i>	<i>100</i>
<i>G</i>	<i>200</i>	<i>315</i>	<i>285</i>
<i>D</i>	<i>50</i>	<i>50</i>	<i>50</i>
<i>E</i>	<i>0</i>	<i>0</i>	<i>0</i>

## V. Conclusion

In the present competition there is only one candidate – Dr Dimitar Valchinov Dimitrov PhD. The analysis of the presented materials reveals that they cover the minimal national scientometric requirements and the requirements of the Academic development Act of the Republic of Bulgaria and the Rules for its application. Dr Dimitrov demonstrates practical experience with recognized achievements in the area of healthcare management, based on the list of his awards.

These are the grounds for my positive assessment of the application of Dr Dimitrov, PhD for the academic position “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.

14.08.2020

Signed by:

Assoc. Prof. Klara Dokova, MD, PhD

