

REVIEW

By **Prof. Ivanka Kostova Stambolova, MD**

Department of Health Care

Faculty of Public Health "Prof. Dr. Ts. Vodenicharov, PhD" MU-Sofia

External member of the NBU Sofia, of the Scientific Jury, according to

Order No. Z-RK 234/ 29.05.2024 of the Rector of the NBU Prof. Pl. Doinov, DsC – Sofia

Regarding: Participation in an announced competition for the occupation of the academic position "professor" of 1/8 full-time at the NBU, in the field of higher education 7. Health care and sports, professional direction 7.4. Public Health announced in the SN no. 28 of April 2, 2024

The only candidate is: Assoc. Prof. Rositsa Nikolova Doynovska, PhD - Associate Professor in the "Health Care" Department, Faculty of "Public Health, Health Care and Sports" at South-West University "Neofit Rilski" - Blagoevgrad.

I. Biography and career profile of the candidate

Assoc. Prof. Rositsa Nikolova Doynovska, PhD was born on May 24, 1961 in Sofia. In 1981 graduated from the Semi-higher Medical Institute in the city of Sofia and acquired the qualification "Nurse, general profile". Worked as a nurse and senior nurse in the Pulmonary Clinic from 1983-2015 of Military Medical Academy - General Hospital for Active Treatment Sofia. In the period 1993-98 studied at university of Veliko Turnovo "St. Kiril and Metodii" and successfully graduated with a master's degree in the specialty "Administrative and Health Management" and a second specialty in "Social Activities". In 1999 graduated with a bachelor's degree in "Health Care Management" at the Medical University of Sofia. In 2004 R. Doynovska obtained a second master's degree in "Health Management" with an "Honours of the Graduation" diploma. In 2006, the candidate graduated with honors and in the third master's degree in "Health Care" at Medical University of Pleven. From 2009-2012 Rositsa Doynovska is a doctoral student of independent training at the Military academy "G. S. Rakovski" - Sofia, which successfully concludes the defense of a dissertation on the topic: "Challenges to the management of medical personnel in the Bulgarian Army and directions for their resolution". In 2016, after a competition, she was appointed as an "associate professor" in the "Healthcare" department of the "Public Health, Health Care and Sports" faculty of the South-West University "Neofit Rilski" - Blagoevgrad. Performs the position of head of the "Health Care" Department; Head of the Educational and Research Center Health Care at the South-West University "Neofit Rilski"; Vice dean of the Faculty of "Public Health, Health Care and Sports" for educational activities, quality and accreditation, from January 2019 until now. She is a member of the Academic Council of the South-West University "Neofit Rilski". She is a member of the Faculty Council of the Faculty of Public Health, Healthcare and Sports. Chairman of the University Committee on Academic Ethics at the South-West University. Chairman of the Commission for attestation of the academic staff of the Faculty of "Public Health, Healthcare and Sports" in the period 2017-2019. In 2019, it was included in the

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

Prof. Rositsa Doynovska, PhD, is a member of the following organizations and editorial boards and councils:

Union of Scientists in Bulgaria

Bulgarian Association of Health Professionals in Nursing

Bulgarian Public Health Association

Bulgarian association of preventive medicine

Member of the editorial board of "Healthcare" magazine.

Member of the publishing board of the South-West University "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 the journal BALKAN Military Medical Review – official Journal of Balkan Military Medical Committee - 2014 – 2016.

She is the recipient of a number of awards and has participated in postgraduate courses and qualifications in the areas of her research interests, academic commitments and teaching.

II. General description of those presented materials for the contest

The documentation presented by Assoc. Prof. Rositsa Nikolova Doynovska, PhD, is carefully arranged and creates an idea of both the scientific and professional development of the candidate, as well as her personal qualities. It contains all the necessary documents for occupying the academic position of "professor" in accordance with the requirements of the 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). These include: an application for participation in the competition, a curriculum vitae, a criminal record certificate, a medical certificate, diplomas for completed education and a diploma for the acquired educational and scientific degree "doctor", a certificate of internship in the specialty, a self-assessment report for the fulfillment of the minimum national requirements and of the requirements of the NBU, as well as a reference to the original scientific contributions to which the relevant evidence is attached, a list of publications in specialized scientific publications, a reference to citations.

III. General compliance of the candidate with the requirements of the NBU Sofia

The total number of scientific reports is **74 titles**, distributed as follows:

1. Included in a sample certificate proving the fulfillment of the minimum requirements for occupying the academic position "professor" (in no.):

Indicator A	Indicator 1. Dissertation work for the award of the educational and scientific degree "doctor"	1
Indicator V	Indicator 3. Published habilitation work-monograph	1
Indicator G	Indicator 7. Publications in scientific publications, referenced and indexed in world-famous databases with scientific information	6

	Indicator 8. Publications and reports published in non-refereed peer-reviewed journals or published in edited collective volumes	10
Indicator E	Indicator 20. Published university textbook	2
	Indicator 21. Published study guide	1
Total		21

2. Outside of participating in the evidentiary material for meeting the minimum requirements for occupying the academic position "professor" (in no.):

Publications related to the dissertation work for the educational and scientific degree "doctor"	3
Full-text publications in foreign scientific journals	8
Full-text publications in scientific journals, refereed and indexed	15
Full-text publications in non-refereed Bulgarian scientific journals with scientific review or in edited collective volumes	39
Published university textbook	2
Total	67

3. Distribution of the scientific output by place of participation of the candidate in the author's collectives (in no):

A place as an author	Dissertation works, monographs, textbooks	Publications in refereed journals	Publications in non-refereed editions and edited collective volumes:	Total
Single author	4	7	14	25
First author	4	1	13	18
Second author		4	16	20
Third and subsequent author	1	3	7	11
Total	9	15	50	74

The candidate's dissertation work on the topic: "Challenges to the management of medical personnel in the Bulgarian Army and directions for their resolution" is a scientific study on an extremely important topic concerning the effectiveness of the management of medical personnel in modern conditions. Its importance is becoming more and more due to the increasing trend towards a constant decrease in the number of nurses in the health system and the high responsibility and specificity of the care they provide. In the theoretical and empirical part of the work, the attitudes and opportunities for applying effective approaches to human resource management in the organization are considered and analyzed, with a practical-applied aspect to health care professionals.

The realized and presented scientific research of R. Doynovska meets the need for studies in the field of organizational problems related to the management of medical personnel, and for

offering practical directions for more effective use of human resources in any healthcare organization. The dissertation work has its essential scientific and applied contributions. Three publications have been made in connection with the dissertation work. (indicator C 3).

Candidate Assoc. Prof. Rositsa Doynovska, PhD has and exceeds the necessary scientific production and publication activity in accordance with the occupation of the academic position "Professor".

District 7. Health and sports

Professional direction 7.1. Medicine, 7.2. Dentistry, 7.3. Pharmacy, 7.4. Public health, 7.5. Health care, 7.6. Sports

Minimum required points by groups of indicators for the academic position "professor"

A group of indicators	Content	Professor (number of points)	Assoc. Prof. Rositsa Doynovska, PhD
A	Indicator 1	50	50
B	Indicator 2	-	-
V	Indicators 3 or 4	100	100
G	Amount from indicators 5 to 9	200	261
D	Amount from indicators 10 to 12	100	210
E	Amount from indicators from 13 to the end	100	243,2
			864,2

IV. Characteristics of the monographic/habilitation work

In the monographic work "Profession of a Nurse" submitted for the competition, a comprehensive integrative approach to the professional formation and professional realization of nurses is realized based on a historical review of the profession, a professionogram, a psychogram and a professional profile of the modern nurse. Various philosophical concepts of nursing that form its scientific basis are analyzed, and the metaparadigm of the profession is presented in detail. An analysis was made of both the classical and more modern models of providing nursing care, the career development opportunities of nurses, the forms of post-graduate education, the requirements for the personal qualities of the nurse and the professional competencies that she must have, to practice the profession. The monograph can be used for educational purposes by students majoring in "Nursing" in the discipline "Philosophy and Introduction to Nursing. Theoretical foundations" and to improve the motivation of future personnel. The author emphasizes the enormous importance of this profession from its inception to the present day, its progress and current problems. The monographic work affirms the necessity of this profession and its increasing importance for the future.

V. General characteristics of the candidate's research and scientific-applied activities

It makes a very good impression that the candidate's publication activity is evenly distributed over the time of academic development, as well as the fact that they are in specific scientific fields that fully correspond to her professional experience, as well as the professional direction of the announced competition. The publications are in Bulgarian and foreign specialized scientific journals.

The research work presented for participation in the competition is mainly focused on "**Health Care**" and "**Public Health**", covering the training of professionals providing health care, the promotion, prevention and evaluation of health care for different groups of the population.

Main contributions in thematic directions from the research activity of Assoc. Prof. Rositsa Doynovska, PhD can be presented from the following three directions:

- **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; own studies have been carried out and findings have been made, approaches have been implemented to increase the quality of education by applying clinical simulations to create a safe learning environment for students in mastering the principles of nursing and midwifery care by increasing the general and practical competence of students for the development of safe nursing practice; the scientific research activity of the students from the professional field of health care has been studied and analyzed (publications in group of indicators V 3, E 20 and E 21, G 7 - with No. 5; G 8 – with No. 3, 4, 6);
- **Public health, health promotion and disease prevention** - data from own studies on forming healthy lifestyle habits, proving preventable risk factors in terms of nutrition, physical activity, work environment for population health, professional-ethical, behavioral and psychological problems affecting the quality of life of people with various health problems, self-assessment of health professionals for preparation with incidents related to the prevention of injuries and diseases of large population groups, the knowledge and skills of future medical professionals were studied for prevention and control of nosocomial infections, as criteria for safe health care. The adaptation of the Braden scale for the evaluation of the risk of breaking the integrity of the skin in clinical practice has a high prognostic value and could be used as an active prevention to help patients and their families (publications in indicator group G7 - with No. 1, 2, 3, 4; G8 - with No. 1, 2, 5, 7, 9);
- **Health care for elderly and old people**- include author's 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 group of indicators G 8 – with No. 8, 10).

Theoretical contributions from the scientific production of Assoc. Prof. Rositsa Doynovska, PhD:

- The impact of clinical simulations as an educational technology, through a planned experiment, to address stress and clinical anxiety in nursing and midwifery education is explored and established. The results after the completion of the simulation program show lower levels of stress, anxiety and fewer physical complaints, compared to the same

indicators before the inclusion of the students in the simulation program (indicator G 7 – with number 6, indicator G 8 – with no. 3, 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 G 7 - with No. 1, 2, 3, 4, indicator G 8 - with No. 1, 7).
- The motivation, the satisfaction of the students' participation in project-based research activities, and also the proof of the need for active strategies in the direction of stimulating research activity have been studied. The factors that motivate students have been identified. 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 - health promotion (indicator G 8 - with No. 6).
- Specific recommendations have been made to increase the quality of education for students with medical specialties.

Practical-applied contributions of scientific production:

- A thorough analysis was done of the professional orientation and motivation for choosing the profession "Nurse" among 220 students from the South-West University "N. Rilski" - Blagoevgrad for the period 2018-2023, presenting the demographic characteristics of the students and the leading reasons for choosing the profession (indicator G 3).
- A modular training model was developed and implemented in practice for basic mentors of students majoring in Nursing and "Midwife" in the medical institutions after the implementation of a scientific research project of the South-West University "N. Rilski". The importance of the relationship student - basic mentor, student - academic mentor in practical training has been proven. A modular training program for basic mentors was developed and implemented (indicator E 21, indicator G 7 - No. 5).
- An interesting and safe learning environment for students was created through the integration of clinical simulations and formative feedback (indicator G 7 - No. 6, indicator G 8 - with Nos. 3, 4).
- Researched and established are the factors that influence on the preparation and quality of emergency medical assistance in incidents with mass casualties. The factors hindering the professional activity of medical specialists working in emergency departments have been studied in detail and recommendations have been made to improve working conditions (indicator G 8 – with No. 5).
- A multifactorial analysis was carried out to identify the risk of falling, in elderly and old people, users of long-term health care in Blagoevgrad district. The developed fall risk assessment tool, based on the American Nursing Association standards for nursing diagnosis "Risk of falling", has a high predictive value and has been applied within one year among social service users and their family members with very good performance (indicator G 8 – with No. 8).
- Health and social problems of adults and old people and practical recommendations are proposed to improve the quality of life and health care of elderly and old people living alone or with their family (indicator G 8 - with no. 9, 10).

Reflection of the candidate's scientific publications in national and foreign literature (citations)

The candidate correctly submits - 93 citations in the reference, of which 33 are abroad.

VI. Complex, qualitative evaluation of the teaching-methodical and teaching activity, including scientific guidance

Educational and pedagogical activity

- 1.1. Associate Professor Rositsa Doinovska, PhD, has an extremely diverse and comprehensive activity in relation to the educational process. She presents for the competition voluminous information about teaching in various academic disciplines /18/ to students from the specialties "Nurse", "Midwife", "Health Management", "Preschool and primary school pedagogy with a foreign language" and "Management of health care" - educational and qualification degree "Bachelor" and "Master";
- 1.2. The candidate participates in the preparation of textbooks, study aids, materials and programs for the lecture courses in the various specialties, mentors students in "Management of health care" and to "medical" students on a mandatory internship in health care for 18 years;
- 1.3. She participated in eleven research projects as a leader, member, reviewer or external expert, four educational projects, provided methodical assistance to students and graduates;
- 1.4. Participated in teaching and administrative mobility under the Erasmus+ Program in Italy, Albania and Serbia;
- 1.5. Participates in a number of commissions - Member of the University Commission on Academic Ethics of the South-West University "Neofit Rilski" (since 2016). Chairman of the commission from 2024. 2. Member of the Academic Council of the South-West University "Neofit Rilski" - from 2019 to the present. 3. Member of the Faculty Council of the Faculty of Social Sciences and Humanities in the South-West University "Neofit Rilski" - from 2016 to the present. 4. Member of the Educational and Methodological Council at the University Commission for the Quality of Education - from 2019 to the present. 5. Chairman of the Committee for Attestation of the Academic Staff at the Faculty of Public Health, Healthcare and Sports - 2017-2019. 6. Chairman and member of the state examination commissions for conducting the state examinations for the specialties "Nurse" and "Midwife", educational and qualification degree "Bachelor" - of the South-West University "Neofit Rilski" (from 2019) 7. Chairman of the state examination commission for the conduct of the state examination for the specialty and "Management of health care", Master's degree - of the South-West University "Neofit Rilski" (from 2021). 8. Member of examination commissions for state practical training in the specialty "Management of health care" for the acquisition of the master's degree "Health Care Management" at the Medical University - Sofia, 2001. – 2015.
- 1.6. Participates as a member of scientific juries;
- 1.7. She participated as a lecturer in two public lectures at the NBU. She is also a lecturer at a number of postgraduate training courses in the country.
- 1.8. Honorary lecturer at NBU from the academic year 2023/24 in the Bachelor's Faculty for the study discipline "Human Health".

- 1.9. Under the scientific guidance of Assoc. R. Doynovska, PhD has one successfully defended doctoral student. He is the scientific supervisor of two more doctoral students, one of whom has been dismissed with the right of defense.

The scientific-research, teaching-methodical and teaching activities of Associate Professor R. Doynovska, PhD, are comprehensive and affect all aspects of the academic university work of a scientist, researcher, teacher and public figure. Her diligence and perseverance, as a researcher and teacher, accompany all the years of hard work, the results and scientific production of which we have the opportunity to evaluate as important and valuable for medical science and practice, as well as for the development and validation of health care in our country.

VII. Personal impressions

The entire professional, scientific and pedagogical work of Assoc. Prof. Rositsa Doynovska, PhD dedicated and committed to health care, their management, teaching, research, evaluation and improvement, which makes a significant contribution to public health. I have known Assoc. Prof. R. Doynovska for 27 years. Her personal and professional qualities, manifested in the process of work and training, from which I initially knew her, as well as subsequently in her academic work and as a colleague, give me reason to define her as a hardworking, consistent, creative, principled and ethical colleague, scientist and teacher. Assoc. Prof. Rositsa Doynovska, PhD has outstanding leadership qualities and skills, excellent organizational abilities and communication skills, extremely useful for her work so far, and I hope she will apply and develop them in the future as well.

Conclusion

The documents presented for review by Assoc. Prof. Rositsa Nikolova Doynovska, PhD fully meet the requirements of the Law on the development of the academic staff in the Republic of Bulgaria, the requirements of the Ordinance on the Development of the Academic Staff at the NBU and contain the necessary evidentiary material for its overall activity, fully covering and exceeding the requirements for occupying the academic position "Professor".

The rich research activity of Assoc. Prof. Doynovska is characterized by thoroughness and consistency in her research, by creativity and innovative approaches in teaching students, her competence and erudition are realized in a wide range of expert activities as a member of scientific societies, committees, editorial boards and university leadership positions.

In view of the above, I give my **POSITIVE** assessment of the overall scientific, educational, expert and public activity of **Assoc. Prof. Rositsa Nikolova Doynovska, PhD**, and I strongly suggest that she take the academic position of "**professor**" 1/8 full-time at the NBU in the field of higher education 7. Healthcare and sports, professional direction 7.4. Public health, announced in the SG no. 28 of April 2, 2024.

July 15, 2024

Prepared the review:

Prof. Ivanka Kostova Stambolova, MD