

REVIEW

regarding a competition for the academic position "PROFESSOR" in a scientific specialty in a scientific specialty "Health Management" in the field of higher education: 3. Social, economic and legal sciences in a professional direction 3.7 Administration and management for the needs of the Higher School of Security and Economics - Plovdiv. announced in SG No. 99/ 13.12.2022

by Prof. Dr. Ekaterina Hristova Uchikova, Ph.D., Head of the Department of Obstetrics and Gynecology of the Medical University of Plovdiv, on the scientific works, research and teaching activities of Assoc. Ph.D. Majid Naji Kadim, Ph.D., the only candidate in the competition for the occupation of the academic position "professor" in the scientific specialty Health Management, field of higher education 3 Social, economic and legal sciences in professional direction 3.7 Administration and management.

For the competition, Assoc. Dr. Majid Naji Kadim, PhD, submitted all the necessary documents in accordance with the requirements of the Law on the Development of the Academic Staff and the Regulations of the Higher School of Security and Economics - Plovdiv for its implementation. All presented materials are precisely described and clearly arranged. I declare that I have no publications in common with the candidate.

1. Biographical data about the candidate

Assoc. Dr. Majid Naji Kadim, dm was born on 27.07.1960. Graduated in medicine in 1988. in MU-Plovdiv. Acquired a specialty in urology in 1995 at the Higher Medical Institute in Sofia.

In 2015, he acquired the Doctorate in the field of higher education 7. "Health and Sports", professional field 7.1. Medicine.

He speaks English and Russian at a professional level.

In 2018, after winning a competition, he held the academic position of Associate Professor at the Academy of Medical Sciences in Plovdiv.

From 2020 and currently heads the Urology Clinic of St.Georgi UMBAL, Plovdiv.

He has completed numerous courses and specializations abroad and abroad, among which; Men's Health Course. Course in laparoscopic surgery-urology in the clinic of urology in the University Hospital of Halle Germany under the guidance of Prof. Dr. Fornare. Course in urogynecological surgery - Medical Academy Sofia. Course on working with ionizing rays. Course-carcinomas of the testis and bladder at the European School of Urology. Conventional and invasive ultrasound course.

2. Teaching activity

Associate Professor Majid Naji Kadim, PhD, carries out his teaching activities as a full-time teacher on an employment contract at the Medical University of Plovdiv, where he actively teaches and leads student groups for more than 20 years. has a five-year internship at VUARR - Plovdiv with a full teaching load, currently leads lectures and exercises as a qualified teacher of health management students and at the Higher School of Security and Economics - Plovdiv. His total academic load significantly exceeds the required norm. The lectures he delivers are on the disciplines "Urology", "Health Management", "Health Management Methodology" and "Health Policy and Strategies". He is also the author of the curricula for the listed subjects.

He is the author of two textbooks for students in health management: Leadership and management of differences, Textbook for students in the Master's program in Health Management of the Higher School of Security and Economics in accordance with the requirements of the study discipline 'Leadership and management of differences', ISBN 978- 619-7552-07-2, NSAGDP 2022 and Quantitative methods in health management, Textbook for students in the Master's program in Health Management of the Higher School of Security and Economics in accordance with the requirements of the study discipline 'Quantitative methods in health management'. ISBN 978-619-7552-06-5, NSAGDP 2022

3. Scientific research activity

In the current competition for the academic position of "Professor", the candidate has submitted the complete list of his published articles published in the academic position of associate professor - 35 in peer-reviewed scientific journals and a list of 2 monographs published by him.

In the works submitted for participation in the competition for the academic position of "Professor", Assoc. Majid Kadim is: first or second author - in 7 scientific works; second author - in 32 publications.

The author used modern research methods. To develop current scientific topics, most of which are of great practical value. The candidate often works with specialists from other units in order to comprehensively and comprehensively clarify the problems he is investigating.

Assoc. Majid Kadim, dm presented a list of citations of his works. The total number of citations is 27.

The academic performance of Prof. Majid Kadim fully meets the quantitative criteria stipulated in the regulations of VUSI-Plovdiv for acquiring the academic position of "professor".

Associate Professor Kadim has currently published two monographs after holding the academic position of "Associate Professor" - The prevention of conflicts in the medical team is an effective means of management in health care, ISBN 978-619-7552-08-9, NSAGDP 2022 and Management of medical behavior in urinary incontinence, ISBN 978-619-7552-09-6, NSAGDP 2022, being the first and independent author of both monographic works.

In the monographic work "The prevention of conflicts in the medical team, an effective tool for management in health care", Assoc. Kadim begins with a study of the main problems related to the prevention of conflicts in the medical team. The frequency of conducting preventive measures on the matter was also investigated. The role of the manager in preventing conflicts in the medical team has also been studied. The most common reasons leading to conflicts are studied. The knowledge of doctors regarding the risk of development, methods of prevention and early detection of possible conflicts with their colleagues was investigated. The relationship between the financial condition of the health facility and the frequency of conflicts between its employees is sought. An important place in the present work is also devoted to the study of the awareness of Bulgarian doctors regarding the methods and means of conflict prevention. The awareness of the medics regarding the methods and means of resolving conflicts was also studied. The knowledge of Bulgarian doctors regarding the possibilities of endometrial carcinoma screening in Bulgaria was investigated. The conclusions and conclusions drawn from the obtained material have an applied nature.

In his monograph "Management of medical behavior in urinary incontinence", Associate Professor Kadim presents a systematic study of the problem of urinary incontinence. It is based on own research in this area and on a systematic analysis of literary sources on this issue. The monograph is a precise scientific work and an example of a critical evaluation of data from the literature and a rigorous scientific presentation of a popular topic based on own research that characterizes urinary incontinence. Izlomedici is our own original data, useful for clarifying the ideas of Bulgarian patients.

4. Contributions of the scientific works of Assoc. Dr. Majid Kadim, MD

The contributions of Assoc. Dr. Majid Kadim's scientific works can be divided into the following areas:

I. Healthcare Management;

II. Public Health;

III. Others;

I. Healthcare Management

This thematic direction is most thoroughly developed in the candidate's research activity. Most publications are devoted to current topics, methods and concepts in this field.

The contributions in this direction are: (Publications #3,4,5,6,7,8,9,10, 11,12,13,14,15,16,17,18, and 19)

1. In the field of health policy and management, the author examines the complex issues that should be at the center of attention of managers of hospital care facilities. For this purpose, it relies on different analytical points of view, it is based on both theoretical statements and practical experience in solving current problems concerning the quality of hospital services in the conditions of strong limitations in their financing.

3. Researches the main factors influencing stress and conflicts in medical teams - economic factors, education, psychosocial factors and medico-biological factors. A thorough analysis was made of the reasons that can lead to conflicts in the team.

5. Participation in projects

Prof. Kadim has presented evidence of participation in two international research projects.

6. Supervised doctoral students, specialists and graduates

Prof. Kadim supervised the specialization in "Urology" of three specialists at the Medical University of Plovdiv, conducting their specialization at the UMBAL St.Georgi, Plovdiv.

7. Other scientific activity

Assoc. Kadim was a reviewer of scientific articles in the magazines Medical Magazine and Modern Medical Science, participated in scientific juries: for the ONS "Doctor" and for the academic position "Assistant Professor". He is a member of the editorial boards of Medical Magazine and Modern Medical Science.

8. Short-term specializations and qualification courses

Prof. Kadim is a regular participant and lecturer in national and international forums in the field of urology and health management, for which he submitted a number of certificates to the set of documents for the competition.

9. Administrative activity and participation in scientific and professional organizations

Associate Professor Kadim is the Head of the Urology Clinic of St.Georgi UMBAL, Plovdiv. Ltd.

Member of the Bulgarian Scientific Society of Urology and the Bulgarian Medical Union.

CONCLUSION

Assoc. Dr. Majid Naji Kadim, MD is a thorough researcher with proven theoretical and practical contributions. A teacher with extensive teaching experience and rich professional theoretical and practical experience. He has a multidisciplinary theoretical and practical training that enables him to face any challenges in his daily work. In his practice, he skilfully combines teaching, scientific and managerial activities. He enjoys authority and trust among his colleagues. Collaborates successfully with researchers from other departments and specialties.

Based on the positive evaluation of teaching and teaching activities, the high scientific significance of the scientific works, the significant scientific and applied contributions received and the response they found in the scientific literature, I believe that Prof. Kadim has all the qualities to acquire the academic position "Professor » in the scientific specialty «Health Management».

Plovdiv

22.03.2023

REVIEWER:

Prof. Dr. Ekaterina Uchikova, MD