

## OPINION

from

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Department of Health Care

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7.4. Public Health

Regarding: Participation in a competition announced by the New Bulgarian University for the academic position of "associate professor" in the field of higher education 7. Health care and sports, professional direction 7.5. Health care - ¼ state, published in the State Gazette number 50 / 09.06.2023.

This statement has been prepared in accordance with the requirements for the candidates set out in the Law on the Development of the Academic Staff of the Republic of Bulgaria (the Law on the Development of the Academic Staff of the Republic of Bulgaria) and the Rules for its Implementation, as well as in accordance with the Ordinance on the Development of the Academic Staff of the NBU.

Only one candidate appears: Maria Dragomirova Stoyanova

I. Assessment of compliance with the minimum national requirements and the requirements of the New Bulgarian University

According to the reference submitted by the candidate, her candidacy meets the requirements of the NACID and shows that M. Stoyanova meets the minimum national requirements under Art. 26 para. 2 of the ZRASRB, as well as the Ordinance on the Development of the Academic Staff of the NBU. The submitted sample certificate proves the fulfillment of the minimum requirements for occupying the academic position "docent", in the field of higher education 7. "Health and sport", in the professional direction 7.5. "Healthcare".

II. Education and career profile of the candidate

Maria Dragomirova Stoyanova graduated from the PMI in Sofia in 1988. with a specialty "nurse". In the same year, he started working in the Clinic for Pulmonary Diseases of the Medical Academy of Medical Sciences-Sofia, and subsequently in the Clinic for Emergency and Urgent Therapy of the same hospital. In 2001 M. Stoyanova successfully graduated from the bachelor's program in Health Care Management at the Sofia University and the same year held a managerial position with this qualification as a senior nurse in the gastroenterology clinic of the Ministry of Interior, Sofia.

In 2003 she also obtained MA in "Health Management" at the same university. Since 2004 M. Stoyanova was appointed through a competition for the position of head nurse at the Medical Institute of the Ministry of the Interior, a position she holds to this day. In 2009 the candidate obtained a second master's degree at Sofia Medical University, majoring in "Health Care Management". In 2017 successfully completed his doctoral studies at the Health Care Department of the Ministry of Health, Sofia University with a dissertation on the topic of "Workplace stress management for health care

professionals in the Ministry of the Interior and the Ministry of Interior" and received a diploma for the National Academy of Sciences "Doctor" in the field of higher education 7.4 . Public Health.

Maria Dragomirova is an active member of the professional organization, Bulgarian Association of Healthcare Professionals. In the period 2008-2011 she is the Chairperson of the Council of Chief Nurses in the RK of BAPZG Sofia. Her personal and professional qualities are highly appreciated by the governing bodies of BAPZG, the Management of the Ministry of Internal Affairs and the Director of the Ministry of Internal Affairs. In 2008 M. Dragomirova is the winner of the most prestigious award of BAPZG - "Lesiskepra" as "Nurse of the Year" at the national level. The candidate has more than 20 participations in scientific forums and courses on SDO.

Dr. Dragomirova's excellent qualifications and her professional qualities and experience over many years of work and training give reason to assume that she is a serious candidate with the necessary high professionalism and proven abilities and skills to work qualitatively, work in a team, lead and educates patients, colleagues and students, in the context of reforming health care and continuous challenges and increased demands in health care and education.

Description of the materials submitted for the competition:

The materials submitted for the competition by Maria Dragomirova are complete, neatly organized and comply with the requirements of the RASRB and the Ordinance on the Development of the Academic Staff at the National Bank of Ukraine (Article 58, Paragraphs 1 and 2. They include: application for participation in the competition, curriculum vitae, notarized copy of diploma for ONS "Doctor", diplomas of education and acquired ONS "Doctor", certificate of internship in the specialty - Official note from NBU and Medical College - MU-Sofia, Reference self-assessment for the fulfillment of the minimum national requirements and the requirements of the NBU, as well as a reference for the original scientific contributions to which the relevant evidence is attached, a list of publications in specialized scientific publications, a reference for citations from the Central Medical Library - Sofia.

### III. Research (creative) activity and results

To participate in the competition, the candidate submits a defended doctoral thesis, a monograph and 11 publications in the field for which he is applying, out of a total of 32.

The main areas in which I would summarize the candidate's research activity are the following:

1. Health Care Organization and Management - Four publications are included here. The candidate's interest in the problems of organizational change and management decisions, which M. Dragomirova systematized and studied as a long-time manager, is understandable. The research work in this direction - comparisons and analyses, complements the database of similar studies in the field of health care and makes it possible to create new algorithms for work and improve the management of health care to provide care with high quality, efficiency and accessibility for Bulgarians citizens.

2. Healthcare professionals' workplace microclimate, conflict and occupational stress - Three publications are included. The research activity in this direction covers the study of conflicts in nursing practice, as well as strategies for dealing with conflict situations. M. Dragomirova's interest in the psycho-emotional state of health care professionals was dictated by the research idea, to establish the correlation between the mental state, satisfaction and harmonious professional relationships of nurses and the quality of the health care provided. By analyzing the microclimate and the work environment the candidate aims to propose and implement in practice such strategies for coping with stress that guarantee a motivating work environment for these professionals.



3. Affordable, quality and adequate health care - Three publications are included here. They present a project for the opening of an office for the prevention and early diagnosis of breast cancer in female employees of the Ministry of the Interior. In another of his studies, the candidate researches ways to prevent hepatitis B, examines risk groups, and makes recommendations for prevention among health care professionals. I highly appreciate the ideas of the author, aimed at prevention and the health of those who care about the health of Bulgarian citizens. This ensures the safety of medical care, which is a high-priority goal in healthcare. I also consider valuable the developments related to the study of management decisions and informed consent for care, procedures and manipulations, which are still being actively worked on to preserve the rights and autonomy of the patient.

4. Training of students and interns - As a long-time head of health care at the Ministry of the Interior, Dr. Dragomirova actively provides organizational and methodical assistance in the training of students from the specialties of the "Yordanka Filaretova" Medical College and students from the "Nursing" specialties " and "Health Care Management" from the Health Care Institute, MU Sofia. Research on the satisfaction of students and teachers in this direction and provides an opportunity for continuous improvement of the organization and quality of practical training of students and interns.

5. In the monographic work of Maria Dragomirova - "The COVID-19 pandemic and the psycho-emotional state of nurses", current problems related to the control of the COVID-19 pandemic, the prevention of infection and the treatment of infected persons are presented, as well as and the possibility of studies related to occupational stress, manifestations of burnout syndrome and psycho-emotional health in health care workers during this period. Medical specialists working in conditions of a Covid-pandemic are the subject of the author's interest. They are under indescribable pressure to fulfill their mission of protecting the health and well-being of people, and questions about the effects of the COVID-19 pandemic on the psycho-emotional balance of nurses are particularly relevant, and activities aimed at improving their mental and emotional resilience are extremely important. The goal that the author sets for herself in the monograph has been accomplished professionally and I highly appreciate her scientific work. Its timeliness and topicality make it significant and applicable in Bulgarian healthcare.

The contributions that we could summarize are both of a theoretical and a practical-applied nature.

To the theoretical contributions, I refer: The first in-depth study of the psycho-emotional state of nurses in Bulgaria was conducted in the conditions of a severe epidemic situation and a resource crisis in health care. A number of studies of organizational, management and ethical problems in the activities of medical professionals have been carried out, with a marked scientific interest in the psycho-emotional state of the same. Contributions of a practical-applied nature I consider to be:

Development of an author's model for managing occupational stress in a hospital care facility; The independent development of a specific toolkit for the implementation of research, as well as the application of good practices, methodologies and approaches to ensure the credibility and representativeness of scientific results; Successfully implemented author's project to open a preventive office for early diagnosis of mammary gland cancer for female employees of the Ministry of the Interior.

#### IV. Educational and teaching activities of the candidate

According to a report presented by the NBU, M. Dragomirova conducted a course in the master's faculty on the topic "Standards for electronic management in health care" during the academic year 2022/23. Dragomirova also certifies participation in the training of students from the specialty "X-ray laboratory technician" at MK Sofia.

V. Cited by other authors - according to a reference from the CMB, there are 15.

VI. Personal impressions of the candidate

The entire scientific production, professional and pedagogical work of Maria Dragomirova Stoyanova, MD, is dedicated and dedicated to health care and its management and their significant contribution to public health. I have known Dragomirova for more than 20 years as a student, a doctoral candidate in the department and a colleague. Her personal and professional qualities, manifested in the training process from which I initially knew her, as well as subsequently in her academic work, give me reason to define her as a principled, consistent, creative, hardworking and ethical colleague, scientist and teacher. She has strong leadership qualities and skills, excellent organizational skills and communication skills, extremely useful for her work.

VII. Opinions, recommendations and notes on the activity and achievements of the candidate

I would make the following recommendations to Dr. Maria Dragomirova:

1. The candidate could in the future direct his creative and scientific interests in the field of problems related to the education of students and continue with research in the field of conflictology, psychology, health care and their management.
2. The management of the NBU can use the proven excellent organizational qualities of Dr. Dragomirova, and joint research projects could be developed with students, teachers and health care professionals from the clinical training bases and other universities.

CONCLUSION:

The scientific production and evidentiary material presented in the competition for the educational and practical activities of Maria Dragomirova, dm., give me the reason to claim that all the requirements of ZRASRB for occupying the academic position of "associate professor" in professional direction 7.5 have been met. Health care. The quality of the teaching and research activity of the candidate Maria Dragomirova, dm. fully complies with the ZRASRB and the Regulations for its application. I give my positive assessment to Maria Dragomirova for occupying the academic position of "associate professor" in the professional direction 7.5. Health care. at New Bulgarian University.

27.09.2023r.

Signature

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