

REVIEW

from

Prof. Dr. Violeta Boyanova Tsvetkova, NBU

from scientific direction 7.4 Public health,

on the scientific works for participation in a competition for the academic position of "Associate Professor", in professional direction 7.5. Health care,

announced in the State Gazette number 50 /09.06.2023, with candidate Maria Dragomirova Stoyanova.

The review was made according to order 3-RK 289 of 13.07.2023 of the Rector of the NBU on the appointment of a scientific jury. For this purpose, I received the contest materials in electronic and paper versions.

For the academic position "Associate Professor" there is only one candidate in the person of Dr. Maria Dragomirova Stoyanova. The presented materials correspond to the normative requirements for this category of competitions - number of publications, evidentiary materials, citations, self-evaluation and autobiography.

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

The candidate meets the minimum requirements of the NBU for obtaining the academic position "Associate Professor" because:

- There are a total of more than the required 430 control points - the candidate has 500 points, and only for group indicators "Ж", "З" are missing those included in the requirements of the National Bank of Ukraine, since she has not worked as a teacher at the university until that moment;
- Has a defended doctoral dissertation;
- There is a habilitation thesis;
- There is a sufficient number of publications in both scientific and editorial;
- There is a very active educational and socially beneficial activity.

Maria Dragomirova Stoyanova, PhD, has extensive professional experience in the field of health care. She knows and possesses extremely well all the requirements of the practice in the field of Health care and at the same time has a vast management experience, long practice in team work and knowledge of the organization of health care.

II. Research (creative) activity and results

The candidate for the academic position "associate professor" presents a monographic work on the topic "The COVID-19 pandemic and the psycho-emotional state of nurses". The author has made a detailed study of both data from worldwide similar studies and an in-depth analysis of her own research on several categories of nurses. It makes a very good impression the disclosure of some features in the work of nurses, which are mentioned and analyzed in scientific literature for the first time. For example, 30.6% of the respondents answered positively that they regularly perform tasks beyond the requirements for the position held, 52% - sometimes and only 16.8% of the nurses work solely and only on tasks related to specialized patient care. The analysis of the data from the conducted research shows the degree of physical, emotional and mental load during the emergency situations to which the nurse is subjected. More than half note a high degree of mental workload, which of course negatively affects the professional and personal health and capabilities of these health professionals.

The analysis can be used to develop and take measures for the mental health of health workers, in particular for health care providers, both during crises and also in the daily activities related to the provision of medical assistance.

The activities can be provided both by specialists from the field of psychology and also by health managers from different management levels. In his monograph, M. Dragomirova offers a system of methods and forms for reducing emotional and intellectual tension through:

- autogenic training;
- therapeutic exercises;
- meditation classes;
- practicing favorite activities;
- development and inclusion of interest groups;
- physiotherapy;
- psychological consultation and psychotherapy.

The monograph very convincingly and analytically characterizes the influence of the team, its purely human cohesion and professional motivation for maintaining a good psycho-emotional state of the working nurses.

Evaluation of the contributions in the other attached publications (creative performances) made after the appointment of the academic position "Senior assistant professor".

Dr. Dragomirova's scientific research was carried out at the Medical Institute of the Ministry of Internal Affairs, Medical University - Sofia and MBAL in the territory of the city of Sofia.

In addition to the monograph, there are 30 publications submitted for review, in 11 of which the candidate is an independent author, and in the rest she is a leading co-author. There is a reference for 15 citations.

The scientific and research activity of Maria Stoyanova is carried out in the following main areas:

1. Organization and management of health care
2. Working microclimate of healthcare professionals
3. Provision of affordable, quality and adequate health care to patients
4. The training of nurses during practical training and pre-graduate training.

The research activity in these different directions enables the creation of new work algorithms, correction of the existing work environment, improvement of health care management and provision of quality, efficient and affordable ones.

In the field of health care organization and management, the candidate has four publications:

Dragomirova, M., (2005) - Study of health care management of health care professionals;

.Dragomirova, M., .Zhelezarova, St., (2007) - Study of the opinion of health care specialists regarding autonomy in decision-making;

Gancheva, P., Dragomirova, M., (2010) - Research on the organizational behavior and organizational culture of the staff from the clinical laboratory of the Medical Institute - Ministry of the Interior;

Mihailova, S., Dragomirova, M.-(2011)-Organizational behavior - a major factor in the effectiveness of the work of health care specialists in the Neurology Clinic at the Medical Institute - Ministry of Internal Affairs.

In the second direction - work microclimate of health care professionals - the research activity analyzes conflicts in nursing practice and the impact they have on nurses, as well as their impact on the quality of health care. Strategies for dealing with conflict situations in nursing practice are reviewed.

Stress at the workplace and its influence on the exercise of health care and the impact it has on the quality of health care have been analyzed.

The most commonly used strategies for coping with workplace stress among health care professionals were investigated. A model for managing stress in the workplace has been developed.

The interest in the psycho-emotional state of health care professionals is dictated by the idea that satisfaction and harmonious professional relationships as a guarantor of providing quality health care.

By analyzing the microclimate and work environment, the candidate aims to propose and implement in practice such strategies for dealing with stress as to guarantee a motivating work environment.

Publications in this direction are:

Dragomirova, M. Arabova, L., Study of conflict situations in nursing practice at the Medical Institute - Ministry of the Interior;

Dragomirova, M. (2017) - Impact of occupational stress on the quality of health care;

Dragomirova, M., (2018) - Study of the most frequently applied strategies for coping with workplace stress among health care professionals;

An important contribution to the development of the candidate in the study of stress at the workplace in health care professionals is the developed toolkit for establishing the organizational factors of the work environment, hiding risks of stress and the coping strategies applied by health care professionals.

A stress management model is proposed, as well as a toolkit for monitoring the results of this model.

In the third direction of the subject of Dragomirova's developments - provision of affordable, quality and adequate health care to patients - an analysis of health care is made in the aspect of prevention of morbidity in the most common pathology.

Health care is related to promotion activities, prevention and direct and indirect health care of already ill persons. In order to avoid diseases and improve the quality of life of citizens, timely and comprehensive prevention is necessary. A similar project was proposed by the candidate, namely 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 her research, she researches ways to prevent hepatitis B, where she examines risk groups and makes recommendations for prevention among health care professionals.

In her scientific research, she devotes space to the rights of people in decision-making regarding applied health care and medical assistance. Considers informed consent as a guarantor of preserving their rights and autonomy.

Publications on this topic are the following:

Dragomirova, M., Galabova D., (2006) - Project for the opening of an office for the prevention and early diagnosis of breast cancer in female employees of the Ministry of Internal Affairs;

Dragomirova, M., (2005)-Prophylaxis of Hepatitis B-35-38;

Stoyanova, M., Ilieva, M. (2017) Informed consent as an element to guarantee the rights and autonomy of patients.

In another group of publications, the candidate conducts a study on student satisfaction during practicum and pre-graduate internship.

The data from this scientific research can be used both by the teachers of the Medical University and also by the managers of health care (head and senior nurses) to optimize the educational process and the organization of health care in the clinics and departments where it takes place training of students in this specialty.

Dragomirova, M., Ilieva, M. (2017) - Satisfaction with the clinical practice and state internship of the students of the specialty "nurse".

III. Learning and teaching activity

Dr. Maria Dragomirova Stoyanova has not worked at the NBU until now and accordingly has no points for group indicators „Ж“, „З“ and „И“, which are included in the requirements of the NBU. In the spring semester of 2022-2023, she taught 24 hours of the course MEDM637 Standards for E-Management in Health Care, MA Health Care Management.

IV. Administrative and public activity

Dr. Maria Dragomirova has impressive activity in administrative and public work.

He is a member of the Bulgarian Association of Health Care Professionals, and since 2004 he has been the chairman of the regional council of head nurses in the city of Sofia. For many years she was head nurse at the hospital of the Ministry of the Interior, and as such received a significant number of awards and professional honors.

The awarding of the title "Nurse of the Year" in 2008, several plaques for exceptional professionalism, etc., made a strong impression. In addition, the candidate actively participated in the creation of an office for the prevention and early diagnosis of breast cancer for female employees of the Ministry of the Interior.

V. Personal impressions of the candidate (if any)

I do not know Dr. Maria Dragomirova Stoyanova and have no personal impressions of her. However, a careful reading of her CV illustrates a serious, responsible and multi-interested health care professional.

Conclusion

My assessment of the candidacy for the academic position of "Associate Professor" of Dr. Maria Dragomirova Stoyanova in direction 7.5. Health Care is entirely positive and I suggest that the respected scientific jury vote with a positive vote and that it be submitted for approval to the Academic Council of the NBU.

Date...13.10.23 r

Signature

