

SCIENTIFIC REVIEW

By: Assoc. Prof. Dr. Vesselin Panov Loulanski

Higher School of Security and Economics (HSSE)

About: contest for **professor** (two) in the field of higher education 3. Social, economic and legal sciences; in professional direction 3.7 "Administration and Management" (Health Management) at the Higher School of Security and Economics.

1. Information about the contest

The competition was announced for the needs of the "Economics and Management" Department at HSSE, and published in the State Gazette, issue 99/13.12.2022.

I take part in the composition of the scientific jury for the competition as an internal reviewer according to Order No. 92/27.02.2023 of the Rector of HSSE.

2. Information about the candidates in the competition

To participate in the competition, within the legal deadline, two candidates have submitted documents: Associate Professor, Dr. Majid Naji Kadim, and Associate Professor, Dr. Neven Yordanov Enchev Von Goldenburg.

The current review is for Assoc. Prof. Dr. Majid Naji Kadim.

- ***Brief biographical reference.***
 - Assoc. Dr. Majid Kadim was born in 1960 in Babylon, Iraq.
 - Assoc. Dr. Kadim obtained the Master's Degree in Medicine at the Medical University - Plovdiv in 1988.
 - Obtained a diploma for the specialty "Urology" from the Higher Medical Institute - Sofia in 1995.
 - Participated in numerous courses and symposia in the country and abroad

in the field of urology, surgery, oncology, operative urology and gynecology, ultrasound diagnostics, men's health and others: 1989 - until now.

- Defended the educational and scientific degree "doctor" in urology at Medical University - Plovdiv (Faculty of Medicine) in 2015, with the topic of his doctoral dissertation "Clinical, diagnostic and surgical aspects of urothelial carcinomas of the upper urinary tract".
- Acquired Master's degree in public health at Medical University - Plovdiv in 2018.
- In 2019, he was elected and holds the academic position of "associate professor" in "Organization and management outside the sphere of material production" (Health Management) at the Higher School of Agribusiness and Regional Development - Plovdiv (Faculty of Economics and Management).
- He speaks English, Arabic and Russian at a professional level.

- ***Professional positions held to date:***

- Associate Professor Dr. Kadim specialized in "Urology" at the Department of Urology at the Medical University - Plovdiv in the period 1989 - 1994, after which he worked as a specialist - urologist at УМБАЛ "St. George" ЕАД - Plovdiv.
- Senior assistant in urology and general medicine at the Medical University - Plovdiv (courses taught in English language): 2015 - until now.
- Head of the urology clinic at "St. George" УМБАЛ ЕАД - Plovdiv from 2021 - until now.

3. Fulfillment of the requirements for occupying the academic position

3.1. Fulfillment of quantitative requirements

The candidate submits 39 scientific works in full volume for review.

All submitted works were published after holding the academic position of "associate professor" and were not part of the competition for "associate professor".

The presented 39 scientific works fully cover the criteria of Art. 29 of „ЗПАСРБ“ for occupying the academic position "professor", which is why the present review is based mainly on them.

3.1.1. Total number of scientific developments:

- publications in Bulgarian periodical medical journals - 34 issues, with a total volume of 234 pages;
- publications in international periodical medical journals - 1 issue, with a total volume of 5 pages
- monographs - 2 issues, with a total volume of 255 pages;
- textbooks - 2 copies, with a total volume of 228 pages.

The total volume of works that are accepted as the subject of review (39 issues) amount to 722 pages.

The presented works are in peer-reviewed scientific publications, and in terms of thematic orientation, they are a continuation of the candidate's scientific interests and specialization in the field of health management, quantitative methods in health care, urology and general medicine.

3.1.2. Total number of citations:

- 27 pieces.

All presented citations are in modern Bulgarian peer-reviewed scientific publications, peer-reviewed scientific conferences, and monograph works.

3.1.3. Authorship:

- first author - 8 issues, of which independent author - 4 issues;
- second author - 31 issues;
- third author and subsequent author - 0 items.

For all collective publications, a reference to separation protocols is presented with the individual contributions of each member of the author collective.

All presented publications are in modern Bulgarian scientific publications with scientific review, part of the national reference list at NACID.

3.1.4. Participation in international scientific projects:

➤ 1 piece.

Expert participation in a project "Nutrition for the elderly - cross-sectoral approach for training and coaching" under Erasmus + Strategic Partnership.

3.1.5. Fulfillment of the quantitative indicators for holding the position of "Professor":

According to the requirements of Art. 2b, para. 2, 3 of ZRASRB and Art. 2b, para. 5 of the „ЗРАСРБ“, the applicant has submitted a sample report - appendix to Art. 1a, para. 1 of „ПЗРАСРБ“ the minimum required points by groups of indicators for the academic position "professor" under Art. 60, para. 3 of „ПЗРАСРБ“, from which it is evident that his scientific publications, citations and project participations exceed by 85 points the minimum requirements (550 points) in area 3. Social, economic and legal sciences, Professional direction 3.7 Administration and management, exceeding the specified minimum points for the different groups of indicators.

3.2. Fulfillment of quality requirements

The scientific works of the candidate are distinguished by undoubted social significance, relevance and degree of novelty in the presented topics from the field of health care sector management and general medicine. Assoc. prof. Kadim's publications are multidisciplinary (health management, urology, general medicine), which allows him to use different methods and approaches in the search for effective solutions on the researched topics, and to perform a meta-synthesis of scientific knowledge and empirical material from different fields. According to the requirements, all presented publications are refereed, and monographs reviewed by established specialists in the relevant scientific field.

4. Assessment of teaching and learning activities

Although I do not have direct impressions of the candidate's teaching activities, as Dean of the Economics and Management Department at HSSE, within which the master's program in "Health Management" is implemented, I am convinced that the educational process as content and specialization would cover the highest standards for quality with the inclusion of qualified professor with extensive professional experience and competencies. The grounds for this belief rest on the valuable publication activity of the candidate, his professional authority and responsibility, as well as the disciplines led by Assoc. Prof. Kadim to date - Quantitative methods in health management, Leadership and management of differences, Human resource management in health care at BYAPP and HSSE.

The candidate has managed to develop his own textbooks for the subjects he is teaching, in particular I refer to the 2 health management textbooks presented for the purposes of the competition - "Leadership and managing differences" and "Quantitative methods in health management". They address issues of leadership, efficiency and quality in the work of medical staff, the use of quantitative models for management in the health sector and others. The textbooks are focused on solving practical questions, contain pragmatic sources and include a test section for students' self-preparation.

The academic profile and management competencies of the candidate fully correspond to the scientific specialty and the additional specification of the competition.

5. General characteristics of the presented scientific works/publications

5.1. Main directions in the research activity.

The main investigations in the candidate's scientific work lay in two main thematic fields: 1/ health management (assessment, prevention and development of effective strategies for managing conflicts in medical teams, human resources management in health care, management of health organizations, health policy); and 2/ practical and management aspects of clinical medicine (creation of algorithms for the management and treatment of urinary incontinence, management and social aspects in the prevention and treatment of urological and gynecological diseases, oncurology, modern methods in the diagnosis and treatment of urological diseases and others).

5.2. Summary of the obtained scientific and applied results.

The main scientific and applied results of the candidate could be summarized in several groups:

- Methodology (conducting a properly executed multi-year study (survey method, statistical methods for processing information) and analysis leading to original proposals for reforms in health care, proposing the introduction of new concepts for step-by-step change and improvement of currently existing regulations);
- Used primary data and selection of a socially significant research object (the connections good management - comfortable and enriching working environment of the medical staff - quality of the medical service are presented as a sustainable model of health management development);

- Analysis (undisputed professionalism in presented algorithms and solutions from the field of urology and general medicine, and didactically appropriate, analytically sound and necessary textbooks in the field of health management);
- Conclusions and recommendations (a number of original solutions with a clear thematic profile have been proposed, as follows: on the issues of management and prevention of urological diseases [publications numbers 3,4,8,9,10,11,13,14,15,16,17,18, 34,35]; on issues of economic choice in the clinical treatment of urological diseases [1,2,5,6,7,12,19]; on the issues of family planning and demography [6,9]; axial problems in gynecology, pregnancy and miscarriage, and economic demography [18,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33]).

5.3. Evaluation of monographs as an object of review.

The candidate has submitted two monographs for review - "The prevention of conflicts in the medical team. An Effective Health Care Management Tool' and 'Medical Behavior Management of Urinary Incontinence'.

In the monographic work "The prevention of conflicts in the medical team. An effective tool for management in health care" carried out an in-depth analysis of the factors leading to health personnel conflicts, deterioration of the quality of medical service and job turnover, as well as the principles of effective management of collectives in health care.

- Basic issues of behavioral economics, such as organizational behavior, team management, motivational theories, the relationship between motivation and activity efficiency, and others, are examined in depth and appropriately interpreted.
- The analyzed and summarized results of an independently conducted and properly designed and executed three-year statistical survey are presented.
- The role of communication on workplace conflict is explored. The most common reasons for poor communication in medical teams are indicated and measured (difference in characters, poor pay and differences in pay, poor material base, poor management neglecting work communication, etc.), as well as the possible measures to improve communication in the team (conducting more team-building events, improving the material base, changing the management, increasing pay, etc.). It is necessary to conclude that a good knowledge of the factors leading to conflict in medical teams predetermines the choice of effective methods for preventing and dealing with conflict in medical organizations.
- Reasoned conclusions are drawn that conflicts in the medical team are overcome with the introduction of a complex of modern management

approaches as an effective means of management in health care. In this regard, the author urgently proposes to introduce working with a psychologist in the team as a standard in conflict prevention.

In the monographic work "Management of medical behavior in urinary incontinence", Assoc. Prof. Kadim focused his author's research on solving the clinical, diagnostic and surgical problems related to urinary incontinence.

- A detailed, orderly and comprehensible review of the nature of the phenomenon of urinary incontinence is made: nature, history, diagnosis, types of treatment, results, with reference to the top current achievements of world practice.
- An author's algorithm is proposed to manage the behavior of clinicians dealing with this type of disease. Undoubtedly, the author established the frequency of the problem and its management in his extensive practice at the Urology Clinic of the УМБАЛ „St. George“ ЕАД.
- The thesis that operative approaches should not be applied before the options for conservative treatment of urinary incontinence have been completely exhausted is advocated and substantiated.
- Assoc. Prof. Kadim argues for a systematic application of the proposed diagnostic and therapeutic algorithms, which will allow the achievement of much better treatment results.

6. Assessment of scientific and applied contributions.

The scientific interests and practical orientation of Assoc. Prof. Kadim's research are thorough and original, enriching management and medical practice. Among them, the following contributions could be singled out with particular importance, which build on and summarize what was stated in item 5.3:

- Management theories are summarized and further developed in the field of health management and human resource management in health care, in the direction of searching for solutions to improve the efficiency of the health care system (on the demand side - quality, competent, and affordable health care services; on the supply side - comfortable and rewarding conditions for providing health care and professional development; on the principal's side - high public utility and appropriateness of health expenditure and health policies).
- Undeniable practical potential of the presented algorithms for prevention and treatment in oncurology and gynecology; the considered issues of economic choice of treatment; and last but not least the extremely important topic of family planning, and in particular the medical, moral and spiritual issues related to terminated pregnancy.

- Approaches and new solutions are defined to improve the efficiency of the health system in terms of its organizational, resource (including and especially human resources) and economic sustainability.
- Management models for economic management of the health sector based on the use of quantitative methods are presented, with a correct indication of their advantages and disadvantages, as well as modern textbooks on the management of human resources in health care with a didactic focus.

I consider each of the mentioned contributions to be an independent, personal achievement of the candidate, with correct reference and without infringing the copyrights of other researchers.

7. Critical notes and recommendations

The reviewer does not find necessary to indicate critical notes on the candidate's scientific works submitted for review, because these would be insignificant and of a fragmentary nature. However, some general recommendations of a non-evaluative or critical nature could be addressed to the scientific output, related rather to opportunities for further improvement of the candidate's future scientific work:

- The candidate's professional command of several working languages and his access to original scientific literature in these puts him in a privileged and obliging position to take advantage of these opportunities for more active international publications and project activities and participation;
- Incorporation of comparative studies and health-preventive schemes from leading global practices to allow the summarization of a single user calendar with frequency and types of preventive examinations and examinations, time and place of implementation, prices, values and indicators, planning and the ability of the health system to undertake and serve this recommended prevention, as a condition for improving health management in the country;
- The candidate could submit an even more complete edition of a textbook on quantitative methods in healthcare, available to both healthcare management and general medicine students, which would also contain thematic case studies from national and international medical and management practices.

8. Conclusion

As a result of the presented quantitative assessment of the publication activity, and the presented qualitative assessment of the scientific and practical value of the publications of Associate Professor Majid Kadim,

taking into account his overall scientific, research, expert and management activities, which present him as a serious scientist and medical doctor with extensive practical experience and theoretical culture, I am convinced that he fully possesses the necessary qualities, abilities, authority, rich practice and expertise in the field of the competition, which is why I give my positive assessment for his election to the academic position of "Professor" in IIH 3.7 "Administration and Management" (Health Management).

I do recommend to the other members of the Specialized Scientific Jury to vote positively and elect Assoc. Prof. Dr. Majid Kadim to the academic position of "Professor" in IIH 3.7 "Administration and Management" (Health Management) at the Higher School of Security and Economics - Plovdiv.

**21.03.2023
Plovdiv**

Signature:.....

assoc. prof. dr. Vesselin Panov Loulanski