

## **Review**

by

**Prof. Dr. Vasil Georgiev**

on a competition for the academic position of "associate professor" in the professional field 9.1. National Security (Security of electronic communication and intellectual property), announced in the State Gazette, DV issue No. 49/17.06.2025 with candidate Dr. Alena Buzova

### **Reason for preparing the review :**

Order 104/05.01.2026 of the Rector of the Academy for National and Information Security

**Dear members of the scientific jury,**

I present to you my review of the documents and papers submitted by the sole candidate, Dr. Alena Buzova, in the competition for the academic position of "Associate Professor" in professional field 9.1. "National Security" (Security of electronic communication and intellectual property), announced in the State Gazette, DV issue No. 49/17.06.2025.

### **1. General presentation of the procedure and the candidate**

By Order N 104/05.01.2026 of the Rector of the Academy for National and Information Security, I was appointed as an internal member of the scientific jury in the competition for the academic position of "Associate Professor" in professional field 9.1. "National Security" (Security of electronic communication and intellectual property), announced in the State Gazette, DV issue No. 49/17.06.2025.

At the first meeting of the jury, held on 06.01.2026, I was appointed as a reviewer.

The candidate Dr. Alena Buzova is a specialist with many years of experience in the academic environment and the management of educational and information processes in the field of security.

Since 2009, she has been working at the University of Security Management in Košice, Slovakia (VŠBM) as the Director of the Academic Library and Coordinator of Postgraduate Studies and has been lecturing there since 2019 (according to the submitted certificate). In this position, she organizes and manages the activities of the library and its services, coordinates postgraduate programs, consults and assists in the preparation of bachelor's and master's theses, and is responsible for the publishing and publication activities of teachers, lecturers, and doctoral students.

She is the author of professional and scientific publications in journals and conference proceedings.

In the period 2020–2023, he obtained a doctoral degree in "Security Management" at the Higher School of Security Management in Košice, Slovakia.

### **2. Compliance of the quantitative results of the candidate's scientific and teaching activities with the minimum national requirements for holding the academic position of "Associate Professor" in the professional field of "National Security"**

The work of the candidate proposed for review in the competition include issues related to the issues of security and communication, security theory, and security and foreign policy.

The references, diplomas and other documents attached to the procedure certify that the candidate Dr. Alena Buzova has met the requirements of the Law on the Development of the Academic Staff in the Republic of Bulgaria /LDASRB/,

relevant to holding the academic position of "associate professor" under professional direction 9.1. "National Security".

The candidate has presented evidence of teaching activities carried out at the Higher School of Security Management in Košice, Slovakia since 2019, which exceeds the minimum required period of 2 years under Art. 24, para. 1, item 2 of LDASRB.

The candidate has submitted evidence of a defended dissertation, thereby certifying the fulfillment of the requirement of Art. 24, para. 1, item 1 of the Law on the Promotion of Higher Education and Research and of indicator A of the minimum national requirements for holding the position of "associate professor".

To establish the fulfillment of indicators B and D of the minimum national requirements for holding the position of "associate professor", the candidate submits for review 16 publications that were not used in acquiring the educational and scientific degree "doctor".

The publications that are proposed by the candidate for an opinion can be classified as follows:

- Habilitation thesis – published monograph – 1 issue, which certifies the fulfillment of Art. 24, para. 1, item 3 of the Law on the State of the Republic of Bulgaria and criterion B of the Requirements;

- Published book based on a defended dissertation for the award of the ONS "doctor" - 1 issue.

- Published monograph that is not presented as the main habilitation thesis – 1 pc.

- Articles and reports published in non-refereed journals with scientific review or published in edited collective volumes or in specialized publications for classified information - 13 pcs.

The submitted publications exceed the minimum national requirements of the LDASRB Rules of Implementation under indicator D (325 points with a minimum required score of 200).

The candidate has submitted a Citation Report, which shows that the submitted citations exceed the minimum national requirements of the LDASRB Rules of Implementation under indicator D (105 points out of a minimum requirement of 100).

In summary, the evidence presented by the applicant establishes the fulfillment of the national minimum requirements, in accordance with the requirement of Article 24, paragraph 1, item 4 of the Law on the Protection of the Rights of Persons with Disabilities.

The presented works are the original work of the author and no plagiarism or unreliability of the scientific data presented in the scientific works is established, nor has it been established by law, which complies with the requirements of Art. 24, para. 1, item 5 of the Law on the Protection of Scientific and Technical Research of the Republic of Bulgaria.

From the above, it is evident, supported by the reference submitted by the candidate, that with the submitted publications and citations, the candidate Dr. Alena Buzova has fulfilled the requirements of the ZRASRB and the minimum required

points by groups of indicators for the academic position "associate professor" in professional field 9.1. National Security,

I present a correspondence table:

<b>Criteria</b>	<b>Indicators</b>	<b>Minimum required points by criteria</b>	<b>Candidate points by criteria</b>
A	1	50	50
B	3	100	100
G	4-10	2 00	325
D	11-13	50	55
Total		400	530

### **3. Evaluation of the papers submitted for review**

The title of the presented habilitation thesis is "The Effectiveness of Electronic Communication in the Context of Management Activities".

The habilitation thesis has a volume of 141 pages, divided into an introduction, eleven chapters and a conclusion. The volume of the monograph meets the requirements for minimum volume according to par. 1, item 10 of the Additional Provisions (DR) of LDASRB (considered as a minimum of 100 pages of 1800 characters each).

The monograph explores the effectiveness of electronic communication in a managerial context, starting from the classical theoretical foundations of communication and moving on to the technological, legal and partly - protective dimensions of electronic information exchange.

The introduction justifies the importance of communication for management functions and outlines the role of the digital environment as an accelerator of coordination and decision-making.

The first three chapters build the general framework: they define communication, describe its types (verbal, nonverbal, and paralinguistic), and systematize the barriers to effective exchange – from "noise" and incorrect coding to psychological, organizational, and cultural obstacles that lead to distortion of meaning and managerial errors.

In the following chapters, the paper focuses on the corporate environment, where communication is presented as a manageable organizational resource and an element of corporate culture. On this basis, it moves on to the role of information and communication technologies and management information systems as an infrastructure that supports analysis, control and decision-making.

The monograph discusses electronic communication: its main forms (email, SMS, video, etc.), its distinctive characteristics and effects on managerial efficiency are

described, including risks of overload, loss of context and potential data compromise. Additionally, principles and rules of conduct and style in electronic communication are formulated, aimed at clarity, cooperativeness and the reduction of conflicts and ambiguity.

The legal aspects of electronic communication are studied, and in particular electronic communication as a means of proof, with an emphasis on the written form, the electronic signature, and practical problems in evaluating electronic documents and messages.

Security issues are concentrated in the chapter examining information protection in electronic communications, where encryption, vulnerabilities in email traffic, and basic protection and verification mechanisms are discussed.

The last chapter is dedicated to the protection of intellectual property in the ICT sector - with a general systematization of copyright and industrial regimes and practices of commercialization and protection.

Alena Buzova's monograph "Fundamentals and Principles of Security Theory" (2025), presented as an additional published monograph, is a review theoretical work in the field of security, which systematizes the basic concepts, approaches and mechanisms for understanding and managing security in a state and public context.

It examines definitions and theoretical frameworks of security, internal and external factors of the security environment, strategic planning through national/state documents, and comparative emphases (including in the field of defense and security).

In addition, a systematic view of security (structures, functions, interactions) is introduced, and attention is paid to risk management as a practically applied tool for identifying, assessing and limiting threats and adverse consequences. Thus, the monograph has a direct bearing on contemporary security models.

The volume of the monograph (184 678 characters) meets the requirements for minimum volume according to paragraph 1, item 10 of the Draft Law on the State of the Republic of Bulgaria on the Protection of the Rights of Persons with Disabilities (considered as a minimum of 100 pages of 1 800 characters each).

The 12 submitted articles explore issues related to communication security, crisis management, security theory and information security and as such fall within the scientific field of this competition.

#### **4. Contributions**

The dissertation has the following contributions:

##### **a. Scientific**

The dissertation represents a comprehensive systematic study of organizational communication - internal and external - and justifies the importance of successful communication and at the same time examines the risks and challenges associated with poorly organized and implemented communication.

##### **b. Scientific and applied**

A model of implementing internal and external communication is presented, which would be valid in the future, despite rapidly changing technological capabilities.

#### **5. Checking for plagiarism and unreliability of the presented scientific data**

I have not identified or received any reports of plagiarism or unreliability of the scientific data presented.

#### **6. Personal impressions of the candidate**

I do not know the candidate personally , but considering her overall scientific and professional activity, I believe that the candidate has prospects for further development as a researcher in the field of security .

#### **7. Recommendations and notes to the candidate**

I have the following recommendations for the candidate:

1. The issue of security is relatively scarcely developed compared to the stated area in the habilitation thesis: security is concentrated mainly in a separate chapter and fragmentarily in other parts, without building a guiding framework for risk, threats and control measures in relation to corporate communication.

2. A significant part of the thesis is dedicated to definitions, typologies and principles, and to a more limited extent – to an analysis of the role of electronic communication for security and the security of electronic communication itself.

3. The work may be developed in several directions: the organizational layer of security (policies, processes, training, incident management and suppliers) is not sufficiently developed, and the relationship between electronic communication and intellectual property protection is not fully developed.

#### **7. Motivated proposal**

1. Based on the findings and conclusions developed above in the review, I assume that the candidate's works submitted for evaluation correspond to the topic of the announced competition for the academic position of "associate professor" in professional field 9.1. National Security.

2. I believe that candidate Dr. Alena Buzova possesses the necessary qualifications, work and professional competence, and personal qualities and meets the requirements of the Academic Staff Development Act and the Regulations for its implementation for successful work in the academic position of "associate professor" in the indicated professional field.

3. In view of the above, I express a positive assessment of the candidacy of Dr. Alena Buzova, and I propose to the esteemed scientific jury to elect the candidate in the competition to the academic position of "associate professor".

**26.01.2026**

**Plovdiv**

**Prof. Dr. Vasil Georgiev**

**Signature:**