



ВИСШЕ УЧИЛИЩЕ ПО ТЕЛЕКОМУНИКАЦИИ И ПОЩИ

REVIEW

from

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Department of Management Communication

faculty: "Telecommunications and Management"

Field of higher education: 3. Social, economic and legal sciences

Professional direction: 3.7. "Administration and Management"

Scientific specialty:

"Organization and management outside the sphere of material production

Subject: *competition for the academic position of "Professor" in area of higher education
3. Social , economic and legal sciences , professional direction 3.7. "Administration
and management" , scientific specialty " Organization and management outside the
sphere of material production"*

1. Information about the contest

is held in accordance with Order No. 3-241/ 28.0 9.2023 . of the Rector of the University of Telecommunications and Posts, based on an advertisement in issue 65 of 27.07.2023 to occupy an academic position "Professor" for the needs of the "Management in Communications" department, Faculty of "Telecommunications and Management" in the field of higher education: 3. Social, economic and legal sciences , professional direction: 3.7 "Administration and management", scientific specialty "Organization and management outside the sphere of material production".

I participate in the composition of the scientific jury for the competition according to Order No. 3-241 / 28.0 9.2023 of the Rector of the University of Telecommunications and Posts.

Only candidate for participation in the competition: **Assoc. Prof. Baki Hasanov Huseinov**

2. Information about the candidate in the competition

The only candidate for participation in the competition, Associate Professor Baki Hasanov Huseinov, is a scientist and public figure with many years of experience in scientific circles and administrative activities in state structures and departments. The candidate for participation in the competition for the academic position of "Professor" has extensive and long-term administrative experience in local self-government and local administration, which is confirmed by the fact that he was mayor for four terms. It should be noted that Associate Professor Huseinov was the National Coordinator in the Council of Ministers of the "Decade of Roma Inclusion 2005-2015", regarding the coordination of the actions of the responsible ministries and institutions in order to ensure the effective, comprehensive, consistent and timely implementation of policies and measures to strengthen the capacity of Roma non-governmental organizations in order to ensure their effective participation in the social integration of Roma. The candidate for participation in the competition was a deputy minister in the Ministry of Labor and Social Policy (2006-2009), and is currently the deputy chairman of the Commission for Protection from Discrimination.

In connection with the scientific and teaching activity of the candidate for participation in the competition for the academic position of "Professor", it should be noted that he obtained the Doctorate of the National Academy of Sciences in 2014 with the scientific specialty "Finance, money circulation, credit and insurance" (social and economic protection) at the Academy of Economics "D. A. Tsenov" - Svishtov. In addition, Associate Professor Huseinov is an academic researcher (half-time) at the Institute for Economic Research at the Bulgarian Academy of Sciences (2014-2023), a lecturer at the European Graduate School of Economics and Management (2016-2020), and since 2017 he has been a lecturer at the University for National and World Economy, Regional Development Department.

3. Fulfillment of the requirements for occupying the academic position

To participate in the competition for the academic position of "Professor", Associate Professor Baki Huseinov presents evidence that is in full compliance with the provisions of the national legislation and the Regulations for the Development of the Academic Staff of the University of Telecommunications and Posts - Sofia. The candidate has fulfilled the minimum national requirements for scientific and teaching activities for area 3. Social, economic and legal sciences, professional direction 3.7 "Administration and management", determined by the Regulations for the implementation of the Law on the development of the academic staff in the Republic of Bulgaria, as well as the requirements of the Regulations for the Development of the Academic Staff of UTP, which must be answered by candidates for the academic position of "Professor". According to Art. 4, para. 11 of ZRASRB, the scientific jury should establish the presence or



absence of plagiarism in the candidate's scientific works. Based on the references provided by the candidate for the academic position of "Professor" and information from the anti-plagiarism software, none were found.

3.1. Fulfillment of the quantitative requirements for occupying the academic position

The candidate for the academic position of "professor", Assoc. Dr. Baki Huseinov participated in the competition with a total of 11 scientific works (all independent), 9 of which are in Bulgarian and 2 in English. The publications do not repeat those presented for obtaining the PhD and for occupying the academic position "Associate professor". For participation in the competition, Assoc. Prof. Baki Huseinov submitted 1 monographic work ("Socio-economic determinants for active life of the elderly"), 1 published book based on a dissertation work for the acquisition of the National Academy of Sciences (Social - economic problems of the Roma population in the Republic of Bulgaria), 1 article and 1 study in the journal "Economic Studies", referenced and indexed in world-renowned databases with scientific information (Scopus), 7 publications published in non-refereed journals with scientific review or published in edited collective volumes. Based on the mentioned publications for participation in a competition for the academic position of "Professor", it is established that the candidate meets the minimum national requirements under Art. 2 b, para. 2, 3 and 5 of ZRASRB.

Based on the review of the candidate's scientific output and the materials provided by groups of indicators for participation in the competition for the academic position of "Professor", I systematize the formed points in table 1.

Table 1

A group of metrics	Minimum number of points for a group of indicators (according to PPZRASRB) and the requirements of the Regulations for the Development of the Academic Staff of the Higher School of Telecommunications and Posts	Formed points of the candidate by groups of indicators
A	50	50
Б	-	-
В	100	100
Г	200	245
Д	100	160
Е	100	150
Total points	550	705

Table 1 shows that the number of points formed by the candidate for participation in the competition for borrowing on the academic "Professor " position is 705 points with a minimum requirement of 550 points. From the indicated distribution of points by groups of indicators, it is clear that Associate Professor Baki Hasanov Huseinov covers the quantitative scientometric indicators for occupying the relevant academic position.

3.2. Fulfillment of the qualitative requirements for occupying the academic position

The candidate for borrowing on the academic "Professor " Assoc. Prof. Baki Huseinov participates in public events with a social context and an educational effect in the field of the competition's theme, which confirms the quality of the provided production, which, in addition to being scientific, also has a practical-applied orientation.

Regarding the candidate's scientific output, it should be noted that it is directed to contemporary problems in the field of socio-economic problems in the public sphere, affecting the active intervention of the state and its role in the activities of the affected agents and groups in society. The provided scientific production creates scientific added value in the theory and practice of the researched issues.

Based on my familiarity with the scholarly output of the applicant for the academic position "Professor", I consider you accepted for review scientific works and scientific-applied developments are on the issues and specialty of the competition and are in tune with the new ones scientific and practical trends in the field.

The qualitative requirements for holding the academic position of "professor" can also include the citations in relation to the candidate's scientific output - 12 in number were noticed, which makes him recognizable as a scientist working on the issues of the competition.

4. Assessment of the candidate's educational and teaching activities

According to the reference provided for lectures and practical activities, the applicant for the occupation of the academic Position "Professor" Associate Professor Baki Huseinov, PhD., performed academic teaching activities in the disciplines "European Economic and Social Policy" and "Multicultural Business Environment" at the European Graduate School of Economics and Management, and at the University of National and World Economy in the disciplines "Social Security Systems" and "Public-Private Partnerships". The candidate for the academic position "Professor" carries out teaching activities at the University of Telecommunications and Posts in the Master's course of the specialty "Service Management" in the discipline "Social Services and



Systems", and also teaches disciplines in the specialties "Management and Information technologies in telecommunications and posts" and "Management in telecommunications and posts", related to the human factor and its social activity.

In parallel with this, Assoc. Prof. Baki Huseinov has over 20 lectures delivered in training seminars (for principals and teachers, for employees and employers) or during participation in other public forums, such as round tables, projects financed by Operational Programs, etc. .

Based on the above, it can be concluded that the candidate has the necessary teaching and practical experience, meeting the requirements for occupying the academic position "Professor".

5. Characteristics and significance of the presented scientific works/publications

The scientific publications presented by Assoc. Prof. Baki Hasanov Huseinov cover the following more important scientific areas: the study of discriminatory signs that hinder the work and behavior of the human factor in public institutions and corporate business structures, overcoming differences, accompanying negative attitudes, prejudices and negative attitude of subjects in personal and business relationships, protection of vulnerable groups in the social environment, disadvantaged people, mechanisms for overcoming socio-economic problems, demographic processes, poverty and inequality in society.

In terms of content, science and quality, the candidate's publications correspond to the thematic area and the issues of the announced competition. I believe that the candidate's scientific output is of high scientific quality, presented in authoritative publications and accessible to the academic audience.

The topic of scientific production is directed to specific questions of science and the practice of socio-economic problems in the public sphere, affecting the active intervention of the state and its role in the activities of the affected agents and groups in society, which have contemporary scientific and practical-applied significance.

6. Evaluation of the main scientific, scientific-applied and applied contributions of the candidate

Based on the scientific developments provided by the candidate, it can be concluded that Assoc. Prof. Bucky Hasanov Huseinov is a scientist who has established himself as a well-known researcher in the field of competition, his scientific publications are interesting and significant for science and practice, which makes him a recognizable researcher in the field of socio-economic problems in the public sphere, affecting the active intervention of the state and its role to the activities of the affected agents and groups in society.

On this basis, I confirm the applicant's self-assessment of the presented scientific innovations and their significance, and I would supplement the applicant's scientific contributions, which for one reason or another are not fully indicated in the provided reference.

For this is given to me by the argumentation that the publications presented for participation in the competition are scientifically based and practically useful, which enrich the knowledge of the researched issues. As a result, it can be considered that the publications of Assoc. Prof. Bucky Hasanov Huseinov are supplemented with the necessary *scientific, scientific-applied and applied contributions, which I systematize from the scientific works provided for review in the following way:*

- ✓ Development of socio-demographic profiles , methodological guidelines and guidelines for working with vulnerable people groups in society ;
- ✓ Development of preventive measures to ignore discriminatory signs , prejudices and negative attitudes towards individuals and groups in public and corporate institutions structures ;
- ✓ Development of labor stimulation mechanisms __ employment , delineation of basic challenges to inequality and poverty , as well as revealing measures for them overcoming
- ✓ Application of adequate social and managerial mechanisms for the protection of disadvantaged people , gender discrimination and unregulated working conditions;
- ✓ Practical Research Approaches and Coping Tools with socio-economic problems in the public sphere, affecting the active intervention of the state and its role in the activities of the affected agents and groups in society.

There is a single style of the candidate in the approaches at research and analysis manifesting everything as in the monographic research, as well as in the presented scientific publications. Contributions on Assoc. Prof. Bucky Hasanov Huseinov for science and practice are mainly associated with the study of socio-economic problems in the public sphere, affecting the active intervention of the state and its role in the activities of the affected agents and groups in society. The publications by the subject matter on the contest are public estate to the academic community in the country and abroad and correspond to the scientific specialty - organization and management outside the sphere of material production.

7. Critical notes and recommendations to the candidate

I recommend the candidate to maintain and develop his research interests and teaching activity in the field of socio-economic problems in the public sphere, concerning the active intervention of the state and its role in the activities of the affected agents and groups in society, seeking new and cutting-edge opportunities and challenges to explore modern achievements in science and practice.



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In order to increase his potential as a researcher and to expand his publication activity in world-renowned indexed databases, I recommend the candidate to publish his scientific works in *Scopus and Web of Science* and continue to implement the results of their studies in practice.

I would allow myself to recommend to the candidate for the academic position "Professor" in the future to participate in collective scientific developments, which will broaden the spectrum of his scientific interests, enrich his views on the researched processes with colleagues in the field and expand the network of professional contacts.

8. Conclusion

From reading the provided scientific publications and accompanying documentation on the competition, as well as my direct observation of the scientific and teaching work of Associate Professor Baki Hasanov Huseinov, I believe that he is a scientist with a recognizable professional profile among academic circles. At the same time, a scientist is eroded who can skillfully analyze, synthesize, summarize and apply in scientific research the data and information necessary for the purpose, giving scientific value to the relevant publications.

On the basis of the materials provided under the announced competition, the scientific results achieved, visible from the competition documentation, as well as the full coverage of the quantitative scientometric indicators, according to PPZRASRB and from the internal normative documents of UTP for occupying the academic position "Professor", I believe that Assoc. Prof. Baki Hasanov Huseinov, PhD., is a scientist and teacher whose entire research, applied and teaching activities fall within the scope of the announced competition.

Based on what was said above, I give my positive assessment to the submitted application and declare that I will support the hiring of Assoc. Prof. Baki Hasanov Huseinov of the academic position "Professor" in a professional direction 3.7. "Administration and management", scientific specialty "Organization and management outside the sphere of material production" at the University of Telecommunications and Posts - Sofia.

24.11.2023.

Member of the SJ :

Sofia

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