

REVIEW

By prof. Hristo Stoyanov Bozov, MD, PhD

Rector of the "Prof. Dr. Asen Zlatarov" University, city of Burgas,

For participation in a competition for the academic position of "professor",

Field of higher education 7. Healthcare and sports, professional field 7.4. Public health-1/8 state,
announced by the New Bulgarian University in the National official gazette no. 28 of April 2, 2024,

With candidate Assoc. Prof. Rositsa Nikolova Doynovska, PhD

The review was prepared on the basis of order 3-ПК-234/ 29.05.2024 of the Rector of the New Bulgarian University for the appointment of a Scientific Jury, in accordance with the requirements of the Law on the Development of the Academic Staff of the Republic of Bulgaria, the Regulations for the Implementation of the *Law on the development of the academic staff in the republic of Bulgaria*, the additional requirements according to the *Ordinance on the development of the academic staff at the New Bulgarian University*. I received the required documents and resources in digital format on time.

In the announced competition, the only candidate is **Assoc. Prof. Rositsa Nikolova Doynovska, PhD**. The presented documents and scientific works are in accordance with the normative requirements for occupying the academic position "professor".

Assoc. Prof. Rositsa Doynovska, PhD was born in Sofia on May 24, 1961. In 1981, she graduated from the Semi-Higher Medical Institute at the Medical Academy, Sofia (diploma No. 1105/ 14.07.1981) with the specialty "nurse - general profile" and worked as such until 2015 at the Military Medical Academy, Sofia as a regular and senior nurse. Graduated from Medical University - Sofia majoring in "Health Care Management" with a bachelor's degree (diploma no. 005378, reg. no. 3868/ 20.03.1999). She graduated with a master's degree in the following majors: "Healthcare" from the Medical University - Pleven with a diploma for the honors of the graduating class (diploma no. 044615, reg. no. 000432/ 04.07.2006), "Health Management" from the Medical University - Varna with a diploma for honors of the graduation (diploma no. 022155, reg. no. 230/ 01.11.2004), "Administrative and Health Management" and a second specialty "Social Activities" from VTU "St. St. Cyril and Methodius" Veliko Tarnovo (diploma No. 001684, reg. No. 26077/ 27.06.1998). In 2012, she defended her dissertation on the topic "Challenges to the management of medical personnel in the Bulgarian Army and directions for solving them" and obtained the educational and scientific degree "doctor" (diploma No. 22/18.07.2012). In 2016, she held the academic position of "associate professor" after winning a competition at Southwestern University "Neofit Rilski" - Blagoevgrad. Since 2017, she has been the head of the "Healthcare" department until now, and in 2019 she was elected Deputy Dean for educational activities, accreditation and quality of the Faculty of "Public Health, Healthcare and Sports". In 2019, she was included in the



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Register of habilitated persons with scientometric indicators, Professional direction: 7.5. Healthcare (NACID).

Assoc. Prof. Rositsa Doynovska, PhD has participated in a total of 15 projects - four educational projects, head of four and team member of two research projects, academic mentor of over 20 students in two of the educational projects. She was five times an external reviewer of scientific research projects in the field of health promotion and medical education. There are numerous reviews of monographs, textbooks, studies and articles. Assoc. Prof Doynovska participates in the composition of scientific juries for holding scientific and academic positions. She is the Head of the Educational Research Center Health Care at the "N. Rila".

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

The materials presented by Assoc. Prof. Doynovska are arranged precisely and correctly, they contain all the necessary evidence for the relevant groups of indicators. They contain all the necessary documents for occupying the academic position of "professor" in accordance with the requirements of *Law on the development of the academic staff in the republic of Bulgaria* and the *Ordinance on the Development of the Academic Staff at the NBU (Article 58, Paragraphs 1 and 2)*.

The submitted Self-Assessment Reference for the fulfillment of the minimum national requirements and the requirements of the NBU, a reference for the original scientific contributions to which the relevant evidence is attached, the academic reference for publications, citations and scientometric indicators of Assoc. Prof. Rositsa Nikolova Doynovska, PhD are in accordance and exceed the minimum national and additional requirements of the New Bulgarian University for holding the academic position "professor".

For her participation in the competition, she presented a habilitation thesis - a monograph, two textbooks and one manual in co-authorship, 16 full-text titles (6 of them in scientific publications, referenced and indexed in world-renowned databases with scientific information) and 10 full-text titles published in non-refereed peer-reviewed journals. 108 citations were searched (citation reference from the CMB - issue no. 488/ 25.09.2023) in Bulgarian and foreign sources (Scopus and Web of Science).

In addition to the evidence included in the minimum requirements for holding the academic position of "professor", a dissertation and three related publications, two independent monographs, one textbook with the first author Assoc. Prof. Doynovska and one co-authored textbook are also presented.

The total points declared by the candidate are 864.2, which exceed the required volume for holding the academic position "Professor" (550 points) and the required 210 points for the New Bulgarian University, proves the scientific production of Assoc. Prof. Rositsa Doynovska, PhD.

A group of metrics	Minimal requirements	Declared
A. 1. Dissertation work for awarding the educational and scientific degree "doctor"	50	50
B. 3. Habilitation thesis - monograph	100	100
D. 7. Publications and reports published in scientific publications,		



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referenced and indexed in world-renowned databases of scientific information	200	136
D. 8. Publications and reports published in non-refereed peer-reviewed journals or published in edited collective volumes		125
E. 10. Citations or reviews in scientific publications referenced and indexed in world-renowned databases of scientific information or in monographs and collective volumes	100	135
E. 11. Citations in monographs and peer-reviewed collective volumes		40
E. 12. Citations or reviews in non-refereed peer-reviewed journals		35
F. 14. Supervision of a successfully defended doctoral student (n is the number of co-supervisors of the respective doctoral student)	40/ n	20
E. 16. Participation in a national scientific or educational project	15	30
E. 20. Published university textbook or textbook that is used in the school network	40/ n	26.6
E. 21. Published university textbook that is used in the school network	20/ n	6.6
F. 22. Training of interns, specialists and doctoral students (seminars and practical classes)	30	30
G. 26. Membership in national and/or international organizations and associations in the relevant professional field	10	10
H. 40. Joint work with students in research and/or creative projects	20	80
H. 41. Guidance/reviews of successfully defended graduates or participation in state examination committees	20	40
TOTAL:		864.2

II. Research activity and results

1. Evaluation of the monographic work, creative performances or other publications corresponding in volume and completeness to a monographic work, including an evaluation of the scientific and scientific-applied contributions of the author.

The candidate, Assoc. Prof. Rositsa Doynovska, PhD has submitted a monographic work on the topic "Nurse Profession", which I highly appreciate, for participation in the competition. An in-depth overview of the profession is made, various philosophical theories and concepts of nursing are presented, forming its scientific basis during the different historical eras and the development of the profession. Both classic and more modern models of nursing care provision, career development opportunities, forms of post-graduate training, requirements for the nurse's personality and professional competences that he or she must possess are examined. The connection between high-quality education in the preparation of nurses and the necessary complex qualities for practicing the profession are emphasized. The professional competencies and functions of the modern nurse are comprehensively presented. The exceptional need for nurses in health care and society is emphasized, and at the same time the problem areas in education, motivation for choosing the profession and the subsequent realization of nurses are also discussed in details. An analysis of stressogenic factors in the profession, professionogram, psychogram and professional profile were made. The organizational-pedagogical conditions of training in the regulated profession, the new requirements for the application of digital technologies and training in an online environment, after the COVID 19 pandemic, are examined, and a place is given to the presence of the



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patient as part of this training. The monographic work has a volume of 142 pages, divided into eight chapters, the bibliography contains 157 literary sources. The monograph has been reviewed by two qualified persons and has been checked through an anti-plagiarism program.

2. Assessment of the contributions in the other attached publications made after the appointment of the academic position "associate professor. It also includes an assessment of the peer review requirement of the publications.

Assoc. Prof. Rositsa Doynovska, PhD submitted a total of 16 full-text publications for evaluation. Of these, 6 have been published in scientific publications, referenced and indexed in world-renowned scientific information databases Scopus and Web of Science (as article No. 1, indicator D 7, is in Q1 IF 3.796). In non-refereed peer-reviewed journals 10 papers are presented.

After taking the academic position of "associate professor", the candidate has an active publication activity: 31 full-text publications in scientific publications. The candidate's total publication activity includes 74 full-text titles and 71 published abstracts in national and international conferences and congresses, including with students. The topic of the publications fully corresponds to the professional and academic development of the candidate and the professional direction of the announced competition. She is a member of the scientific committees in the scientific conferences held at the SWU "N. Rilski" – Blagoevgrad.

The textbook "Nursing Care", was authored primarily by Assoc. Prof. Doynovska covers the fundamental subjects that form the essential knowledge, abilities, and proficiencies of students pursuing a bachelor's degree in the healthcare profession (nurses, midwives, medical assistants). The proposed topics are relevant to contemporary training in the professional field and are in accordance with the curriculum of the majors. The development of this project incorporated the fundamental pedagogical ideas, methodologies, and guidelines of exemplary medical practice. The educational content is enhanced with the author's own photographs, illustrations, and applications, which facilitate its effective and enduring assimilation. The utilized literary sources are accurately referenced, enhancing the scholarly nature of the textbook. The textbook is suitable for both practising medical experts and students with a "Master" degree in the specialty of "Health Care Management" who wish to generate nursing documentation, such as healthcare protocols and technical sheets. The textbook is written in a way that is easily understood by pupils, while still maintaining its educational value. The textbook has been scrutinised by anti-plagiarism software and possesses a total of 186 pages.

The textbook "Nursing care. Practicum", of which Assoc. Prof. Doynovska is the first author, aims to present the practical aspects of nursing care and complement the Nursing care textbook. Some of the latest techniques in patient care are included. The main algorithms for preparing and performing health care for the patient are presented in an accessible manner. Methods of administration and systems for dispensing medicinal products are discussed in detail. The general rules for preparing and performing punctures are described, as well as the specifics of the different types. The presentation of all types of punctures, in which the nurse and midwife take part in the interdisciplinary team, can be cited as an advantage. The textbook has been checked through an anti-plagiarism program and has a volume of 195 pages.

The presented "Guide for basic mentors of Students from Professional Field 7.5. Healthcare" comprises six thematic sections that offer a comprehensive understanding of mentoring as a highly



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regarded and widely practised method of learning in professional education, with a specific focus on mentoring in the healthcare sector. According to the Ordinance on Uniform State Requirements for Obtaining a Bachelor's Degree in the fields of "Nurse" and "Midwife," 50% of the training consists of practical experience in a real-life setting. Emphasis is put on the mentor-student relationship. Mentoring is regarded as a means to enhance students' motivation in practical training, both in academic (clinical) practice and pre-graduate internships. An analysis has been conducted on the primary types of mentorship, namely formal and informal. The guide provides the findings of surveys conducted among mentors and students from the Department of Health Care at SWU "N.Rilski" of Applied Sciences in 2019. Novel methodologies are provided to assist student mentors in performing educational (clinical) practice. The handbook encompasses the outcomes of the research conducted for project RP-B 6/19, which aims to enhance the efficiency of practical training for students in the Professional direction. The Neophyt Rilski South West University - Blagoevgrad has established a program in health care that utilizes mentoring as a method of teaching in an actual clinical setting.

I accept the fully prepared reference for original scientific contributions from assoc. prof. Rositsa Doinovska, PhD. They are proven in her scientific publications and supported by her teaching activities.

In the scientific research activity, the contributions are in the following three directions:

1. **Public health, health promotion and disease prevention** - data from own studies are presented on forming habits for a healthy lifestyle, proving preventable risk factors in terms of nutrition, physical activity, working environment for the health of the population. Professional-ethical, behavioral and psychological problems affecting the quality of life of people with various health problems, self-assessment of health professionals for preparing for incidents related to the prevention of injuries and diseases of large population groups were analyzed. The knowledge and skills of future medical specialists for the prevention and control of nosocomial infections were studied, as criteria for safe health care (publications in indicator group D 7 - with No. 1, 2, 3, 4; D8 - with No. 1, 2, 5, 7, 9);
2. **Medical education and pedagogy** - the specifics in the training and professional training of students with medical specialties from the professional field of health care are thoroughly and analytically presented. On the basis of own studies, approaches have been implemented for the application of clinical simulations to create a safe learning environment for students (publications in the group of indicators B 3, E 20 and E 21, D 7 - with No. 5; D 8 - with No. 3, 4, 6);
3. **Health care for the elderly and the elderly** - includes original empirical studies conducted with the aim of optimizing health care for the elderly population, improving the quality of life of the elderly and the elderly, planning effective nursing strategies for prevention, the need for home care for various diseases as an essential element of palliative care (publications in indicator group D 8 – with No. 8, 10).

In a theoretical aspect, the following contributions can be highlighted and summarized:



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1. Through the developed monographic work "Profession of a nurse" a comprehensive integrative approach to the professional formation and professional realization of nurses has been realized. An analysis has been made of both classical and more modern models of nursing care provision, career development opportunities, forms of post-graduate training, requirements for the nurse's personality and the professional competencies he or she must possess. The monograph can be used in the teaching of Nursing students in the Philosophy and Introduction to Nursing course. Theoretical foundations" (indicator C 3) ;
2. In the "Guide for basic mentors of Students from Professional field 7.5. Health care", a thorough analysis of mentoring as a way of learning was made, its various forms were examined with an emphasis on mentoring in health care (indicator E 21);
3. The influence of clinical simulations as an educational technology through a planned experiment to deal with stress and clinical anxiety in nursing and midwifery education was investigated and established (indicator D 7 – with No. 6, indicator D 8 – with Nos. 3, 4);
4. Scientifically based conclusions and strategies for developing modern treatment methods and improving the quality of life have been drawn. Theoretical studies and laboratory studies were conducted and interrelationships were established between various biological and natural factors that positively or negatively affect treatment and health (indicator D 7 - with No. 1, 2, 3, 4, indicator D 8 - with No. 1, 7);
5. The motivation, the satisfaction of the students' participation in project-based research activities, and also the proof of the need for active strategies to stimulate their research activity have been studied. Evidence-based practice is a problem-solving approach to health care delivery and at the same time helps to realize one of the main functions of the modern nurse - to promote health promotion (indicator D 8 - with No. 6);
6. Specific recommendations have been made to increase the quality of education for students with medical specialties.

The following can be formulated as practical-applied contributions:

1. Module training for basic mentors of students from the specialties "Nurse" and "Midwife" in medical institutions was developed and implemented in practice after the implementation of a scientific research project of the SWU "N. Rilski" - Blagoevgrad (indicator E 21);
2. A safe learning environment for students has been created through the integration of clinical simulations and formative feedback (indicator D 7 - No. 6, indicator D 8 - with Nos. 3, 4);
3. The analysis of the professional orientation and motivation for choosing the profession "Nurse" among 220 students from the SWU "N. Rilski" - Blagoevgrad for the period 2018-2023, presenting the demographic characteristics of the students and the leading reasons for choosing the profession (indicator D 3);
4. The factors that influence the preparation and quality of emergency medical care in accidents with a large number of victims have been investigated and established (indicator D 8 - with No. 5);
5. A multifactorial analysis was performed to identify the risk of falls in social service elderly and elderly persons, applying a developed fall risk assessment tool based on the American Nursing Association standards for the nursing diagnosis "Fall Risk " (indicator D 8 – with No. 8);



6. The health and social problems of the elderly and old people have been studied and practical recommendations have been made to improve the quality of life and health care of the elderly and old people living alone or with their families (indicator D 8 - with no. 9, 10).

3. Citation by other authors.

Assoc. Prof. Doynovska submits a very valued and renowned scientific work for participation in the competition. The work is written in an academic style and has been extensively cited by both Bulgarian and foreign authors, establishing her as a distinguished author within the scientific community. A grand total of 126 citations were found, with 96 citations in Bulgarian publications and 33 citations from overseas.

Among the foreign citations, 9 were from Scopus, 9 were from Web of Science, and 15 were from other freely accessible online sources.

I II. Learning and teaching activity

Assoc. Prof. Doynovska has 10 years of teaching experience and conducts lecture courses in 12 academic disciplines (8 compulsory and 4 optional) for students with a BA "Bachelor's Degree" at SWU "N. Rilski" - Blagoevgrad". She conducts theoretical semester examinations of students from "Nurse" and "Midwifery" specialties. She conducts 5 compulsory lecture courses and semester exams of students with OCS "Master" in the specialties "Health Management" and "Health Care Management". Assoc. Prof. Doynovska, PhD is a part-time teacher at the Bachelor's Faculty of NBU and conducts a course on "Human Health" from the academic year 2023/2024.

She also participated as chairpersons and member of state examination committees for students majoring in "Nursing", "Midwifery" with Bachelor's degree and for students in "Health Care Management" with Master's degree.

Assoc. Prof. Doynovska's academic and practical work with the students is expressed in scientific guidance and organization of student research activities. From the presented Reference for work with students and doctoral students, it can be seen that Assoc. Prof. Doynovska is the supervisor of a successfully defended doctoral student in the "Health Care Management" doctoral program, and of two full-time doctoral students in the doctoral program "Organization and management outside the sphere of material production (social-cultural sphere)", one of which was awarded with the right of defense. She is the academic supervisor of eight graduates who successfully defended their diplomas and obtained the Master's degree from the Academy of Medical Sciences in the specialties "Health Management" and "Health Care Management". 35 students participated in the implemented projects. Assoc. Prof. Doynovska has numerous joint scientific publications with students and doctoral students.

At every stage of her work, Assoc. Prof. Rositsa Doynovska, PhD shows upward development in terms of education, which she combines with a successful academic career. The professional knowledge and competences she possesses are upgraded through various trainings - two teaching mobility under the



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Erasmus+ program - Italy (2023), Albania (2023) and one administrative mobility - Serbia (2022). She holds certificates of continuing education from the class organization.

Two public lectures were held at the NBU:

1. Mentorship in the practical training of specialties from the regulated professions "Nurse" and "Midwife" - December 22, 2023.
2. Health education – April 5, 2024.

IV. Administrative and public activity

1. Public activity.

Assoc. Prof. Dr. Doynovska is a regular member of the Bulgarian Association of Health Care Professionals (BAHCP), Bulgarian Association of Public Health, Union of Scientists in Bulgaria. National Society for Preventive Medicine. Member of the editorial board of "Healthcare" magazine. Member of the Publishing Board of the "N. Rilski", area of higher education Health care and sports, professional direction 7.5. Health care. Member of the Scientific Advisory Board as a reviewer of BALKAN Military Medical Review – official Journal of Balkan Military Medical Committee - 2014 – 2016.

She is the chairman of the University Committee on Academic Ethics of the SWU "N. Rilski" - Blagoevgrad She is a member of the following academic commissions - Academic Council of SWU "N. Rilski", Faculty Council of the Faculty of "Public Health, Health Care and Sports", the Teaching and Methodological Council of the University Commission for the Quality of Education at the University of SWU "N. Rilski" - Blagoevgrad. Head of the Health Care Department, Deputy Dean for Educational Activities, Accreditation and Quality of the Faculty of Public Health, Health Care and Sports.

During the period 2010-2015, she was the chairman of the BAHCP society at the Sofia Academy of Arts. She was awarded certificates of merit in the field of health care and "Professional of the Year" in the category "Health Care Manager" at the VMA - 2007, 2009, 2010, 2013. Certificate for contribution to the development of nursing and professional qualification above the required regulated level in the category "Health care manager" for proven professionalism from the RK-Sofia of the BAHCP for 2012. Diploma from the BAHCP for first place at the national level in the category "Health care manager 2012 - senior nurse". Certificate for first place in the National Student Competition "Learning to Help" - team "Nurses" - SWU "N. Rilski" - Blagoevgrad, team leader, 2024.

V. Personal impressions of the candidate

I have been acquainted with Assoc. Prof. Rositsa Doynovska for a period exceeding 30 years. We have accumulated extensive experience over a long period of time while employed at the Military Medical Academy. As the senior nurse of the Pulmonology Clinic, she demonstrated a strong sense of accountability and attentiveness, not only towards the patients but also towards the medical personnel at the clinic. Prof. Kosta Kostov, a renowned pulmonologist and former clinic director, had the ideal senior nurse in her employ. She possesses not only the traits of an organizer and manager, but also those of a leader who is capable of collaborating effectively within a team. Assoc. Prof. Doynovska, PhD is renowned for her innovative approach and unwavering commitment to acquiring knowledge and



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enhancing her skills.

A conclusion with a clearly formulated positive or negative assessment of the candidate's academic activity and a proposal for his admission or non-admission to selection by the Academic council.

In conclusion, I believe that Assoc. Prof. Rositsa Nikolova Doynovska, PhD has extensive professional, administrative, managerial and pedagogical experience in the field of health care and public health. The presented scientific production meets the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria, the Regulations for its Implementation and the Ordinance on the Development of the Academic Staff at the New Bulgarian University, by presenting scientific production exceeding the minimum requirements for occupying the academic position "professor". Which proves that there are sufficient grounds for **a positive assessment** of the materials submitted by the candidate. There is no proven plagiarism in scientific works according to the law.

I propose to the respected members of the Scientific Jury to vote with a positive vote for awarding the academic position "Professor", field of higher education 7. Health care and sports, professional field 7.4. Public Health and the NBU Academic Council to elect Associate Professor Rositsa Nikolova Doynovska, PhD to the academic position of "Professor".

Date July 16, 2024

