



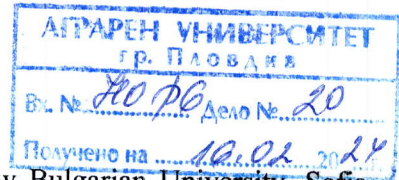
НОВ БЪЛГАРСКИ УНИВЕРСИТЕТ

ДЕПАРТАМЕНТ

“ИКОНОМИКА”

1618 София, ул. МОНТЕВИДЕО 21; СТЯЖ 603; ТЕЛ.: 810603

REVIEW



from **PROF. IVAN YOCHEV BOEVSKY, PhD** - New Bulgarian University, Sofia, 3.0. "Social, economic and legal sciences", 3.8. "Economics" (Business Marketing and Business Management).

According to the competition for the academic position of "professor" at the Agricultural University, announced in SG no. 99/ 28.11.2023 in professional direction 3.8. "Economics" and the scientific specialty "Organization and Management of Production", with candidate Assoc. Ph.D. Violeta Dinkova Dirimanova, for the needs of the Agricultural University, Faculty of Economics, Department of "Management and Marketing", according to order No. RD - 16 - 44 /19.01.2024 of the Rector of the Agricultural University.

Assessment of compliance with the minimum national requirements and the requirements of the Agricultural University, Plovdiv

Upon a thorough review of the documents submitted by Mrs. Dirimanova for participation in a competition for the occupation of the academic position of professor in the field of higher education 3. Social, economic and legal sciences, professional direction 3.8. Economics in the scientific specialty "Organization and Management of Production", State Gazette. no. 99 of 28.11.2023, the results by indicators are as follows:

Група показатели	от	Минимални изисквания	Изпълнение
А		50	50,00
В		100	100,00
Г		200	329,44
Д		100	1380,00
Е		100	550,67
Общо		550	2410,11

Dr. Dirimanova has a total of 2410.11 points, with the required 550 points. These data unequivocally demonstrate significant and impressive scientific output and materials. They exceed the minimum national and additional requirements of the Agrarian University, Plovdiv many times over (for indicator Д even almost 14 times over).

I. Biographical data for the candidate

Assoc. Prof. Dr. Violeta Dinkova Dirimanova was born on September 27, 1973. In 1996, she obtained a master's degree in engineering sciences and industrial management at the Technical University, branch in the city of Plovdiv. In 1999, he graduated from Perrotis College, American Farm School, Thessaloniki, Greece, majoring in agribusiness. In 2007, she successfully defended her doctorate on the topic: "Economic effects of land fragmentation: property rights, land markets and contracts in Bulgaria" in a research group Resource Economics, Faculty of Agriculture and Horticulture at Humboldt University, Berlin, Germany. In 2008, the doctoral degree was officially approved by the VAK (with number 713-19.06.2008) in the scientific specialty 05.02.18 - Economics and Management. In 2014, she held the academic position of "Associate Professor" at the Department "Management and Marketing" at Agricultural University, Plovdiv.

II. Professional experience

In 2000, she was appointed as an assistant in the department "Management and Marketing" at the Agricultural University, Plovdiv. In 2003, she became a senior assistant, later, in 2008, a chief assistant in the same department. As a lecturer, she provides the courses "Agricultural Management", "Organization and Management of Agricultural Production", "Basics of the Management", "Local Self-Government and Decentralization", "Regional Analysis of the Economy", "Regional Planning and forecasting" and "Operational Management" in bachelor courses of study. Also, she provides lectures and exercises on the courses "Entrepreneurship in agriculture", "Organizational behavior", "Organization culture" in master courses of study.

From 2014 to the present, she is an associate professor in the same department at the Agricultural University - Plovdiv. In her teaching career, Associate Professor Dr. Violeta Dirimanova established herself as a good lecturer, teaching to bachelor, master and doctoral students. She supervised 6 doctoral students who obtained a scientific and educational doctorate degree in the scientific specialty "Organization and Production Management". She reviewed one procedure for a professor, doctor of sciences and associate professor and provided statements to 7 dissertation studies of Bulgarian and foreign doctoral students. Assoc. Prof. Dr. Violeta Dirimanova was the head of 2 international projects and participated in 11 international and national projects.

I know the candidate for "professor" as a doctoral student at Humboldt University, Berlin, Germany. Assoc. Prof. Dr. Dirimanova has always been very responsible, correct, precise and purposeful in her work. I can confidently state that she has established herself as an excellent professional and scholar in the field of economics and management of agricultural production.

III. Lecturer experience

I accept the official note issued by the Educational and Information Center of the Agricultural University - Plovdiv, regarding the workload of Assoc. Dr. Violeta Dirimanova. For the last 5 academic years from 2008 to 2023, Assoc. Dr. Violeta Dirimanova has conducted a

total of 4310.6 study hours in both bachelor's and master's courses. The teacher had an average annual workload during the period of about 862 hours, which is almost triple of the workload of the standard direct classroom employment of a university lecturer in Bulgaria. This high workload has resulted from the transfer of not only the bachelor and master students to the university, but also the teaching of foreign students under the Erasmus Plus Project. The total work experience of Associate Professor Dr. Violeta Dirimanova until January 10, 2024 is 24 years.

IV. Scientific work

For participation in the competition for the academic position of "professor", Assoc. Prof. Dr. Violeta Dirimanova provided a list of scientific works, 40 in total. They are grouped into the following groups:

1. Habilitation work /monograph/ - 1 issue, which is 2.5% of the total scientific works of the candidate submitted for the review;
2. Scientific publications published in scientific journals that are referenced and indexed in a world-renowned database of scientific information – 18 issues, which is 45% of the candidate's total scientific works submitted for review;
3. Scientific publication in non-refereed journals with scientific review or in edited collective volumes - 17 issues, which is 42.5% of the candidate's total scientific works submitted for review;
4. Published chapter of a collective monograph - 1 issue, which is 2.5% of the candidate's scientific works submitted for review;
5. Published study aids, manuals and textbooks - 3 issues, which is 7.5% of the candidate's scientific works submitted for review.

Scientific publications by topic can be grouped into the following areas:

- Development of a model of the "Agricultural Knowledge and Innovation System" (AKIS) and creation of the AKIS network for Bulgaria.
- Development of extension services in Bulgarian agriculture and their role to small farmers;
- The role of property rights for the successful development of organizations in agriculture;
- The analysis of transaction costs and land relationships;
- The role of the "multifunctional agriculture" concept in Bulgarian agriculture;
- Development and management of organic production in Bulgarian farms;

- Management and development of human resources in agriculture;
- The introduction of digitization leads to changes in the nature of competition.

It can be definitely summarized, the main direction of specialization in the scientific activity of Assoc. Prof. Dr. Violeta Dirimanova is focused in the field of management and analysis of land relations and transaction costs, the analysis of the role of extension services in the management and development of agricultural holdings, management of organic production and "multifunctional agriculture", as well as human resource management in agriculture. Assoc. Prof. Dr. Dirimanova has published 18 scientific articles with an impact factor in Bulgarian and foreign journals. She also provided information on 92 citations.

V. Scientific contributions

The publications of Assoc. Prof. Dr. Violeta Dirimanova are mainly published in peer-reviewed international and Bulgarian scientific journals. 18 of the articles were published in peer-reviewed journals with a high global and quality impact factor that participate in the main international databases Scopus and Web of Science. The remaining publications were published in peer-reviewed journals and proceedings. The significance of the obtained results is confirmed by the citations made.

In the presented publications and monograph for participation in a competition for the academic position of "professor" in professional direction 3.8. "Economics", contributing important moments of a scientific and applied nature in the following scientific directions:

1. Development of a model of the "Agricultural Knowledge and Innovation System" (AKIS) and creation of the AKIS network for Bulgaria.

- The AKIS model was created and analyzed in Bulgaria and Romania;
- All levels of work in the AKIS model are analyzed and how they work in practice and affect all agricultural producers;
- It has been established that the System (AKIS) is a basis for the dissemination of knowledge and information to agricultural producers on the various innovation and policies in the sector;
- The Farmer Advisory System in the country was analyzed and evaluated;
- The future directions of knowledge development in agriculture, production, transfer and their use in accordance with the European requirements of the two countries, Bulgaria and Romania, are outlined.

The specified contributions are highlighted in the following publications (serial number in the attached bibliography) - M, 15, 16, 26, 32, 33, 34.

2. Development of extension services in Bulgarian agriculture and the role to small farmers:

- It has been established that the extension services are an important activity for agricultural producers for the development of planning, preparation and application for the various rural development measures;
- It has been analyzed that agronomic and economic consultations support the strategic planning of agricultural producers but it has been established that these services are not yet actively used by farmers;
- It has been established that the main consulting activity that small farmers seek from the NAAS is related to the preparation of business projects for various rural development measures;
- Various sources for obtaining and transferring information and knowledge to small producers have been analyzed - formal (mainly consultations from the NAAS) and informal consultations.
- A monograph was also developed. It shows developed consulting activity in a historical aspect and the role of the extension services for the agricultural sector.

The specified contributions are highlighted in the following publications (serial number in the attached bibliography) – M, 1, 13, 14, 15, 16, 21, 23, 25, 26, 32, 33, 34, 35.

3. The role of property rights for the successful development of organizations in the agriculture sector.

- The changes in Bulgarian agriculture, which are intense, dynamic and specific to land relations, and analyzing the impact of these changes on the entities that receive the benefits and pay the flow of costs related to agricultural land in Bulgaria;
- The effects of the existing ownership fragmentation on the benefits of land ownership are analyzed, which is also the reason for the reduction of the benefits of owning the land and leads to a decrease in interest in extensive agriculture instead of intensive agriculture;
- The relationships between owners and producers and how these relationships influence the effective management of the resource, capitalization of the land resource for the benefit of agricultural producers are established;
- Contract theory was researched to analyze the types of land contracts between land owners and land users in Bulgaria;

- The dynamic changes in Bulgarian agriculture, the social model of society and land relations in Bulgaria during the last three decades, which have led to significant changes in the national economy and in agriculture sector, are analyzed.
- An in-depth scientific-theoretical review of the neo-institutional economy was made for the analysis of property rights, in the functioning of the land market and the formal and informal relationships between owners and producers in Bulgaria and another European country – Moldova.

The specified contributions are highlighted in the following publications (serial number in the attached bibliography) - 3, 5, 9, 11, 20, 36.

4. The analysis of transaction costs and land relations

- It has been established that high transaction costs in transactions reduce the effective functioning of the market in Bulgaria.
- An in-depth analysis has been made of the organization and implementation of agricultural land transactions in the country.
- The main factors influencing the purchase and sale or lease of agricultural land are analyzed, the following factors: the institutional environment, the behavior of the participants in the transaction and transaction costs.
- Agricultural land contracts were also analyzed using Discrete Structural Analysis (DSA), which in practice means looking at both market and non-market frameworks of exchange or protection of ownership rights over agricultural land.
- Agricultural land contracts and the conditions under which actors operate are identified and analyzed, taking into account their behavior, transaction choices, and institutional effects of transaction costs.

The specified contributions are highlighted in the following publications (serial number in the attached bibliography) - 2, 3, 20.

5. The role of the "multifunctional agriculture" concept in Bulgarian agriculture:

- Farms introducing differentiated and/or multifunctional agriculture were analyzed and it was found that larger farms have the conditions and financial ability to implement and manage multifunctional agriculture.
- It is established that large agricultural producers (lessees, tenants) in Bulgaria have the conditions to organize, manage and apply various specializations in farms and to

carry out various activities, while small agricultural farms must divide their time between agricultural and non-agricultural activities in order to increase farm income.

The specified contributions are highlighted in the following publications (serial number in the attached bibliography) - 27, 29.

6. Development and management of organic production in Bulgarian farms:

- The reasons for the growth of the areas developing organic production in Bulgaria as well as the benefits of this type of production (consumers' preferences are healthy and high-quality food and protection of natural resources) have been established;
- The program related to the support of organic producers under the Program for the Development of Rural Areas was analyzed, and in particular the state and development of organic beekeeping in Bulgaria;
- The internal and external markets of bee products from organic beekeeping in Bulgaria were studied;
- The policies for stimulating quality, control and competitive production in accordance with the requirements of European markets and consumers as well as the provision of opportunities for sustainable development of organic production, were analyzed;
- Organic agriculture has been analyzed and the prerequisites, opportunities, strategic guidelines and recommendations for increasing the economic efficiency of organic production, consulting activities and respective financing of agricultural activities for the next program period 2021-2027 have been exposed.

The mentioned contributions are highlighted in the following publications (serial number in the attached bibliography) – 6, 12, 18, 19, 25.

7. Management and development of human resources in agriculture:

- The demographic movement of the workforce in agriculture was analyzed;
- Demographic processes have been identified such as a low level of training and self-training of the staff, the unsatisfactory management skills of the managers, the lack of administrative capacity and knowledge, which leads to a decrease in the workforce in agriculture and the need to power and digitize the work process.

The mentioned contributions are highlighted in the following publications (serial number in the attached bibliography) – 10, 30, 31.

8. The advent of digitization leads to changes in the nature of competition.

- Digitization has been found to be a variable that leads to economies of scale in agriculture and may be a key indicator of competition between agricultural producers;
- The benefits of digitization for farmers who introduce digital technologies, innovative production technologies and the digital organization of agriculture are analyzed. These benefits lead to an increase in the competitiveness of the participants in the agricultural sector and of the sector as a whole in Bulgaria.

The specified contributions are highlighted in the following publications (serial number in the attached bibliography) – 7.

VI. Critical notes and recommendations

I have no critical remarks about the candidate, but I recommend that she should continue to publish her scientific works in journals with a high impact factor, so that her scientific results from the projects in which she participates and/or will participate are evaluated. I recommend the work on some thematic issues if it possible can be deepened and expanded.

VII. Conclusion

Based on the analysis of the candidate's pedagogical, scientific and scientific-applied activities, I believe that Assoc. Prof. Dr. Violeta Dirimanova is fully compliant with the Application of the Act for the Development of the Academic Staff in the Republic of Bulgaria and the Regulations of the Agricultural University for its application. The scientific-metric criteria of the candidate have covered the requirement for obtaining the title of "professor". The candidate demonstrates a high level of scientific and applied knowledge and achievements in the field of organization and management of agricultural production and sub-sectors. Assoc. Prof. Dr. Violeta Dirimanova has shown that she is a very good university lecturer, scientist and authority in the scientific community.

After my acquaintance with the materials and scientific works on the competition and their review, I am completely convinced and objectively give a **POSITIVE ASSESSMENT** and recommend the Scientific Jury to propose to the Faculty Council of the Faculty of Economics at the Agricultural University - Plovdiv for the election of Assoc. Prof. Dr. Violeta Dirimanova for the academic position "professor" in the professional field 3.8 "Economics" and scientific specialty - "Organization and management of production".

Date: 9.02.2024

Prepared the review:.....

/Prof. Dr. Ivan Boevsky/

