

REVIEW

by Prof. Albena Kerekovska, MD, PhD

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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.

According to Order No P-109-181 /03.06.2020 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 (Protokol 1) I was designated to prepare a Statement.

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

Career profile of the applicant

Dimitar Dimitrov has graduated the Medical University of Sofia (Faculty of Dental Medicine) in 1982 and acquired a "Master" degree in Dental Medicine. In 1992 he acquired the medical specialty „Maxillofacial Surgery". In 2004 the candidate acquired a „Master" degree in Public Health and Healthcare Management at the Medical University of Sofia. In 2009, after successfully defending the dissertation work "*Problems of the professional career of the hospital manager*" he acquired the academic degree "Doctor" in the scientific specialty "Social Medicine and Organisation of Healthcare and Pharmacy".

The candidate started his professional career in 1982 as specializing dental physician in the city of Pirdop, where he worked until 1985. During the period 1985 – 1995 dr. Dimitrov worked in "Dr. Racho Angelov" Regional hospital, Sofia as a maxillofacial surgeon and consecutively occupied the position of Head of sector and 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 – an Executive director of "Dr. Racho Angelov" Regional hospital. During 2000 – 2015 dr. Dimitrov is Executive director of the University hospital "St. Anna" in Sofia, and from 2015 till now occupies the position of Deputy-Director Medical Activities in "St. Ivan Rilski" University hospital, Sofia.

The candidate has completed various national and international postgraduate courses for continuing education and short-term specializations in the field of healthcare and hospital management. He has acquired qualification in Medical Informatics and Healthcare Management in the National Centre for

Health Information. These qualifications have additionally contributed to his development as professional and a competent manager.

Dr. Dimitrov is e Chair of the Association of Employees in the Healthcare Sector and a member of the Branch Health Council and of the Management Industrial Association.

He has received awards and honorary distinctions for contributing to the development of the healthcare system and hospital management given by the Ministry of Health, the Union of Scientists in Bulgaria, and "Forum Medicus", "Bulgarian Physician" and "Money" newspapers.

Scientific activity of the candidate

The publications and references presented for the competition prove sufficient scientific productivity of the applicant with a potential for practical applicability. The scientific production fulfills the minimum requirements for occupying the academic position "Associate Professor".

The scientific activity of Dr Dimitrov is evaluated on the basis of real publications. The complete list of scientific works contains a total of 18 titles, grouped as follows:

- 1 monograph (habilitation work) - „*The effective hospital manager*“, 2019;
- 1 monograph, not presented as a habilitation work – „*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 articles of the candidate are published in the following well-known Bulgarian journals: „*Healthcare Management*“; „*Health Policy and Management*“; „*Medical Meridians*“; „*Medical Management and Health Policy*“; „*Family Medicine*“.

The main thematic areas of the candidate's research activity and scientific contributions are in the field of the announced competition and are directed to management and organization of the healthcare sector and health institutions. The greater part of the scientific work, influenced by the rich and long-term management leadership experience of dr. Dimitrov, are directed at the effective (hospital) management as well as at the quality of hospital care. The studies are focused on: lack of management and leadership professionalism and opportunities for addressing it; professional motivation, realization and career of the healthcare manager; development of the personal qualities, management competencies, and the criteria for occupying leadership position in the healthcare sector; leadership, communication and functions delegation in the hospital management. Special emphasis is placed on time management of nurses and physicians in hospital institutions. The research on organizational culture in the healthcare system and the approaches for organizational change has significant practical contribution. Effective organizational change incorporating overall and grounded health policy, adequate legal basis, competent management, resources provision and public support is proposed. The necessity is drawn out for 'new type of health policy' – combining effectiveness, economic profitability and social acceptability.

I accept the scientific contributions indicated in the applicant's reference. As a summarizing characteristics of the scientific works, I can emphasize the relevance of the topics, the singleness of purpose and thematic focus and the potential for practical applicability of the results.

The presented scientific work reveals very high personal contribution. Dr. Dimitrov is a sole or first author of all (100%) of the full text publications.

Evidence of the reflection of the candidate's publication on the Bulgarian scientific literature is presented. The reference contains a list of 42 citations of Bulgarian authors which is indicative for the relevance of the studied topics and the recognisability of the candidate and his scientific production

There are no proofs presented for Impact Factor publications.
There is no data for candidate's participation in scientific projects.

Dr. Dimitrov works actively supporting the research work and scientific forums participation of post-graduate specializing physicians and PhD students practicing in "St. Ivan Rilski" University hospital. He also contributes to the scientific editing and review of articles and publication material in the area of healthcare management.

Educational and teaching activity of the candidate

Dr. Dimitrov has over 37 years of professional experience in the specialty, 3 of which including training experience in the "N.I. Pirogov" University Hospital of Emergency Medicine. In 2012, 2013 and 2014 he leads lectures and practical training in Emergency Medicine for students and specialising physicians. During this period he supervises over 150-200 individual trainings / modules per year in Oral and Maxillofacial Surgery. He takes active part in leading summer practical trainings and internships of Bulgarian and international students.

Expert activity

Dr. Dimitrov has long-term and extremely rich organizational and management experience in the healthcare sector. He is e Chair of the Association of Employees in the Healthcare Sector and a member of the Branch Health Council.

A reference by the Head of "St. Ivan Rilski" University Hospital Scientific Organization is certifying the expert competence and vast management experience of the candidate and the importance and practical applicability of his scientific work.

Compliance with the requirements of the MU – Varna for obtaining the academic position "Associate Professor"

The candidate has acquired the academic degree "Doctor" in the area of the present competition. The applicant is a distinguished specialist with proven achievements in the practice. He meets the requirement of the art.125, par.1, p.3 of the Rules for the Development of the Academic Staff of the Medical University of Varna and has acquired medical specialty.

The presented information reveals that Dr. Dimitrov covers and for some indicators exceeds the minimal requirements for occupying the academic position "Associate Professor" (Table 1).

Table 1. Compliance with the requirements of the MU - Varna for obtaining the academic position "Associate Professor"

Group of indicators	Required number of points	Number of point based on presented evidence
A	50	50
Б		
B	100	100
Г	200	315
Д	50	50
E		

Conclusion

The candidate for participation 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".

Dr Dimitrov presents sufficient scientific production with great potential for practical applicability. He has training experience and is an excellent professional with long practical and management leadership experience.

The overall assessment of the professional development, teaching and training activity, the scientific appearances and contribution, the credibility built up, the organisational, management leadership and expert experience of the candidate, give me the reason to present a positive assessment and convinced to suggest the members of the Scientific Jury to vote in favor Dr Dimitar Dimitrov, MD, PhD **to take 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 Organisation" at the Faculty of Public Health, Medical University "Prof. Dr. P. Stoyanov" - Varna.

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Varna

Prepared by:

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