Doctor Mentoring, Case Studies in Artificial Intelligence, Emerging Market Management and Research Method

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Abstract

Harvard Law School, Harvard Business School, and many other MBA and Executive MBA programs continued to use Case Studies for research. It is also good practice to use Case Studies for Undergraduate and Master programs. For PhD candidates, it is mandatory that they do quantitative or qualitative research for real world Case Studies. But there were few Case Studies in the literature for Artificial Intelligence, Emerging Market Management and Research Method.

At Dominican University, Emerging Market Management was offered for onsite Undergraduates. Artificial Intelligence was offered at Pace University in person for Master students, Research Method was taught at Pace University online for Undergraduate students. This author also serves as a Chair for 12 Doctoral students at Capitol Technology University online.

Doing Case Studies in these courses, online or onsite, with Undergraduates, Master's degrees, PhDs, provided a sound foundation for critical thinking and team building skills. Student reviews were good to excellent. This paper gives the summary.

Keyword: Artificial Intelligence, Emerging Market Management, Research Method, PhD Mentoring, and Real-World Case Studies

(A) Dominican University*

Dominican University is located 14 miles northwest of New York City. This author joined Dominican College in 1988 as an Associate Professor in the Business Division. In Spring Semester of 2024, the College enrolled 2100+ students. The Business Division offers Bachelor of Science programs in Finance (FI), Marketing (MK), Information Technology (IX), International Management (IM), and Sports Management (SM). Master Degree Business Administration

(MBA) was approved, by the State of New York in 2008. Hsu served as the Director of Business Administration Division from 1990 to 1996, and taught courses in IX, MK and IM curriculum. In 2023, Dominican College was renamed Dominican University, after approval of the Education Department of the State of New York.

MG 221 Emerging Market Management

MG 221 was offered in Fall Semester 2023, 8 students enrolled. This course provides in-depth analysis of the management issues in Brazil, Russia, India, China (BRIC) and other emerging market countries. Topics include culture, political, economic aspects, foreign direct investments, technology transfer, production, manufacturing, operation, import and export.

Textbook: Required: "Winning in Emerging Markets", by Khanna and Palepu (2010)

"Billion Entrepreneurs", Khanna (2011)

Optional to purchase: "Russia 2025", Lipman and Petrov (2013)

"Brazil Inc", Lima (2015)

Four in-class exercises were done as homework grades:

1. Brazil Case: One was done by using Lima (2015). The other one is to employ the research paper of Dr. Leo Bruno, Professor of Leadership, Don Cabral Foundation, Nova Lima, Minas Gerais, Brazil, Bruno and Lay (2006). Lectures on Eike Batista, one time the richest Brazil billionaire, lost $30 bn, the volatile commodity, mining, metals market in Brazil.

2. Russia Case: One exercise was made by using Russia 2025 textbook, Lipman and Petrov (2013). The second exercise was done by using the PowerPoint file of Basic Element Inc to study the success of this company, its founder Oleg Deripaska and its CEO Gulzhan Moldazhanova. Lecture on Russia also employed research paper by Hsu (2008). With the Ukraine/Russia war started February 2022, mush discussion was spent in class. Is this war continuing? What is the goal for Putin? Do you agree Biden should continue to support Ukraine with billions of dollars, why or why not? How do you think the war will end? Beckwith (2023).

3. India Case: Using the video tapes of Bartlett and Beamish (2018), study Mahindra & Mahindra in China, Schindler investment in India, and Eli Lilly operation in India. Spent many classes discussing the China India competition for foreign investors. Using Apple, Foxconn, Amazon, Tesla, Uber, Didi and many other companies for comparison.

4. China Case: First one was to study Haier Group, using the research paper by Lu et al (2009). Second exercise was to learn the China currency trends, the paper by Palonka (2014).

One open-book Midterm Exam was given. For the Final Project, they are working on successful billionaires in Brazil, Russia, India, and China. They presented with 7-page written paper and 7 PowerPoint slides, see Table 1.

(B) Pace University**

Pace University is a private university with its main campus in New York City and second campus in Westchester County, New York. It was established in 1906 as a business school. Pace University has 13,000 students in Bachelor, Master and Doctoral programs.

CS 627 Artificial Intelligence

This course is offered for the students in Computer Science, Master program. The course was taught in person at One Place Plaza, New York City, Fall 2023.

Course Description: Theory, data structures, algorithms related to artificial intelligence (AI) and machine learning. Topics include cognitive processes, heuristic vs. algorithmic methods, state space and problem reduction, search methods, theorem proving, natural language processing, pattern recognition, machine learning, neural network, AI applications in real world situations.

Learning Outcomes for CS 627, Artificial Intelligence:

- Use heuristic programming to solve problems
- Design intelligent agents using a variety of search algorithms
- Learn the techniques used in machine learning
- Explain neural networks and decision trees
- Understand the methods used in computer games
- Translation as encoding and decoding
- Define computer vision and language translation
- AI applications and jobs in real world

38 people enrolled, 34 from India, 1 from Italy, 1 from Kazakhstan, 2 from China. The selection of textbook was challenging. AI has been around since 1957. With so many books, papers, videos, films, the public information is overwhelming. This author emailed several computer science chairs and colleagues. It seems that everyone is using Russell and Norvig (2020). But this book was just too much math, not enough AI real world applications.

Mitchell (2020) was chosen as the textbook. On Amazon, this book got 490 positive reviews.

Melanie Mitchell deftly provides the reader with a keen, clear-sighted account of the history of AI and neural networks. She explores refinements of the Turing Test, Ray Kurzweil's Singularity (a little dubiously), deep machine learning, computer vision, translation programs, ethical issues, and many other topics, their history, modern development, and the ebb and flow of the hype surrounding their various incarnations. What is most impressive is that without getting too technical, Mitchell sketches enough details and clever illustrations that one gets a good intuitive understanding of AI, both its special purpose machines and its attempts at developing a more general intelligence. A wonderfully informative book." —John Allen Paulos, Professor of

Mathematics, Temple University, and author of Innumeracy: Mathematical Illiteracy and its Consequences

This author totally agrees. To teach AI, it is important to convey the concept, theory, application, success, and failure. Why is every company Amazon, Apple, IBM, Facebook, Google, Microsoft, embracing AI now? It is the buzzword for marketing their product and services. This author did research, found out many of AI doctoral thesis were pages of pages of mathematical formulas, calculus, etc. There were no real-world applications.

Every week, students attended in person class, asked/answered questions actively. There was a weekly post from the chapter every week. Three homework assignments were graded. For the 10 questions homework, 5 were team and 5 were individual. They worked with their team members and manager to submit answers for team questions. This strategy worked out well.

38 people enrolled. In Fall 2022, 32 enrolled. It was divided as 6 teams with 6 or 7 people in each team. Final project consists of papers and PowerPoint presentations: (1) Python AI, (2) Facial Recognition, (3) Game AI, (4) Scale AI, (5) Driverless Car, and (6) Quantum Computing. The final paper grade is the same for the group. But PowerPoint presentation grade is individual. They did well. Student evaluations were good to excellent.

CS 312 Research Method

This course was offered in Fall 2023, online in Zoom. 34 undergraduate students enrolled. In Spring 2023, 29 enrolled.

Course Description:

Qualitative and quantitative research methods, mathematical model of scientific or business problems, hypothesis validation, key factor identification, experimental design, survey design and data analysis, digital age social and legal issues, professional ethics, information privacy, cyber security, technical writing, and oral presentation.

Learning Outcomes for CS 312, Research Methods in Computers and Society

• design and conduct effective survey, data collection, analysis, and presentation
• understand social responsibilities and professional ethics, including those in the ACM Code of Ethics and Professional Conduct, apply them to real world situations
• understand the social and legal impact of data privacy, security, and copyrights
• write technical articles with effective planning, literature research, data collection, writing, discussion, and revision
• conduct effective oral presentations both individually and as part of a team

Required Textbook: Pajo (2018), on Amazon, 105 reviews, 4.5 stars. I paste one here.

Marge 5.0 out of 5 stars Easy to read and nicely organized.
Reviewed in the United States on June 24, 2020,

I debated between 4 and 5 stars. I teach a graduate level combined research methods and statistics course for 1st year 1st semester graduate students. This is ONE of the books that was required. Many of them have not had a research methods class and are coming in right from college, OR it was very sparse if they did (and they don't remember much). While I normally don't think of this book as a "graduate level" book, it worked well for my purposes because of the limited nature of the content my students normally have prior to graduate school and the importance on text being easy to read. This book is easy to read--and this is really important if my students are to engage in the material.

I liked the organization and approachability of the book with lots of examples. I did need to change some of the terminology as the way I use it in our field (hence the consideration of the 4 stars) but this was few and far between. I really appreciate the emphasis on the research table for literature reviews which very few research methods books have that I came across. In the end, what matters is what my students thought of it and for the first time, I got 2 thumbs up from them. Hence, if they liked it, found it valuable and actually read it, then it gets 5 stars.

Agree with Marge. This book is probably one of the best books for Research Method.

Each week, there was Zoom attendance and weekly post requirement. While in Zoom, students turned on their cameras, asked/answered questions. Three homework assignments were graded. Five individual and five were team questions. Final paper and PowerPoint presentation were part of the semester grade. The students that paid attention in Zoom, did well in their assignments. Team aimed to helps the weaker students.

34 enrolled. It was divided into six teams with 5 or 6 people in each team. Final team projects were: (1) Qualtrics, (2) Survey Monkey, (3) Stata, (4) Tableau, (5) R software, and (6) IBM SPSS. They did well. Student evaluations were good to excellent.

(C) Capitol Technology University**

Capitol Technology University is a private university in South Laurel, Maryland near Washington, DC. The university was founded in 1927 as the Capitol Radio Engineering Institute by a former US Navy Radioman. CREI changed its name to Capitol Institute of Technology in 1964, changed its name again to Capitol College in 1987, and assumed its present name in 2014.

Capitol offers undergraduate and graduate programs specializing in engineering, computer science, information technology, and business. It is classified among "Special Focus Institutions—Schools of Engineering" and is a National Center of Academic Excellence in Information Assurance Education.

Capitol Technology University, through its Department of Computer Science, provides degree programs in the concentration areas of Computer Science, Artificial Intelligence and Data Science, at each of the bachelors, masters, and doctoral levels of study.

Capitol currently offers thirty-eight doctoral programs. For Artificial Intelligence, it is a

research-based doctorate PhD degree where student will be assigned an academic supervisor to guide through the program and is based on mostly independent study through the entire program. It takes a minimum of two years but typically three years to complete if a student works closely with their assigned academic advisor/chair. Under the guidance of chair, student will conduct unique research in the chosen field before submitting a thesis or being published in three academic journals agreed to by the chair.

This author started mentoring doctoral students at the College of Doctoral Studies, University of Phoenix, in July 2016, CDS (2019). 20 people obtained their doctoral degrees in Business Administration, Education Leadership, Management Organization Leadership, Information Systems Technology, Healthcare Administration, and Industrial Psychology, Hsu (2023).

Through connections from Linkedin (2024), in January 2021, this author learned about the Capitol doctoral program, and was hired as a doctoral chair/academic supervisor.

There are three semesters in a year. The first one starts January 1 through April 30, second one May 1 through August 31, third one September 1 through December 31. Each semester is about 4 months, or 16 weeks. Ten courses are required for the doctoral degree. So, it is possible to complete it in three years and four months or sooner, if the student takes two courses in any given semester.

Using code to protect student privacy, JS for John Smith. MM needed a mentor on technical content and mathematics. He signed up as the first doctoral student for this author in May 2021. His topic is Cyber Security. One hour in Zoom was spent with MM, every week, Monday 2 to 3 pm. Much discussion focused on his research questions, technical content, and his approach to solving the problems.

After three to six courses, he developed his own IoT model, using Java programming codes. He passed both the ARB and IRB requirement from Capitol. MM passed the oral defense of his doctoral thesis in July 2023. One month later, MM (Matthew) got a full-time position as Assistant Professor at the University close to his home in Wisconsin. Matthew is the first doctoral student in Cyber Security. This author is very proud of his success.

In January 2022, three students came on board. VH is doing Quantum Computing (QC), BR is doing Artificial Intelligence (AI), KN is also doing AI. VH passed both ARB and IRB, wrote her doctoral thesis. In January 2024, VH passed her Oral Defense. She is now waiting for the final approval for her revised thesis.

In September 2022, 2 joined the group. AH is studying AI. MN is doing Space Cybersecurity (SC). I am not an expert in this field. But in a short two months, MN was able to find 30+ papers on SC, very interesting development.

In January 2023, three people were on board. MW is doing AI, DF doing QC, SF is also doing QC. This author met the students (AI and QC) weekly in the Zoom, for one hour. Due to the popularity of ChatGPT, there is paper, video, books, on AI almost every day, if not every hour. QC is gaining popularity due to IBM, MIT, and global competition for faster computer

research and development.

In May 2023, two more joined. EC is doing QC, and JL is doing AI.

In September 2023, three people joined. HN and MM are both doing QC. WR is doing AI.

After several courses, KN and DF both passed ARB in November 2023. SF got his ARB approved, December 2023. They are writing their thesis now.

In January 2024, one person joined. FP already got a PhD in Biomedical Informatics. He is seeking a second PhD in QC.

MW and AH did not attend every semester, due to personal or financial reasons. It turned out Capitol has a policy that a Chair can only mentor a maximum number of 10 students each semester. As a result, AH and MN are reassigned to other Chairs. As of this writing, this author has 10 doctoral students, 4 doing AI, 6 doing QC. As a Chair and their mentors, this author benefited much from working and learning from their paper submissions and their weekly feedback, Zoom (2024). It was a very rewarding experience.

Conclusion

Students/professionals learn the theory and need to connect it to the real world. 80 people completed Emerging Market Management, Artificial Intelligence, Research Method, at two Universities. 15 candidates are pursuing their doctoral degrees in Artificial Intelligence, Cyber Security, Quantum Computing, and Space Cybersecurity. Teaching and learning strategies included in-class use of Business Plan, Business Week, CNBC, Financial Times, Forbes, Fortune, Global Finance, Harvard Business Review, Internet Search, Project Management, and YouTube. Final projects involved a written paper for a specific Case Study and the PowerPoint presentation by a team or an individual. These tools and reports contributed to the success in an E-Learning environment. Students/professionals raved about the experiences. 14 people gave public endorsements on Linkedin (2024), the social media network with 830+ million professionals worldwide, Table 2.

Acknowledgment

*Full-Time Position **Part-Time Consultant

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Table 1	MG 221 Emerging Market Management	Final Group Projects, 12/11/2023	
Group A	*Topic*	*Group B*	*Topic*
Davis	Gautam Adani	Jaradeh	Jorge Paulo Leman
	Adani Group, India		3G Capital, Brazil
Group C	*Topic*	*Group D*	*Topic*
Obanyoun	Lakshmi Mittal	Arteaga	Joseph Safra
	Arcelor, UK India		Safra, Brazil
Group E	*Topic*	*Group F*	*Topic*
McReynolds	Li Ka-Shing	Andermanis	Roman Abramovich
	Hutchison, HK		Evraz, Russia
Group G	*Topic*	*Group H*	*Topic*
Vieluf	Zhong Shanshan	Pena	Vladmir Lisin
	Nongfu, China		Novolipetsk, Russia

Table 2 Public Recommendation on Linkedin
Trong Manh Nguyen, Microsoft Most Valuable Professional (MVP), January 16, 2024, I am writing to extend my heartfelt congratulations to Dr. Donald Hsu, on the successful organization of the E-Leader conference held in Bangkok, January 4-6, 2024, http://www.g-casa.com,The E-Leader conference has always been a beacon of knowledge and innovation, and under Dr. Hsu stewardship, it has reached new heights. His efforts in bringing together diverse minds and fostering a collaborative environment are crucial in driving forward the academic and professional communities. I am particularly impressed by the seamless integration of various elements that made this conference a memorable and enriching experience for all attendees. Dr. Hsu's dedication to creating an inclusive and engaging platform for learning and exchange is not only admirable but also inspiring. Please accept my congratulations once again on this remarkable achievement. I look forward to future E-Leader success. Contact Dr. Donald Hsu if you are interested in attending future E-Leader conferences in Europe or Asia.
Filippo Zallocco, Software Engineer, December 27, 2023, It was a great pleasure being in Dr. Hsu's AI class at Pace University. His most outstanding talent is conveying complex concepts in Artificial Intelligence with practical examples and relatable experiences. Dr. Hsu's lectures not only opened me to a world of opportunities in AI research but also helped me understand how to market my skills. In addition, Dr Hsu is an excellent mentor. In his class, you will learn to master the subject matter and make use of precious life advice.
Betsy Gorelik, Software Developer, December 5, 2023, I had the pleasure of taking Dr. Donald Hsu's Research Methods course at Pace University where he teaches as an adjunct professor. He is an incredibly attentive instructor. He ensures that everyone's voices are heard, and he always enjoys receiving feedback from his students. Dr. Hsu always has something interesting to say, making his lectures engaging to participate in. His casual and enthusiastic demeanor shows how confident and passionate he is about what he teaches. His coursework and lessons give a thorough overview of research methodologies, proper data-gathering techniques, and ethics. I took this course while completing my Honors senior thesis and it greatly helped guide my research process.
Fernando Cervantes, Sales at Coast Aluminum, December 5, 2023, I took International Business with Dr. Hsu. From day one it was clear he was very passionate about the subject. He has firsthand experience in this field and always has a great story to share. He is very engaging with his students and was always able to bring laughter to the group. The most important lesson that Dr. Hsu taught me was that with hard work, sacrifice, and humility you can be successful in international business.
Kera Dexter, Associate Attorney at Overcast Law Offices, November 13, 2023, I took many courses with Professor Hsu under the business umbrella while attending Dominican College, now known as Dominican University. Professor Hsu was always very engaging and insightful. He kept an open mind and encouraged conversation in his classroom. He also nurtures future relationships with his students and cares about their endeavors after college. I learned a lot and thoroughly enjoyed having him as a professor.
Judy Steinman MBA, PMP, ACP, CSM, SSM, Scrum Master, October 24, 2023, Studying under the expert guidance of Dr. Donald Hsu at the University of Phoenix College of Doctoral

Studies was not just an academic privilege but a transformative journey. As he instructed the Foundations of Information Systems Management course, Dr. Hsu's vast knowledge in the field became evident from the outset. Each lesson was a masterclass, showcasing his adept understanding. Nevertheless, the real-world examples he drew from his myriad international experiences made these lessons genuinely resonate. These insights, woven seamlessly into our coursework, made the theories and principles of Information Systems Management tangible, practical, and incredibly relatable. Dr. Hsu had an exceptional knack for making us think beyond the confines of textbooks and classroom lectures. By constantly pushing our boundaries of understanding, he cultivated a thriving environment where curiosity was welcomed and celebrated. We were urged to ask questions, to be inquisitive, and to challenge the status quo, all hallmarks of a true academic haven. However, what truly distinguished Dr. Hsu from other educators was his fervent dedication to student comprehension. He recognized that a true understanding of the subject was more comprehensive than grasping theoretical concepts. Dr. Hsu went above and beyond to ensure every student could seamlessly transition these theories into real-world applications. His assignments were a testament to this philosophy, drawing clear parallels with real-world scenarios. These tasks were not merely academic exercises but valuable preparatory tools, sculpting us for the multifaceted challenges of the professional world. His emphasis on IST management strategies and insights into risk mitigation amid technological changes and fine-tuning of information systems governance ensured we were equipped to align with modern organizations' dynamic needs. Dr. Hsu's commitment to his students was unparalleled outside the formal curriculum. His accessibility and readiness to provide guidance were a beacon for many of us navigating the complexities of the doctoral program. His passion for teaching and genuine investment in our success made our academic journey fulfilling and illuminating under his tutelage. Reflecting on my time during the doctoral program in Management in Organizational Leadership, focusing on Information Systems and Technology, I cannot help but be profoundly grateful for the rich tapestry of insights, knowledge, and perspectives Dr. Hsu imparted. His steadfast dedication to pedagogical excellence and unwavering commitment to student achievement set him apart academically. Given a chance, I would enthusiastically leap at the opportunity to learn from him again. I recommend Dr. Donald Hsu to anyone seeking a holistic and exceptional education. His mentorship undoubtedly shines brightly, guiding aspirants toward academic and professional zeniths.

Jana Fišerová, International Business | Project Management | IT | Science Diplomacy, October 18, 2023, I am pleased to recommend Dr. Donald Hsu, an outstanding educator whom I had the privilege of learning from in his Channel Distribution Marketing course at the Prague University of Economics and Business. Dr. Hsu's expertise in the field is exceptional and his incorporation of real-life examples, drawn from extensive foreign experience, provided a practical dimension to our learning, enhancing our understanding of the subject. Beyond the classroom, he demonstrated accessibility and a commitment to providing guidance, ensuring a comprehensive education through well-structured, up-to-date course materials. I highly recommend Dr. Hsu to those seeking an inspiring professor in Channel Distribution Marketing, as his teaching style and commitment to practical application greatly contribute to a dynamic and enjoyable learning experience.

Cheryl Wash, Business IT Alignment Coach | Expert in Building Global Relationships October 6, 2023, I had the distinct privilege of studying under Dr. Donald Hsu during my doctoral journey towards a Doctorate in Management in Organizational Leadership with a specialization in Information Systems and Technology. The course under his guidance was an illuminating

experience, meticulously structured to offer a profound understanding of how the realm of information systems and technology (IST) is intertwined with the broader global setting. Dr. Hsu's approach to the subject matter was both holistic and precise. He ensured that we, as students, not only grasped the theoretical concepts from IST/710 but were also adept at practically applying these models. Under his expert tutelage, I garnered a robust comprehension of the strategies employed in defining and analyzing IST management issues. Furthermore, his teachings illuminated pathways to mitigate risks accompanying technical changes and enhanced our prowess in refining information systems governance, all while ensuring an apt alignment with evolving organizational requirements. What truly set Dr. Hsu apart was his exemplary engagement with the classroom. Every session was an interactive dialogue, and he always ensured that every student felt involved and understood the concepts at hand. The assignments he curated were not mere academic exercises; they were challenging scenarios that had direct parallels in the real world, preparing us for the practical challenges in our professional spheres. I wholeheartedly express my gratitude for the knowledge and insights I've gained under Dr. Hsu's mentorship. His commitment to excellence and genuine interest in his students' success is commendable. Given another opportunity, I would eagerly enroll in any course under his guidance without a second thought. I emphatically recommend Dr. Donald Hsu to any aspiring scholar in the field. His mentorship is, without doubt, a beacon for those aiming for academic and professional excellence.

Poj Netsiri, Ph.D., .NET Developer, September 17, 2023, I am pleased to write a LinkedIn recommendation for Dr. Donald Hsu based on my experience in his Channel Distribution Marketing course at the Prague University of Economics and Business in the Czech Republic. Dr. Hsu is an exceptional educator, and I was his student during the course. Dr. Hsu's expertise in the field of Channel Distribution Marketing is truly impressive. He possesses a deep understanding of the subject matter, and his ability to convey complex concepts in a clear and engaging manner is remarkable. Throughout the course, Dr. Hsu demonstrated a passion for teaching and a genuine commitment to his students' success. One of the aspects I appreciated most about Dr. Hsu's teaching style is his emphasis on practical application and real-life examples. He encouraged students to think critically and apply the theories we learned to real-world scenarios. This hands-on approach enhanced our understanding and prepared us for the challenges of the business world. Dr. Hsu's dedication to his students was evident in his accessibility and willingness to provide guidance and support outside of the classroom. He was always approachable and eager to help us succeed, whether it was through extra office hours or insightful feedback on assignments. Furthermore, Dr. Hsu's course materials were well-structured and up to date, reflecting his commitment to staying current with industry trends and best practices. This ensured that we received a comprehensive education that was relevant to today's rapidly evolving business landscape.

Chinmay Kawale, Salesforce Developer, September 12, 2023, It is with great enthusiasm that I recommend Dr. Donald Hsu as an outstanding educator and mentor in Java programming. I had the privilege of being a student in his Java course, and I can confidently say that it was a transformative experience. Dr. Hsu possesses a deep mastery of Java programming and an extraordinary ability to make complex concepts accessible. His teaching style combines theoretical knowledge with practical application, ensuring that students not only understand Java but can also use it effectively. What sets Dr. Hsu apart is his passion for teaching. Every class was an engaging experience, and his dedication to our learning was evident in his approachable nature and willingness to provide additional support. He encouraged open communication and

created a collaborative learning environment. Throughout the course, Dr. Hsu emphasized hands-on learning through coding exercises and real-world projects. This approach not only deepened my understanding of Java but also boosted my confidence as a programmer. Dr. Hsu goes beyond traditional teaching. He is a mentor who genuinely cares about his students' success. His guidance extends to career advice, industry insights, and recommendations for further learning. I am grateful for the invaluable skills and knowledge I gained in Dr. Hsu's class. He left a lasting impact on my journey as a Java programmer. If you have an opportunity to learn from Dr. Hsu, I wholeheartedly encourage you to do so. His expertise, dedication, and passion for teaching make him an exceptional educator in the field of Java programming. Thank you, Dr. Hsu, for your unwavering commitment to teaching and for shaping the next generation of Java programmers.

Hersson Díaz Vera, Master of International Business | Data Analysis, August 23, 2023, I had the privilege of being a student in Professor Donald Hsu's Channel Distribution and Sales Management courses during my master's studies at Prague University of Economics and Business. It is with great enthusiasm that I recommend Professor Hsu as an exceptional educator and mentor. Professor Hsu has deep expertise in the field and his ability to communicate complex concepts with clarity truly set him apart. His passion for Channel Distribution and Sales Management was infectious, making the subject matter not only comprehensible but genuinely engaging. His teaching style combined theoretical insights with real-world examples, which greatly enhanced my understanding of the topics and their practical applications. One of the aspects I appreciated most about Professor Hsu was his commitment to fostering a dynamic learning environment. He encouraged open discussions, welcomed diverse perspectives, and created a space where students felt comfortable asking questions and sharing their insights. In addition to his teaching process, Professor Hsu's approachability and willingness to support students extended beyond the classroom. He was readily available for discussions, whether related to coursework or broader career aspirations. His mentorship has been invaluable in shaping my academic journey and subsequent career choices. I am grateful for the knowledge, skills, and inspiration I gained from Professor Donald Hsu's courses. His dedication to academic excellence, combined with his supportive nature, makes him an outstanding educator and mentor. I highly recommend Professor Hsu to anyone seeking a transformative learning experience.

Matthew McCormick, PhD, "Dr. Phil of Technology", July 29, 2023, I want to thank Dr. Donald Hsu for being on the committee for my PhD as the technical expert regarding my dissertation. Dr. Hsu and I met weekly during my dissertation's development. He reviewed my model, use of coding, and generation of data for rigor and originality. Again, huge thanks to Dr. Hsu for his expertise and guidance in helping me complete my PhD in Cybersecurity Leadership, Capitol Technology University. If you need a Chair for your doctoral thesis, please contact Dr. Hsu.

Chaitanya Karnati, Full Stack Developer, May 6, 2023, I am delighted to provide a strong recommendation for Prof. Donald Hsu, who taught the graduate-level Java Programming course at NJIT that I attended. Dr. Hsu is an excellent teacher who has exceptional expertise in the subject matter, High programming skill and a well-structured course curriculum that made learning a pleasure. Dr. Hsu's teaching style is highly engaging, interactive, and fun. He has a unique ability to relate complex concepts with real-time examples from the business world, which not only makes the material more accessible but also provides valuable insights for future applications. Additionally, his emphasis on developing our LinkedIn profiles showcased his commitment to helping his students excel in their career paths. Dr. Hsu's mentorship and

guidance were invaluable, and I found him approachable, open to feedback, and always willing to go above and beyond to help his students. His suggestions on improving my LinkedIn profile were instrumental in making it stand out, and I appreciate his dedication to his students' success. I would highly recommend Dr. Hsu's Java programming course at NJIT to anyone who is looking to learn this valuable skill.

Jae Sung Bae, Software Engineer, February 20, 2023, Whenever I think of NJIT, Dr. Donald Hsu is the first person that comes to my mind. I took his Android class. I could say he is one of the best professors I met. During classes, he continuously asks whether we understood what he taught. Dr. Hsu explained a complicated concept with an exact definition with examples using simple words. In addition, we did three homework assignments in a team of five people each. Teamwork is important to develop better people and leadership skills. As an international student, I was not good at English. But I did well in Android class, without the language problem. Currently I am developing Blockchain games in my country South Korea, using Unity (Android). I recommend you take this course.