

REVIEW

by Ass. Prof. Natalya Usheva, MD, PhD

Head of the Department of Social Medicine and Healthcare Organisation
Faculty of Public Health

Medical University "Prof. Dr. Paraskev Stoyanov", Varna

Member of the Scientific Jury pursuant to Order No. P-109-181 from 03.06.2020 of the Rector
of Medical University of Varna

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

Within the application deadline of this competition there is only one candidate, *Dimitar Valchinov Dimitrov, MD, PhD* who has applied and participates. The submitted necessary documents meet the requirements of the Act for the Development of the Academic Staff in the Republic of Bulgaria, the Rules for its application and the Rules for the Development of the Academic Staff of Medical University "Prof. Dr. P. Stoyanov" - Varna.

This Review has been prepared according to the decision of the Scientific Jury from its first meeting as recorded in Protocol № 1.

Career profile of the applicant

Dimitar Dimitrov has attained "Master" degree in Dental Medicine in 1982 from the Faculty of Dental Medicine at Medical University – Sofia. In 1992, he acquired the medical specialty „Maxillofacial Surgery“, while in 2004 – „Master“ degree in Public Health and Healthcare Management from Medical University – Sofia.

Dr. Dimitrov successfully defended his dissertation work "*Problems of the professional career of the hospital manager*" before the Faculty of Public Health at Medical University – Sofia in 2009 and attained the academic degree: "Doctor" in the scientific specialty "Social Medicine and Organisation of Healthcare and Pharmacy".

Between 1982 and 1985, dr. Dimitrov worked as specializing dental physician in the town of Pirdop, followed by 10 years as maxillofacial surgeon in "Dr. Racho Angelov" Regional hospital in Sofia. In addition to his clinical occupation, the applicant held also management positions - Head of sector, and later, Medical director of the hospital. During 1995-1997 he was Head of the "Maxillofacial Surgery" sector in the Military Medical Academy in Sofia; during 1997 - 2000 – Executive director of "Dr. Racho Angelov" Regional hospital in Sofia. In 2000 – 2015 dr. Dimitrov is Executive director of the University hospital "St. Anna" in Sofia, and since middle of 2015 has been Deputy director for Medical Activities at "St. Ivan Rilski" University hospital, Sofia.

Dr. Dimitrov has acquired qualification in Medical Informatics and Healthcare Management, as well as he has completed several postgraduate courses for continuing education and short-term specializations in the field of healthcare, hospital management and maxillofacial surgery.

He is member of the Branch Health Council and of the Managerial Board of the Bulgarian Industrial Chamber, as well as Chair of the Healthcare Sector of the Association of Employers in Bulgaria.

Dr. Dimitrov has received awards and honorary distinctions for contributing to the management and the development of the healthcare system and clinical practice issued by the Ministry of Health, the Union of Scientists in Bulgaria, "Forum Medicus" and "Bulgarian Physician" newspapers, etc.

Scientific research and practice activities of the candidate

For the competition, D-r Dimitrov presents scientific production meeting the necessary minimal volume required by MU – Varna and consisting of the following 18 titles:

- 1 monograph – „The effective hospital manager“ from 2019 as habilitation work;
- 1 monograph – „Strategies and management of the organisational change“ (2011);
- 16 full text articles published in periodic scientific journals, one of which published in a journal refereed and indexed in world databases of scientific information.

The applicant has 4 participations in national and international scientific forums in Bulgaria.

The referred articles of the candidate are published in the following Bulgarian journals: „Healthcare Management“; „Health Policy and Management“; „Medical Meridians“; „Medical Management and Health Policy“; „General Medicine“.

According to the reference from the National Medical Library, he has 42 citations in Bulgarian language publications, which is indicative for popularity and reflection of the candidate's publications in the Bulgarian scientific literature.

D-r Dimitrov is the major contributor to the presented scientific work, being leading or single author of all the titles presented in his competition application. No Impact Factor publications were indicated.

The candidate is involved in the scientific editing and review of articles and publication material in the area of healthcare management. Dr. Dimitrov has reported about participating in 4 national scientific forums, as well as supporting the participation in scientific events of post-graduate specializing physicians and PhD students practicing in "St. Ivan Rilski" University hospital.

I accept the scientific contributions indicated in the applicant's reference. The main thematic areas of the candidate's research activity and scientific contributions meet the academic specialty of the current competition and are directed to management and organization of the healthcare sector. As summarizing characteristics of the scientific works, I would point out the consistency and the concentration on the subject of healthcare management and organization, which, to a large extent, can be contributed to the candidate's long-term experience. In his research, dr. Dimitrov studies the professional development of hospital manager, the factors influencing the motivation and the realization of health manager; expanding managerial competency and identifying the criteria for occupying management positions in healthcare system. Furthermore, he investigates the importance of managerial skills, like leadership, effective communication and rights delegation, as well as development of the personality.

The management of hospital stay duration has been studied in detail and solutions for its optimization have been offered, as this is especially significant due to the limited human resources in healthcare. The elaborated original approach for implementation of general health policy, providing for a higher efficiency of the economic, health and social indicators can be characterized as substantial contribution. The critical importance of building of an integrated information system for the functioning of the Bulgarian healthcare system has been outlined too. There have been proposed also, practical solutions for organizational changes in the healthcare system, as well as for promotion of the organizational culture through continuous training system for the personnel.

Assessment of the educational and teaching activity of the candidate

Dr. Dimitrov has 3 years (2012 – 2014) of academic teaching experience at “N.I. Pirogov” University Hospital of Emergency Medicine, comprising of lectures and seminars (more than 200) aimed at students and specializing physicians in Emergency Medicine, leading the training of those specializing. He chairs and participates in commissions for competitions for acquiring of the academic positions “Assistant Professor” and “Chief Assistant Professor”.

Expert activity

Dr. Dimitrov has significant experience of professional expertise in the field of healthcare management. He is member of the Branch Health Council and of the Managerial Board of the Bulgarian Industrial Chamber, as well as Chair of the Healthcare Sector of the Association of Employers in Bulgaria.

The reference by the Head of “St. Ivan Rilski” University Hospital Scientific Organization, included as part of the competition documentation, presents the candidate’s contributions to development of hospital management, as well as the health policy decisions for increasing of the efficiency of disease prevention and promotion of public health.

Compliance with the requirements of MU – Varna for acquiring the academic position “Associate Professor”

The evidence included in the reference, shows that the candidate has attained the required levels in all the groups of indicators, with the total points for group „Г“ being 315, which is well above the necessary 200 points.

The applicant is a renowned specialist in the practice with proven achievements in the scientific field, meeting the requirement of the art.125, par.1, p.3 of the Rules for the Development of the Academic Staff of Medical University – Varna.

Conclusion

The candidate participating in this competition complies with the requirements of the Law for the Development of the Academic Staff of the Republic of Bulgaria, the Regulations for its implementation and the Rules for the Development of the Academic Staff of the Medical University - Varna for occupying the academic position "Associate Professor".

Based on the overall professional development, the scientific research and practical activities, as well as on the academic teaching and practical experience of the candidate, I express *positive* assessment and propose to the members of the Scientific Jury to select Dr Dimitar Dimitrov, MD, PhD for the academic position of "Associate Professor" in the area of higher education 7. Health and Sports, professional field 7.4. Public Health; specialty “Public Health Management” 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.

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Varna

Prepared by:



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