

# ATTITUDE OF REVIEWER

by **Prof. Dr.Econ.Sc. Neno Pavlov**

**Re:** *competition for academic position “PROFESSOR” in professional field 3.8. “Economy” (Corporate Social Responsibility), announced for the needs of Economic Research Institute at Bulgarian Academy of Sciences, department “Economics of the Firm” in SG, issue 13 on 12.02.2019*

**Position of the reviewer:** *member of Scientific Jury in the procedure for occupation of academic position “PROFESSOR” based on a decision of the Scientific Council minutes No 4 on 10.04.2019, and by an order of the Director No 122 on 12.04.2019, e-mail: nenopavlov@abv.bg*

**Candidate:** **Assoc. Prof. Dr. Radostina Telerig Bakardjieva**, ERI-BAS, 3, “Aksakov” str., Sofia, e-mail: [r.bakardjieva@iki.bas.bg](mailto:r.bakardjieva@iki.bas.bg)

**Grounds for writing the attitude of review:** *order of the Director No. 122/12.04.2019 of ERI-BAS and Decision of the Scientific Jury from the founding meeting*

**Requirements regarding the form and content of the attitude of review:** *Law on Development of Academic Staff in Republic of Bulgaria and the Regulations for acquisition of academic degrees and occupation of academic positions in ERI-BAS*

## ***I. Short information about the candidate in the competition***

Assoc. Prof. Dr. Radostina Telerig Bakardjieva was born on 31.08.1958 in Burgas. In 1981 she graduates Sofia University “St. Kliment Ohridski” with a degree in Sociology, and after defending her Ph.D. thesis in 1988 she obtains the educational and scientific degree “Doctor” in Economics. The professional career of the candidate is related to the consecutive occupation from 1989 till now of position of research fellow III degree, II degree, I degree, and “Associate Professor” at ERI-BAS, part-time lecturer at VTU “St. Kiril and Metodii” (2004-2017); expert at MLSP (2014-2018), Economic and Social Council of the Republic of Bulgaria (2016-2018). She is fluent in English and Russian.

The short biographical information presents the candidate as an established **researcher, expert and academic lecturer with a noticeable presence in the academic circles and career directions in the professional field of the competition procedure.**

## ***II. General evaluation of the candidate regarding her research activity***

The evaluated research activity of the candidate ranges publications from all scientific genres: *First*, presented for review publications – 36 items with a total volume of 820 standard pages with the following structure: a) 1 habilitation work – individual monograph (130 standard pages); b) monographs outside the habilitation work – 1 individual monograph (200 standard pages); c) studies published in scientific publications, referenced and indexed in SCOPUS and

Web of Science – 1 item (31 standard pages); d) studies published in non-referenced scientific peer-reviewed journals or in edited collective volumes – 1 item (25 standard pages); e) articles published in referenced publication Scopus – 1 item (9 standard pages); f) articles and reports published in non-referenced editions or edited collective volumes – 28 items (320 standard pages), of which 24 individual and 4 co-authored; g) published chapters of collective monographs – 3 items (114 standard pages). Most of the presented publications are published in Bulgarian – 80.5%, and 4 articles, 1 study and 2 reports and in English – 19.5%. Division protocols are presented for the publications in co-authorship. The total number of points from the publishing activity is 757.5.

*Second*, in the period 2007-2017 participation in a total of 9 projects, of which: 7 research and 2 educational projects; 2 individual projects and 7 projects with participation as a member of a project team; 3 projects are international and 1 of the educational projects is of the European Commission. Total number of points is 155.

*Third*, participation as advisor of two postgraduate students on European Operational Program, author of 4 reviews for Ph.D. defenses, 4 statements of reviewer and 1 review for occupation of academic position “Associate Professor” and “Professor”, reviewer of publications in reputable economic journals, collections and monographs.

*Fourth*, citations that determine the interest of the research community in the studied problems by the candidate are found in scientific publications, referenced and indexed in world-famous databases, and in non-refereed journals, as well as in monographs and collective volumes with scientific review, which brings a total of 410 points.

The topics of the research activity of the candidate are focused entirely on the scientific specialty in which the competition is announced. The results of the research studies are disseminated to the academic and expert community through the publications and the participation in many scientific forums, discussions and projects.

The teaching activity of Assoc. Prof. Bakardjieva is related to the academic training at several universities – VTU “St. St. Kiril and Metodii” (2009-2015), VUZF (2015) and UNWE (2015-2019). The courses she leads are “Financial Administration”, “State and Business Administration”, “Corporate Social Responsibility”.

It is my finding that the publications presented for evaluation are done in the period after the occupation of the previous academic position “Assistant Professor”. It fully complies with the requirements of the Regulations (Art. 89, Art. 93) of ERI-BAS. Presented is also habilitation work, fulfilling the requirement of Art. 29, item 3 of LDAS.

### ***III. Quantitative assessment of meeting the minimum science-metric national requirements and the requirements of the Regulations of ERI-BAS***

Based on the presented information for meeting the minimum science-metric requirements for occupation of academic position “Professor” in scientific field “Economy” at ERI-BAS, I strongly confirm that the minimum number of points (650) is about doubled (**1322.50 points**) with the scientific production presented for evaluation in the competition. It is my opinion that the applied set of indicators is adequate to the national criteria for quantitative evaluation of the scientific value of the candidate participating in the competition procedure.

#### ***IV. Evaluation of the results and scientific contribution of the candidate***

The scientific achievements of Assoc. Prof. Dr. R. Bakardjieva can be distinguished in several directions, corresponding to the presented publications and the presented Information on contributions under the competition procedure:

*First*, the enrichment of knowledge on the evolution in the theoretical and conceptual foundations and the methodological instruments for studying the directions of development of corporate social responsibility (of its three-dimensional model) as a set of international, universal rules, social norms, policies, values and factor of social responsible behavior of the organizations, supported with concrete analyses of the good international practices, applicable in a national context to achieve corporate sustainability.

*Second*, the vision for the implementation of the international standards and priorities of the European strategy for corporate social responsibility in the large, medium-sized and small enterprises, for the methodology of the corporate non-financial reporting, the self-evaluation of the social responsibility of the public companies, the social evaluation of their impact against the criteria of the operating universal regulatory standards to limit the non-financial risk.

*Third*, the author's arguments and proposals for a new stage of the implementation of corporate social responsibility as an integral part and binding to the socially oriented corporate governance of the Bulgarian companies with its multidirectional dimensions, based on the transposition of the leading universal rules, norms, values and mechanisms in the Bulgarian legislation to support the institutional legitimation of the business.

*Fourth*, development of the idea of applying the integrated approach in the systematic analysis, evaluation and reasoned presentation of the application of the international social standards and the effects of the different corporate practices of the internal and external forms of CSR in the Bulgarian business conditions, use of their potential as instruments for monitoring, audit and inspection through the mechanisms of corporate regulation/self-regulation. The goal is to give new direction to the strategic and operational management, with a focus on managing change in the internal environment for socially responsible business behavior.

The quality of the research results is a proof of the high level of professional knowledge of the candidate of the specialized literature, term apparatus, current information sources and scientific achievements in the studied field, the applied strategic political and regulatory documents, standards, regulations, strategies and practices in the field of the corporate social responsibility.

#### ***V. Evaluation of the originality of the presented works and the reliability of the presented scientific data***

My conclusion is that no matter what kind of publications it is about, in her research activity the candidate for "Professor" shows scientific integrity, consistency, skills to systematize and critically comprehend the information and methodological approaches in the studied area, to define scientific problems with directions for their solving, to skillfully link the research studies with their practical applicability. The presented scientific publications are own achievement and a product of the research studies of the candidate. I have not found plagiarism on the procedure regulated by LDAS and the Regulations of ERI-BAS.

## ***VI. Critical notes and recommendations***

In the presented scientific and applied works for participation in the competition I have not found any weaknesses to affect the final, definitely positive assessment in the Attitude of Reviewer. My recommendation is the results of the current and future scientific works of the candidate to be more widely available through scientific publications in reputable national and international referenced and indexed publications, prestigious international conferences and expert forums, for the benefit of the reader, the trainees, the management, political and legislative practice.

## ***VII. Conclusion***

**My acquaintance with the career development, the presented competition materials and scientific publications, the analysis of their currency, significance and contributions, are grounds to confirm the positive evaluation and to propose to the honorable members of the Scientific Jury that Assoc. Prof. Dr. Radostina Telerig Bakarjhieva be elected for occupation of academic position “Professor” in professional field “Economy” (Corporate Social Responsibility), scientific area “Social, Business and Legal Sciences” for the needs of Economics Research Institute at BAS.**

Sofia, 02.06.2019

Prof. Dr.Econ.Sc. Neno Pavlov