

OPINION

By Professor doctor Elena Shipkovenska MD, Member of the Scientific Jury – order № RD-170/08.04.2022 of the director of NCPHA

Regarding: Competition for the academic position "Associate Professor" in the field of higher education 7. "Health and Sports", professional field 7.1. "Medicine", scientific specialty "Social Medicine and Health Management"

The competition for "Associate Professor" in the scientific specialty "Social Medicine and Health Management" was announced in the State Gazette, issue 14 of 18.02.2022. for the needs of the Department of Health Policy Analysis and Accreditation Procedures at the Health Promotion and Disease Prevention Directorate, NCPHA.

In the legal period appeared, the candidate Milena Vladimirova, M.D. – St.Assistant Professor in the Department of "Health Policy Analysis and Accreditation Procedures", Directorate "Promotion of Health and Disease Prevention" at the National Center for Public Health and Analyses, which is admitted to participation.

Description of the presented materials

The candidate has submitted within the legal deadline documents, which meet the requirements for holding the academic position of "Associate Professor" and comply with the Law on the Development of Academic Staff in the Republic of Bulgaria (ADASRB) Regulations on the terms and conditions for obtaining scientific degrees and holding academic positions in NCPHA-Sofia.

The presented materials are well systematized and arranged, which facilitates their analysis.

There is no evidence of plagiarism in the candidate's scientific work.

Career profile of the candidate

The information about the career development of Chief Assistant M.Vladimirova shows high qualification, organization experience, expertise and targeted pursuit of professional development.

University education:

- 1992 Bachelor of Pharmacist, Medical College Plovdiv at the Medical University of Plovdiv
- 1997 Master of Social Activities and Health Management Faculty "Public Health", Veliko Turnovo University " St. Cyril and St. Methodius"
- 2003 Master of Public Finance, University of National and World Economy, Sofia, Bulgaria
- 2007 Specialty "Economics of Health", Medical University of Sofia
- 2012 Additional training in WHO - Barcelona on "Health economy and financing of Health care systems".
- 2014 Doctor of Scientific Specialty "Social Medicine and Organization of Health and Pharmacy".

Professional experience

- 1994 -2005 pharmacist at Medex Pharmacy – Sofia.

- 2006 senior expert to deputy mayor of Health, Social Activities, People with Disabilities – Sofia Municipality.
- 2009-2012 external evaluator for projects at the Social Assistance Agency at the Ministry of Labour and Social Policy.
- 2007-2012 public relations at Lozenetz University Hospital "Marketing and Advertising Department".

Since 2012 she has been Chief Expert / Chief Assistant/ in the Health Policy Analysis and Accreditation Procedures Department, Directorate "Promotion of Health and Disease Prevention, NCPHA-Sofia.

Member of a number of international associations.

Evaluation of scientific papers

Ch. Assistant M. Vladimirova, MD presents with 45 scientific work, which include the abstract for acquisition of an educational and scientific degree "Doctor", 2 monographs, 2 chapters of monographs, 1 publication in a scientific edition, referenced and indexed in world-famous databases with scientific information and 39 publications and reports, printed in unreferenced journals with scientific review or published in edited collective volumes /included in the National Reference List of National Center for Information and Documentation.

The dynamics of publication activity by year are incrementally increasing, which indicates a well-planned development. Of all publications, 10 pieces are independent, and in 26 collective labours the candidate is the first author.

Participation in scientific forums are 5, of which 2 are abroad.

The participation of the candidate is documented in two International Scientific Projects on the topic of:

1. *Joint Action on Health Workforce Planning & Forecasting (01/04/2013 - 31/06/2016).*
2. *European Union Network for Patient Safety and Quality of care, PaSQ, Joint Action (01/04/2012-31/03/2016).*

The total number of citations noted (excluding self-citations) is 21 pcs. In monographs and collective volumes with scientific review – 7; Citations in unreferenced journals with scientific review – 14.

According to the methodology for meeting the minimum national requirements for the relevant scientific field, the applicant's actual points exceed twice that minimum, as shown in the table:

Group of indicators	Content	Requirements for "Associate Professor" according to ADASRB	Total candidate points by group
A	Indicator 1	50 p.	50 p.
B	Indicator 2	---	---
C	Indicators 3 или 4	100 p.	100 p.
D	Sum of indicators 5 to 9	200 p.	592,50 p.
E	Sum of indicators 10 to 12	50 p.	140 p.
F	Sum of indicators from 13 to the end	---	80
Total		400 p.	912.50 p.

Scientific achievements and contributions

• The summary analysis by content indicates that the main areas of audience activity of the Assis. Prof. M.Vladimirova are related to health policy patient satisfaction with treatment,

human resources in healthcare, health security and training of healthcare staff. The publications reveal a wide range of topics concerning different aspects of modern health policy and current public health problems. Through them, the author enriches scientific knowledge and practice by:

- Exact characteristics of the current health system in the Republic of Bulgaria at the moment. The comparative analysis of health insurance models in Europe allows the author to draw an important conclusion, that the model built in the country leads to insufficient flexibility and the implementation of inert regulatory - bureaucratic procedures often serving the interests of medical service providers at the expense of consumers.

- There are indicators, that reveal 'moral gambling' - change in the behaviour of doctors and patients leading to unnecessary demand and supply of medical services and more healthcare costs, respectively inefficiencies of the system. Interesting are the finding, that as private operators enter the medical services market the financial situation of many public hospitals deteriorates.

- Rationally, the proposal for storage of public hospitals is made by setting up public-private medical services companies following the example of the high-tech hospital "Unihospital", Panagyurishte.

- The forecast models of the health workforce are an original scientific contribution. The demographic problem and internal and external imbalances caused by increased migration to the economic centers of the country or to countries of high standard of living are analyzed. It is underlined that the migratory tendencies of healthcare professionals lead to "medical deserts"- places with a persistent lack or shortage of health personnel. Proposals have been made to manage the situation by using a "global ethical code for international recruitment" and enabling professional development, including creating attractive conditions for acquiring a specialty.

- The historical overview of patient satisfaction in Bulgaria, compared with the results of the author's own surveys, is scientifically applied and informant. An essential part of the analysis is the presentation of patient satisfaction as a marketing tool /the satisfied patient is turned into an agent of the hospital where he was treated.

Conclusion

The applicant for participation in this competition exceeds the minimum requirements for taking up an academic position "Associate Professor" in professional field 7.1. "Medicine" and scientific specialty "Social Medicine and Health Management", specified in the Terms and Conditions for the acquisition of scientific degrees and taking a position an academic positions in the NCPHA and the ADASRB.

Presented actual and significant volume of scientific production with a wide thematic scope and a significant practical contribution is presented. The overall assessment of the candidate's career development, scientific performance and expertise gives me the reason to give a positive opinion and recommend to the honorable members of the Scientific Jury to vote also positively for the award of the academic position "associate professor" to Ch.Assistant Professor Milena Vladimirova, MD in professional field 7.1. "Medicine" and scientific specialty "Social Medicine and Health Management".

12.05.2022

Sofia

Member of a Scientific jury:

Prof. E. Shipkovinska, M.D.

