

Doctor Management Organizational Leadership, Case Studies in Artificial Intelligence, Java Programming, Management CEE Countries and Research Method

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Abstract

Case studies started at Harvard Law School, then Harvard Business School, and at many other MBA and Executive MBA programs. It is also a 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, Java Programming, Management CEE Countries and Research Method.

At Dominican University, Management CEE Countries was offered for onsite Undergraduates. Java course was for Master students onsite, at New Jersey Institute Technology. 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 taught Doctoral students two courses at University of Phoenix online.

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

Keyword: Artificial Intelligence, Java, Management CEE Countries, Research Method, PhD Mentoring, and Real-World Case Studies

(A) Dominican University*

Dominican University is located 14 miles northwest of New York City. Donald Hsu joined Dominican College in 1988 as an Associate Professor in the Business Division. In Spring Semester of 2023, 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.

MG 223 Management CEE Countries

This course provides in-depth analysis of the management issues in Central Eastern European (CEE) countries: Czech Republic, Hungary, Poland, Slovakia and 19 others.

Topics are culture, political, economic aspects, foreign direct investments, technology transfer, production, manufacturing, operation, import and exports. It aims to be the follow-up course of MG 221 Emerging Market Management, a three-credit course, covering Brazil, Russia, India and China management issues, taught in Spring 2022, Hsu (2016).

Objectives:

- describe the Management issues of CEE countries and beyond
- understand the importance of business models
- examine the culture, political and economic aspects
- explain the foreign direct investment
- introduce manufacturing and production
- comprehend supply chain management
- learn the global merger and acquisition
- discuss technology transfer
- define import, export, and logistics
- provide a socially responsible global society
- perform in-class labs

11 people enrolled in Fall Semester 2022. They were International Management majors, except one in Finance.

The textbook was difficult to find. After much effort, Goncalves and Smith (2016) was adopted. This book got six chapters, but it did have plenty of data tables showing the economic progress of CEE countries. It was used for about five weeks of the semester.

Each lecture used internet search via Bing.com, for the details of Czech, Hungary, Poland, Slovakia, and then covered some of the other CEE countries. Four teams were formed with two or three people in each team. In-class exercises included: Czech Case, Slovakia Case, Poland Case, and Slovenia Case Study, see Table 1 and Table 2.

This was done in class for one class period. Students performed two of them for each country. Students did eight in-class team exercises for the semester. Using E-Leader papers published by Chinese American Scholars Association, they gained practical knowledge on the management style and business operation of CEE countries. Most of them never visited or heard of these countries. “Hands-on” team, provided a wonderful way to learn.

For the lecture class, using internet, books, YouTube, and ask questions:

Name the top five automakers, banks, asset management firms, retailers, and oil companies in the world. Name the four most populated countries in the world. How many people are in European Union? What is CEE? What is the emerging market? Is selling products in USA the same as selling in CEE? Name the major manufacturing or service companies in CEE region. How many countries are CEE made of? What is the benchmark or role model after they became independent countries in the 90s? Can you make money starting an import/export company today with CEE? If yes, how? How would the Ukraine Russia war impact on CEE countries? Why does USA have such a huge military budget? What is FDI? Why will multinational companies invest in CEE? Why is the exchange rate important in CEE? With the oil prices going higher, how would this affect international deals? This type of question keeps the lecture alive. Students are challenged to find answers.

For the final projects, they worked in a group of two on billionaires in CEE countries. They did extensive research on the company core business, sales, profit, financials, SWOT analysis, competitors, and future plan: one in Czech Republic, one in Kazakhstan, one in Hungary, one in Poland, and one in Slovakia, see Table 3.

(B) New Jersey Institute Technology**

The New Jersey Institute of Technology (NJIT) is a public research university in the University Heights neighborhood of Newark, New Jersey. As of Fall Semester 201, the university enrolls 11,900+ students, over 2,500 of whom live on campus. NJIT offers degree programs including 51 undergraduate majors and 71 graduate (Masters and PhD) programs.

CS 602 Java Programming

In Fall Semester 2022, this author taught Java at NJIT, as an adjunct professor. This course is for students pursuing a Master Degree of Computer Science.

Deitel and Deitel (2018) wrote the textbook. Students learn how to create and deploy Advanced Java Programming. Topics covered: AWT, Inheritance, Java Programming, OOP, Files Streams, Swing, Data Structures and JDBC. Hands-on exercises and programming projects were required.

Hsu taught Java Programming for 21 years, Hsu (2002). Covering the entire book 25 chapters in one semester was still a challenge. Students did Eclipse free download. Then they would create, compile, run and explain the codes.

There were 39 people enrolled, 37 from India, 1 from China, 1 American. Students formed six teams of five or six people in each. Each team had a project manager. Three homework assignments were graded. Each homework assignment got six individual questions and four team questions. The team questions were difficult for individuals. Working in team, helps the weaker students.

Final Exam was a team project with written paper and PowerPoint presentation. The Case Study used the example in the textbook. Each team wrote a paper and provided PowerPoint (PPT) slides. Each person presented three PPT slides. Final projects were: Binary Tree, Circular Buffer, Color Chooser, Draw Stars, Fractal, and Merge Sort.

Now they are ready to work as Java Developers. Java is in high demand with major tech firms: Amazon, Facebook, Goldman Sachs, Google, IBM, Microsoft, Oracle, and Verizon, just to name 8. The salary ranged from \$85,000 to \$200,000 per year.

(C) 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 2022.

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

32 people enrolled, 27 from India, 5 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.

Final project consists of papers and PowerPoint presentations: (1) Surgical Robot, (2) Facial Recognition, (3) Game AI, (4) Python AI, (5) Driverless Car, and (6) Metaverse. The final paper grade is the same for the group. But PowerPoint presentation grade is individual.

CS 312 Research Method

This course was offered in Fall 2022, online in Zoom. 21 undergraduate students 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. There was a final exam, multiple choice, for one hour. 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 help the weaker students.

21 enrolled. Final projects were: (1) Qualtrics, (2) Survey Monkey, (3) Survey Hero, (4) Tableau, and (5) IBM SPSS.

(D) University of Phoenix**

University of Phoenix (UOPX) is a private for-profit institution of higher learning. It has an enrollment of 142,000 students and is one of the largest universities in USA. UOPX was founded in 1976 and is owned by the Apollo Education Group Inc. In 2017, it was acquired by Apollo Global Management, an American private equity firm. UOPX has 40 campuses and learning centers offering 100+ degree programs from associate degrees to PhDs. Its main campus is in Phoenix, Arizona. The New Jersey campus was in Jersey City.

In February 2008, this author went through a rigorous 16-hour training session and was qualified to teach UOP courses. The training was mandatory for all instructors regardless of prior teaching experience. Since May 2008, taught: Algorithm Logic for Computer Programming, College Mathematics, Creative Mind, Critical Thinking, Essentials of Personal Finance, Finance for Business, Global Information Systems Management (Doctoral), Information System Security, Integrated Business Topics, Java Programming II, Macroeconomics, Management Negotiations, Marketing, Marketing Research, Hsu (2006), .NET I, Organization Behavior, Hsu (2008), Organizational Information Systems Management (Doctoral), People Science Environment, Public Relations, Quality Management Productivity, and Research Information Utilization.

Published 17 papers and received OSS grants: (1) “Critical Thinking, Public Relations and Integrated Business Topics”, Schmidt and Hsu (2009), (2) “Personal Finance”, Levit and Hsu (2011), (3) “Research Information Utilization”, Gabriel and Hsu (2013), (4) “People Science Environment”, Hsu (2013), (5) “Algorithm Logic for Computer Programming”, Hsu (2014), (6) “Case Studies in Operating System and Global Marketing”, Hsu (2015), (7) “Android Apps Development, Big Data Viral Views and Channel Distributions”, Safrova and Hsu (2015), (8) “Case Studies in Emerging Market and Personal Finance”, Hsu (2016), (9) “Leadership and eLeadership: An Analysis of Contingency Factors and Considerations”, Hamlet et al (2016), (10) “Case Studies Undergraduates to PhDs: Big Data, C#, Java, Environment and Global Marketing”, Hsu (2017), (11) “Quantitative Analysis: PhD in Business Administration or Management”, Hsu (2017), (12) “IBM SPSS Data Analytics, Case Studies in C#, Java and Electric Cars”, Hsu (2018), (13) “PhD SPSS Online Mentoring & Case Studies in CEE Countries, Java, Project Risk Management”, Hsu (2018), (14) “New Dynamics in International Relations: Best of Times, Worst of Times”, Owarish and Hsu (2018), (15) “Is PhD a Worthwhile Investment? Case Studies in Global E-Commerce, Java, Quantitative Reasoning, Sales Management”, Hsu (2019), (16) “PhD Qualitative Delphi Research, Case Studies in Channel Distribution, Electric Vehicles and Java Programming”, Hsu (2019), and (17) “Doctor of Education Leadership, Doctor of Healthcare Administration, Macroeconomics, Case Studies in Global ECommerce, International Management and Sales Management”, Hsu (2020).

IST/724 Organizational Information Systems Management

Description: This course builds on foundational Information Systems and Technology (IST) concepts, management, and models introduced in IST/710 and other Doctor of Management (DM) courses and offers the opportunity to view and apply them at the organizational level. As the second course in the IST focus area of the DM program, IST/724 is precursor to coursework that will broaden beyond the organization to the global setting and finally into the realm of leading IS architecture and implementation. The major content areas (sub-domains) included in this course are: complexities of IT and of organizations; alignment of IT to the organization; and teams, models, and organizational effectiveness. At this level of learning (and management), the subjects are intertwined. Course readings are geared more to a balance every week within the scope of the course than to a strict adherence to that week’s major topic. Upon completion of this course, the learners will be prepared to define and analyze issues related to the management and support of information systems and technology necessary to align to and support organizational objectives.

Course Student Learning Outcomes:

- Define IT goals and objectives in a manner that contributes to meeting broader, organizational goals.
- Wk 2 - Signature Assignment: Core IT Competencies Paper
- Evaluate the alignment among information systems, organizational strategies, and objectives.
- Wk 4 – Signature Assignment: Innovative Leadership and Culture Matrix Paper
- Develop leadership approaches to promote communication and collaboration between technology and organizational leaders.
- Wk 7 – Signature Assignment: Organizational Performance Prioritization Paper

Textbooks: Haag and Cummings (2013).

8 people registered for this doctoral level course. Students were working adults. They had 10 to 20 years of corporate IT experiences. The weekly discussion was of high quality. The course ran for eight weeks. Each week, students read the materials at UOPX portal, submitted answers. The signature assignment was worth about 150 points, for a total of 1000 points.

The role for the faculty, was to grade them, provided positive feedback as needed. There was no Zoom meeting, due to different work schedules and locations. The course went well, students gave good to excellent reviews.

DOC/733A, DOC/733B, DOC/734, DOC/734B, DOC/741B, DOC/882 through DOC/993, and RES/725 Doctoral Dissertation Courses

From May 16 to May 20, 2016, this author went through the Dissertation Chair Training. The training was very rigorous, with many tests at the end of each day. The retraining was done in July 2017. After passing the strict requirement, this author was qualified to mentor PhD students for courses: DOC/722, DOC/733, DOC/733A, DOC/733B, DOC/734, DOC/734A, DOC/734B, DOC/741, DOC/741A, DOC/741B, DOC/742, DOC/742A, DOC/742B, DOC/882 through DOC/993. RES/725 was a course dealing with IBM SPSS software. This author taught one time.

Many professionals, managers, entrepreneurs, or office workers are aspired to earn a PhD degree. Why? They see PhD as a ticket to further their careers in the chosen field of study. UOPX School of Advanced Study (SAS) is dedicated for the task of PhD operations. SAS was renamed as College of Doctoral Studies (2019). From this website, Research Hub, one sees the requirement, the number of courses, the details of the degree programs, the length of study, tuition, payment, loan, and related information.

Three academic areas exist for PhDs: 1) Healthcare and Nursing, 2) Education and Higher Education Administration, and 3) Business. In the Business area, one can major in one of the three fields: 1) Doctor in Business Administration, 2) Doctor in Management Organizational Leadership, and 3) Doctor in Management Organizational Leadership/Information System Technology. The course requirements are slightly different among the three. There are 28 to 31 courses listed for these three degrees.

The process is extremely rigorous. As a candidate, he/she takes these courses. They pick a research topic (Case Study) in their field of interest, quantitative or qualitative in content, formulate a plan, establish a theoretical framework, start with hypothesis, design the measurement method, use survey and other techniques to collect data, employ IBM SPSS software or similar tools to code data, analyze data, and summarize the results. Result may or may not validate the original proposal. During these steps, he/she needs three Faculty Committee members. One of them is a Dissertation Chair. The Chair assumes the major responsibility to guide the PhD candidate, teach courses, assist with various compliance issues, provide a clear direction of the thesis, and review change matrix, etc. Candidate writes a few chapters, gets approval from Quality Review Method. Write a few more chapters, he/she gets approval from Institutional Review Board, before starting on data collection and the analysis. He/she continues writing the remaining chapters for the data collection and results. Then he/she goes for the oral defense of the PhD thesis. Oral defense is to employ Zoom (2020). All four people – one candidate and three professors, are in the same virtual room online. With the audio and video setup, candidate presents the PowerPoint slides for 30 minutes, then professors ask in-depth probing questions. If video did not work, just called one another to keep the process going.

It was a lot of work reading the thesis, understanding the negative feedback of other reviewers, and replying with positive support. Two main issues are poor English writing and failure to adopt the appropriate statistical analysis tool.

Starting January 2017, the UOPX Administration created a new pilot program. The PhD candidate studied with a mentor who earned the title as University Research Methodologist (URM). URM worked at University of Phoenix 10+ years with significant teaching, research, quantitative or qualitative analysis skills. URMs are in the best position to guide PhD candidates forward. As a result, the Chair is not teaching, but is observing the progress in the classroom while URM teaches the PhD candidate.

PhD candidates also spent much time and financial costs, working on their PhD thesis for many years. The payback is when they received their PhD degrees. This author serves as the Dissertation Chair and on the Faculty Committee for 28 doctoral candidates since July 2016. 20 of them received their doctoral degrees, Table 4.

Conclusion

Students/professionals learn the theory and need to connect it to the real world. 112 people completed Artificial Intelligence, Java Programming, Management CEE Countries, Organizational Information Systems Management, Research Method, at four companies. Teaching and learning strategies included the in-class use of Business Week, Economist, Financial Times, Forbes, Fortune, Harvard Business Review, Homework, Internet Search and Programming. 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. 81 people gave public endorsements on LinkedIn (2023), the social media network with 830+ million professionals worldwide, Table 5.

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*Full-Time Position **Part-Time Consultant

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Zoom, 2020, <http://www.zoom.us>, San Jose, California, USA

Table 1 MG 223 Poland Case A **Name** _____ **Due Date** _____

To <http://www.g-casa.com>. At the top, click Paper Database. Scroll down, find Patkaniowski PPT.

1. What is his full name and company? What is the name of this paper?

2. You can read online or get CD from Hsu. Where is this paper published?

3. What is microenterprise in Poland?

4. Name three business processes.

5. Name the seven steps in business process 1.

6. Name six major advantages of telework.

7. Name two major challenges of telework.

8. Name four main issues of present translators

9. Name the reason why translators are not identified with the company

10. Name three infrastructure problems

Table 2 MG 223 Poland Case B

Name _____ **Due Date** _____

To <http://www.g-casa.com>. At the top, click Paper Database. Scroll down, find Palonka paper.

1. What is her full name and company? How many papers did she publish?

2. Click “Inequalities...”. You can read it online or get the CD-ROM from Hsu. Where is this paper published?

3. What is the main theme for this paper?

4. Name three key words

5. What is Gini Coefficient? What does this number mean?

6. Briefly explain Multiplier of Inequality.

7. What do the numbers mean in the table of Family Matters.

8. Briefly explain the models of consumption.

9. What is poverty in the world?

10. Three conclusions

Table 3	MG 223 Management CEE Countries	Final Group Projects, 12/15/2022	
<u>Group A</u>	<u>Topic</u>	<u>Group B</u>	<u>Topic</u>
Pirana Silva*	Andrej Babis Agrofert, Czech	Monzon* Ramirez	Diminika Kulczyk Kulczyk, Poland
<u>Group C</u>	<u>Topic</u>	<u>Group D</u>	<u>Topic</u>
Jaradeh* McReynolds	Sandor Csanyi ITP Bank, Hungary	Merrill Solano*	Ivan Chrenko HB Reavis, Slovakia
<u>Group E</u>	<u>Topic</u>		
Obanyoun			
Sharif -Brown Smith*	Vladimir Kim KAZ, Kazakhstan	<u>* Manager</u>	

Table 4 UOPX PhD Thesis Title, Faculty Committee Members and Dates

Full Name and PhD degree received	Thesis Title	Faculty Committee	Dates
Robert Lazaro Doctor Business Administration	A Quantitative Examination of How Social and Economic Factors Predict Online Crowdfunding Success of Publishing Ventures	Dr. Ruzanna Topchyan, Chair Dr. Donald Hsu Dr. Brian Sloboda	February 2, 2017
Charles O. Ojewia Doctor Management Organizational Leadership	A Phenomenological Study of Project Delays and Scheduling in the Construction Industry	Dr. Joseph Oloyede, Chair Dr. Donald Hsu Dr. Liston Bailey	October 2, 2017
Alexander K. Horster Doctor Management Organization Leadership Information System Technology	Mobile Device Management, Security, and Workload: A Quantitative Correlational Study	Dr. Julia Bao, Chair Dr. Donald Hsu Dr. Armando Paladino	October 13, 2017
Grover S. Raguindin Doctor Business Administration	The Repositioning of Product Attributes: A Phenomenological Study Among Toy Collectors	Dr. Steven van Ginkel, Chair Dr. Donald Hsu Dr. Edward Lopez	January 20, 2018
Rhonda Henderson Doctor Business Administration	Small Businesses that Utilize Score Mentoring: A Qualitative Case Study	Dr. Doreen McGunagle, Chair Dr. Donald Hsu Dr. Therese Kanai	August 1, 2018
James Tisdale Doctor Management Organization Leadership	Integration in a Managed Care Organization: A Qualitative Study	Dr. Norris Krueger, Chair Dr. Donald Hsu Dr. Yonas Keleta	December 18, 2018
Scott M. Koeneman Doctor Management Organization Leadership	Desirable and Feasible Job Duties of Salespeople in a Post-CRM Environment: A Qualitative Modified Delphi Study	Dr. Donald Hsu, Chair Elizabeth Thompson, PsyD Dr. Joann Kovacich	March 2, 2019
Nikita L. Ashford-Ashworth Doctor Management Organization Leadership	A Relationship between Years of Experience to Shared Responsibility and Institutional Reflection in Tennessee Community Colleges Quantitative Study	Dr. Donald Hsu, Chair Dr. Donna Smith Dr. Hermanus Van Niekerk	March 10, 2019

Bethany Pegues Doctor Management Organization Leadership Information System Technology	Qualitative Intrinsic Case Study of Real Estate Agents' Failure to Adopt Customer Relationship Management System	Dr. Judy Alston, Chair David Shroads, DSc Dr. Donald Hsu	March 26, 2019
Denise Bishop St. Julien Doctor Educational Leadership	General Education Inclusion Teachers' Perspectives of Teacher Preparedness: A Narrative Inquiry Study	Roxanne M. Williams, EdD, Chair Julia Aucoin, DNS Dr. Donald Hsu	July 22, 2019
Juel Tillman Doctor Management Organization Leadership	Phenomenological Study of Obesity: Knowledge for African American Men	Dr. Donald Hsu, Chair Dr. Alynicia Bowen Dr. LauraAnn Migliore	November 2, 2019
Diane L. Montanez Doctor Healthcare Administration	Competencies of Senior Leadership of Chicago Federally Qualified Healthcare Centers: A Phenomenological Study	Dr. Donald Hsu, Chair Dr. Katherine Healy-Collier Dr. Nancy Munoz	December 17, 2019
Michael Eric Thompson Doctor Industrial Organizational Psychology	Cultivating Growth: A Quantitative Multivariate Analysis of Employee Dispositions, Management Support, Risk Aversion and Achievement	Dr. Linda Florence, Chair Dr. John T. Avella Dr. Donald Hsu	January 20, 2020
Rose Lorenzo Doctor Management Organizational Leadership	The Relationship of How Leadership Characteristics Influence Female Entrepreneurial Success or Failure	Dr. Les Huffman, Chair Dr. Donald Hsu Dr. Pamela Gordon	February 3, 2020
Benjamin Norrod Doctor Business Administration	Intergenerational Disunity in Nondenominational Tennessee Pentecostal Churches	Dr. Donald Hsu, Chair Dr. Elizabeth Thompson Dr. Joann Kovacich	March 11, 2020
Derek Riley Lambert Doctor Educational Leadership	A Quantitative Correlational Study of Virtual Credit Recovery Programs on Student Achievement	Dr. Andrew Lawlor, Chair Dr. Donald Hsu Elizabeth Young, EdD	March 14, 2020
Ada Carr Doctor Management Organization Leadership Information System Technology	Information Technology Investment Decision Making: A Phenomenological Study	Dr. Susan Ferebee, Chair Dr. Donald Hsu Dr. Pamela Gordon	August 23, 2020
Gayle McElveen Doctor Educational Leadership	Classroom Strategies Teachers Use to Deter Disruptive Student Behavior	Dr. Donald Hsu, Chair Dr. Joann Kovacich Elizabeth Young, EdD	June 25, 2021
Jose-Marie Tanga	Quantifying Time- Difference Efficiency to	Dr. Donald Hsu, Chair Dr. LauraAnn Migliore	July 9, 2021

Doctor Management Organization Leadership Information System Technology	Compare Radiation Oncology Task Completion Time in Treatment Planning	Dr. Lou Daily	
Cheryl Kinder Doctor Management Organizational Leadership	Exploring Organizational Mission Accountability of Nonprofit Leaders	Dr. Donald Hsu, Chair Shawishi Hayes, EdD Dr. Pamela Gordon	September 6, 2022

Table 5 Public Recommendation on LinkedIn Website

Andrew Beckwith, Editor at JHEPGC, Associate Editor in Galaxies, and Visiting Professor in Chongqing University, January 13, 2023, Donald Hsu went to SINGAPORE together with me January 2-4th and in e reader Singapore showed absolute mastery in his area of business economic expertise. His commentary was sharp and to the point. I also gave a discussion of the geo politics of the Ukraine-Russian war and Donald got right to the point with two well placed questions at the end, which made the delivery bookended for an international audience of Vietnamese, Singaporean, Malaysian and maybe an Indian national in terms this diverse audience would appreciate. I also had the same experience with Donald in a talk in complex astrophysics. It is appreciated and rare that an academic has Donald Hsu's ability to summarize complex issues so directly and repeatedly with me and others he did this in an admirable fashion. In addition, Donald Hsu has a Great sense of humor. After having heard so many Academics take themselves so seriously, this is a god send. No stuffy bore at all in his manner. I also appreciated the exquisite mastery Donald Hsu showed in managing his e reader forum in Singapore. This was stunning to me. I have been to nearly 80 international physics conferences and appreciate how small details can make a conference go awry. Finally, when I was in Singapore Donald Hsu showed a humanistic interest in the logistics I and others went through in the journey which showed he cares about other people. In all Donald Hsu came out in full detail in his conference and I was amused by his humor and at times in awe as he summarized time and time again presentations made by well over a dozen speakers with wit and with precision. I love Singapore, but more to the point, he cares about other people and is worth listening to for that reason alone. I salute him as a humanist and a caring scholar of the first rank.

Drew Hession-Kunz, Senior Exec/Entrepreneur; Professor of the Practice/Mentor/PI at Boston College, January 7, 2023, Don knows how to organize a conference! E-Leadership Conference in Singapore this year, was very well put together, with a great group of speakers and attendees. I gave a brief paper, and the questions from the audience were excellent, and showed depth of knowledge, even in my arcane area of study. Highly recommend it!

Giacomo Salvarezza, Consultant at Barabino & Partners USA, November 20, 2022, I took several International Management courses with him in my two and a half years at Dominican University. Top professor with great subject knowledge. He has a great passion for what he does. Always willing to help students, with special attention to international students.

Eithan McEnutly, Execution Client Service Manager, November 13, 2022, Dr. Hsu is a great professor and mentor. I truly enjoyed taking his Global e-commerce course as it allowed me to build a better understanding of how businesses grow using the internet and international trade.

The environment in his class allowed for collaboration, active learning, and free discussion. Aside from teaching, Dr. Hsu is very passionate about helping his students find their desired jobs and always encourages them to never settle and keep growing. He is generous in sharing his knowledge and enjoys seeing his students succeed.

Yu Gong, Lead Member of Technical Staff at Tableau Software, November 11, 2022, I took Professor Donald's Java course in 2016 at NJIT. He is not only professional but also humorous. He is an amazing professor and a mentor, who gives great advice and encouragement for his students.

Mahesh Naik, Software Development Engineer at Amazon, November 6, 2022, I took Java course under Dr. Donald Hsu. His course work, assignments and project helped me to get hands on experience in Java programming. He is knowledgeable, interactive during lecture and approachable. He also shares the industrial requirements and things related to job market which helps us get an understanding of IT industry. I would highly recommend to take his course.

Dr. Cheryl Kinder, Actively seeking employment in human resource assistant or manager trainee, October 20, 2022, Dr. Hsu has been my chairperson at the University of Phoenix since 2019 and throughout the process of writing my dissertation. In the final course - DOC742 Doctoral Project IV - Dr. Hsu provided the encouragement and support I needed as I struggled through different steps in my research. Dr. Hsu would listen when I told him of personal issues when I thought about dropping the program. He constantly encouraged me to complete the doctoral program and he would tell me about the benefit of completing the program and getting my degree. Dr. Hsu would communicate daily through messaging to see how things were going and if he could be of help and if I asked him for a Zoom meeting, he would set it up immediately to answer any questions and address my concerns. He would provide constructive feedback and always offered positive words at the end of each conversation. Dr. Hsu, it has been a great pleasure having you as my chairperson. I would recommend anyone seeking to complete their doctoral journey. Dr. Hsu is an honorable person to have as your chairperson to help guide you through your dissertation process seamlessly until you get your degree in hand.

Anthony Kwok, Management Trainee | Penske Truck Leasing, October 7, 2022. Dr. Hsu was my academic advisor while I was at Dominican University. Dr. Hsu is a brilliant professor. His connection and experience in the job market helped me in getting full-time employment. It was a pleasure to take many of his courses. You will learn much in International Business, E-Commerce, and management skills. I highly recommend taking his courses.

Tanvi Ravindra Malali, Associate professional services consultant intern at Amazon Web Services (AWS), July 14, 2022, I took the Java course, with Dr. Donald Hsu at NJIT. We did individual/team homework assignments, and the final project in team of six people. It was an excellent experience. Dr. Hsu is knowledgeable, approachable and proficient. He taught us the job market and importance of internship. I am happy to get an internship at Amazon. I would highly recommend you, to take his course.

Peter Hubmann, Graduate Student (M.Sc.) Business Studies at University of Kassel / Strategic Development at Consors Finanz BNP Paribas, June 17, 2022, I met Dr. Hsu during my studies at the University of Economics in Prague. He taught the courses in sales management and channel distribution marketing. He has a lot of experience in those fields, both in theory and practice. He was able to teach the subjects in depth while giving applicable real-life examples. His teaching abilities are outstanding. The courses were intense and challenging, but he expressed a clear vision and made sure we were able to achieve the requirements. I enjoy the team project working

with five people. Dr. Hsu gave us excellent advice for the business world and our future careers. I will keep him and his classes in fond memories. I recommend you, to take his course.

Jae Sung Bae, Software Engineer. Blockchain and Game Industry, June 14, 2022, 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 us, 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 lockchain games in my country South Korea, using Unity (Android). I recommend you, to take his course.

Robert J. Rencher, Sr. Business Engineer, Associate Technical Fellow, The Boeing Company, May 25, 2022, Dr. Hsu is a tremendous doctoral mentor and instructor. Dr. Hsu's knowledge of the transforming international business environment provided the necessary insight to complete the course successfully. The southern hemisphere is quickly developing global leadership capabilities that will rebalance economic and societal influence for the foreseeable future. Thank you, Dr. Hsu.

Bishojit Saha, R&D Scientist, Pfizer, May 23, 2022, I took CS602: Java programming with Professor Hsu at NJIT. This was a master's level course. I had no programming background knowledge. Professor Hsu was very knowledgeable in Java. He explained every topic and made the class very interesting. Because of his teaching and expertise, I was able to learn Java very fast even without prior knowledge. Professor Hsu also engaged the students in group projects which gain real world collaboration and problem solving experience. I strongly recommend Professor Hsu.

Mary Vidhya, Senior Developer at TIAA, May 3, 2022, I took Dr. Hsu's Java class at NJIT. We did individual/team homework assignment, and team final on a specific Java project. I learnt a lot from Dr. Hsu. Experiences he shared in his classes, helped me to become a better professional. I recommend you, to take his course.

Soe Min Htet, Manager (Corporate Banking Department) at United Amara Bank Limited, April 27, 2022, There was a fun semester at VŠE with Professor Donald Hsu. I really appreciate him for his productive lecture as well as his sense of humor. There were group projects and real case studies which motivated and supported throughout our program.

Bryce Tickner, Associate Advisor at Lloyd Sadd Insurance Brokers Ltd, January 29, 2022, One of my favorite professors, Dr. Hsu taught from a unique perspective of international experience. In the several classes I took with him, Dr. Hsu focused on teaching skills that would directly benefit his students entering the work force. His classes were entertaining, and extremely valuable to learn from someone who has practical experience. Dr. Hsu teaches real world skills, is always willing to go the extra mile to help his students.

Franc Vidic, VIZ ART Anže Vidic s.p., January 17, 2022, I had an interesting experience on e-leader conference which organized as a partnership with us. Participants were from different countries and they were very satisfied with our work.

Bob Provencher, Chief Technology Officer at PDHI, December 28, 2021, I took Dr. Hsu's Android Development class at NJIT. He is an excellent, clear and concise professor, teacher, mentor and lecturer. The class was an excellent introduction to Android development. I highly recommend both the class and Dr Hsu as a teacher.

Keyuan (Clark) Li, Googler, December 10, 2021, Dr. Hsu is very knowledgeable in business and computer science. His Java class at NJIT consisted of three homework assignments and final projects. I worked in a team of five people and learned a lot. He asked us to create LinkedIn profile. It helps me to market myself for jobs. I will recommend you to take his course.

Dr. Jet Mboga, PhD, DBA, Faculty at Bloomsburg University of Pennsylvania, November 7, 2021, Dr. Donald Hsu is an outstanding expert in his field. He presented his paper, co-authored with Dr. Frank Owarish, on Cyber Security at the BAASANA conference New York City that was held virtually in August 2021. With Dr. Hsu vast knowledge, he was able to interact, share input from respective fields, and provide critical feedback to many presenters. BAASANA was privileged to have Dr. Hsu and we look forward to his continuous attendance and contributions.

Fombon Fombon, Accountant / Banker / Financial analyst, October 30, 2021, Dr. Hsu is a highly skilled intellectual person with lots of experience and the ability to impact change and knowledge in area he steps into. He was my professor at GISMA MBA Business school, I had a wonderful experience with his teaching. He contributed enormously to my growth as a person in the business world. He has a very good personality, great communication skills and most importantly very humble and friendly. He helps uplifting his students academically and career wise. He is one the nicest people I have ever encountered. I highly recommend you to take his course.

Ahmed Farahat, dedicated professional with experience in supporting tech start-ups, business development, and project management, September 12, 2021, Prof. Donald Hsu has taught me the Operations Management course at GISMA Business School. The course was conducted in a very skilled, smooth and informative manner. I have benefited a lot from my time with Prof. Hsu and I hope someday we can indulge in other aspects of business administration together.

Natálie Hoferková, International sales assistant ve společnosti WISTA s.r.o., September 2, 2021, I participated in his course International Channel Distribution. Professor Hsu's words and knowledge is very inspiring, no matter what topic you discuss with him. He is very professional but still friendly, able to connect his interpretation with reality and thanks to his experience he can also enrich his students in a very interesting way. Very above-standard experience, thank you.

Nikita Choudhary, AML/KYC Administrator, August 16, 2021, He is a very thoughtful teacher who puts a lot of thought into how he presents the material. His lessons were engaging, useful, and he was very patient with everyone in class always encouraging his students to try. I enjoyed all my learning.

Gabriela Atkinson, Web Designer at Permentech, August 15, 2021, Dr. Hsu's class helped prepare me for my future in Computer Science in ways I could not get from other courses. I learned many valuable things that have put me ahead of my fellow peers.

Abhinav Reddy Kancharla, Salesforce Developer at CommerceCX, August 3, 2021, I consider myself lucky to get an opportunity to take the Java Programming course under Professor Donald HSU at the New Jersey Institute of Technology. The coursework for this class was nothing like any other class. He made sure that the lecture is interesting by asking questions to every student in the class. He introduced students to real-world situations where one could use a more efficiently. I loved the assignments in his class where students form teams of five to solve the task. It was a great overall experience. This course will surely help you get ready for jobs in the Software Industry, and I definitely recommend you to take this course!

<p>Bruno Garcia, Manager of New Businesses at Garcia Construction, July 28, 2021, Dr. Donald Hsu is a true example of a hard-working and intelligent individual. Hsu shared his extensive knowledge with all his students, and co-workers. I had the pleasure to develop and design Shanghai Tiffin Group's website and social platforms while reporting to Hsu. He cares about guiding the people around him toward their personal success. I highly recommend Dr. Donald Hsu as a professor, co-worker, and supervisor.</p>
<p>Christopher Cobbs, Capable and creative IT Specialist, June 27, 2021, Mr. Hsu was an engaging and informative teacher. He taught me many things about International Businesses that I couldn't have known otherwise. He also connected well with the students in class. A really good teacher and businessman overall.</p>
<p>Liam O'Halloran, National Program Manager at Commercial Credit Group Inc, June 10, 2021, An esteemed professor in the Business School at Dominican College, Don's International Business course was one of the most rewarding classes taken as a student. Classes were relatable & thought provoking, as real world examples were used. The individualized attention and care he provides for each student is unmatched. His flexibility with student-athletes was always greatly appreciated. Highly recommended taking his course.</p>
<p>Nikita Ashford-Ashworth, D.M., Vice President of Enrollment Management and Student Success at East Mississippi Community College, May 27, 2021, Dr. Hsu is the reason that I completed my dissertation. His coaching and guidance propelled me to the finished line. He is student-centered and understands the big picture. Anyone who needs a dissertation chair, he is the best.</p>
<p>Ivan Rozman, Co-Founder at Allzora, March 26, 2021, An excellent professional in sales team management. The course I took at University of Economics, Prague that Donald Hsu taught was eye's opening and provided the students a solid knowledge framework for the professional world.</p>
<p>Mike Centeno, Lead Product Support Specialist at Donnelley Financial Solutions, March 1, 2021, Donald was my professor at Dominican College of Blauvelt and I learned various courses within Management Information Systems because of him. Best part is he made teaching the students fun and challenging at the same time.</p>
<p>Fangzhou Guo, Software Engineer at Amazon, February 16, 2021, Dr Hsu was a very kind teacher who taught me Java Programming, which is very useful regarding land a job in a big tech company. Highly recommended!</p>
<p>Viktorija Grillo, MSCS • Technical Product Manager • Software Developer, February 14, 2021, I had the opportunity to be taught by Dr. Hsu for a computer architecture graduate-level course. Dr. Hsu was meticulous and did a great job ensuring the students understood the material completely. Dr. Hsu allowed students to read the material, complete homework and participate in group discussions during class to further understand the material. I highly recommend Dr. Hsu as a professor!</p>
<p>Gal Foxx, Technical Digital Producer Brand Management Business Development, January 29, 2021, Dr. Hsu was a professor of mine for a Unix and C Programming class which he provided me with a great understanding of the fundamental concepts and mechanisms. His level of expertise and willingness to answer questions and concerns allowed for a wonderful, informative class, and a supportive learning environment for all students. The group assignments also gave students the opportunity to enhance their communication and problem-solving skills. I recommend students to take this course; it was worth it!</p>

Dr. Ing Habil Ajay Kumar Poddar, Chief Scientist at Synergy Microwave, January 20, 2021, I work with Dr. Donald Hsu, at IEEE Education Committee for 10 years. His courses C#, Project Risk Management, Big Data Market Research, received excellent reviews. Students passed the PMI exam, got jobs at ATT, IBM, Microsoft, and many top-tier companies. I recommend you to take a course with him.

Robert Daubner, Unternehmer, January 5, 2021, Donald is a sharp thinker and hands on teacher. I was part of his well-organized E-Leader Conference Circle around the world in Singapore, Shanghai, Berlin and Bangkok...and after COVID I'll join the network for more exciting experiences in the next years. I'll never forget the conference in Shanghai at the Fudan University;-) the communication & networking with other experts and the students was awesome. Well done Donald & go on with your great work!

Neda Nikolić, Treasury Analyst ve společnosti P3 Logistics, December 25, 2020, An excellent professor who teaches with a lot of attention and a great desire to pass on knowledge to his students. I enjoyed his Sales Management lectures and got a lot of practical advice.

Nicole Gladys, Expert in Strategic Sourcing and Social Procurement, September 25, 2020, I took Dr. Hsu's Channel Distribution Marketing class, which was taught online. I can fully recommend the course as it provided very useful insights on sector specific distribution channels in practice. I learned a lot about developing a brand, distributing products via adequate channels and gained a lot of knowledge about e-commerce. Dr. Hsu's class was enriching for my career and future.

José-Marie Tanga, Ph.D., MBA, HIM, PPMRN, Six Sigma, A+, N+, Server+, Bigdata, September 23, 2020, Dr. Hsu was my dissertation chair who served on my committee to guide and support me for 4 years to complete my Ph.D., journey. He did a great job, communicating with all other Faculty on my committee, and the University decision makers, to make sure the process is done properly, according to all rules and regulations. He is an excellence researcher, mentor, instructor, and role model who I will forever remember and love. If you need a Doctoral Mentor, please contact him. Thank you, Dr. Hsu.

Zachary Quagliotti, Network Engineer at RWJ Barnabas Health, August 11, 2020, Professor Hsu was my MIS245 Professor at NJIT. He helped me see the business side of Information Technology and get a better understanding of real world experiences. It was great to get a different perspective of my major as I would take mostly technical classes. I hope Professor Hsu continues his career in teaching because he has so much knowledge to offer.

Peter Joseph, Private Equity & Principal Investors Analyst Co-Op at McKinsey, August 5, 2020, Professor Hsu taught me in his CS 115 C++ programming course at NJIT. This was my first time taking a crash course in the summer and he ran it exceptionally well. As a student who was always afraid of coding, Dr. Hsu made my experience all the better with his thorough explanations and his ability to answer all my questions. Not only did Professor Hsu teach us the required material, he went above and beyond to explain all possible real world applications and even jobs that may require C++. Professor Hsu also explained his investment choices in the stock market every class before class had started, putting a smile on my face. Although this class was taught remotely from zoom (due to Covid-19), Professor Hsu emulated the classroom experience so remarkably well that majority of the students (who of course showed up to class and put in the work) did phenomenally well. Thank you very much for breaking my fear to code and thanks for a great start to summer classes! I greatly recommend this class for anyone who is looking to

deepen their knowledge of programming all the while having a fun classroom environment that encourages group work.

Erik Diaz (MSED), High School Counselor & Assistant Baseball Coach at St. Raymond High School for Boys, August 5, 2020, Mr. Hsu is by far one of the best faculty members at Dominican College. I have taken over 4 computer courses with him and wish I could have taken more. He knows how to relate to his students and answer any questions you may have. His knowledge for computers is excellent. I would recommend him to any student interested in learning more about computers and business as well.

Ashritha Kallu, RPA Developer at UiPath, August 2, 2020, I would like to take this opportunity to highly recommend Prof. Donald Hsu. I have taken a graduate-level Java Programming course at NJIT and thoroughly enjoyed Dr. Hsu's class. He is a wonderful teacher and has exceptional course curriculum, knowledge on subject. He always makes sure he engages the whole class and makes it fun and interactive. The way he relates the concepts with real-time examples in business world, and how he emphasizes on making our LinkedIn profiles better, show he is concerned about his students' career. His suggestions were instrumental in making my profile stand out. Overall, he is a very approachable professor willing to mentor his students throughout.

Zach Barnhart, Pricing Analyst at Shell Bitumen, July 20, 2020, At New Jersey Institute of Technology, I took Dr. Hsu's Java Programming course, and he was a good lecturer and helped me to better understand programming concepts. Even more importantly, he offered a good picture of the current job market in the NYC metropolitan area, and when and how to go about looking for job opportunities. Dr. Hsu has a lot of experience in both academic and professional contexts, so he is able to share a knowledge of the wide breadth of the various practical applications of the course material, which helps maintain student motivation and interest. I highly recommend taking his courses.

Gaurang Lakhani, Engineer, July 10, 2020, I had an opportunity to learn Java Programming class, under Prof. Hsu at NJIT for my master's degree in Fall 2016. He possesses an excellent knowledge and experience in Java Programming and is a very motivational teacher. His method of teaching the concepts, interactive sessions, and lot of emphasis on the current industry trends and requirements to get into the industry was very helpful in starting the professional career. I would definitely recommend any students to take his classes.

Kathan Patel, Software Development Engineer at Audible, June 26, 2020, I took the Android Development course with Dr. Hsu. He is a great teacher. I liked the way he used to engage with the whole class while teaching. His classes are interactive. He can easily relate the course material with modern world solutions and explain the concepts in depth. I recommend everyone to take at least one course with Dr. Hsu.

Karo Adjekughele, Finance Training and Development Specialist at NYU Langone Health, June 24, 2020, I took two of Dr. Hsu's courses during my two years at Dominican College. I took his International Management course my Junior year and Global Marketing course my Senior year. I thoroughly enjoyed both of his courses. Unlike several of the courses I took throughout my time in college, Dr. Hsu's courses are a bit different. He offers a unique and interactive classroom experience. His thoughtful perspectives and witty humor keeps you engaged throughout all class discussions. He encourages all of his students to contribute. I gained several new interests and saw myself engaging in conversations that I never would have thought. For someone who is highly intelligent, Dr. Hsu is able to relate with all of his students and make

sure everyone understands the topic being taught. If you have not already, I strongly urge everyone at Dominican College to take at least one of Dr. Hsu's courses.

Uttsav Patel, Cloud Storage Architect | Software Engineer, June 24, 2020, I took Android development class with Professor Donald Hsu. He is great. He is always passionate and enthusiastic when it comes to teaching. I like the team work and in-class questions. All Android apps worked out well, with the Android Studio platform. I recommend you to take his course.

Srinivasa Rahul Yeturi, Data Engineer at Amazon Pharmacy, June 16, 2020, I had an opportunity to take a CS 602 Java Programming class under Professor HSU Donald during my masters in NJIT. The course was engaged, introduced us to real time scenarios for java programming environments in the software industry and knowledgeable. The kind of assignments and project we were involved in this course not only helped us in getting a better view of java programming but also made us to learn the importance of team work.

Severus (Chih-Yu) Lin, System Analyst | Verizon 5G Software Engineer, June 16, 2020, I was a student in Java course of Professor Donald Hsu. It was a great experience. He described the contents very clearly. He asked questions to every student in class. The homework assignments were done by a team of five people. I love the experience of leading a team, to solve problems and presented the Final Project. You will learn all topics in Java, get ready for corporate jobs as Software Engineer. I definitely recommend you to take this course!

Paaras Kumar Khari, Accounts Receivable Specialist at PPG Industries, Czech Republic, June 16, 2020, I took an intensive course on Channel Distribution marketing with prof. Donald Hsu, in the three days of the studies I was really intrigued by his style of teaching and interaction. Mr Hsu was really kind, in sharing his experiences and learnings. The course was well prepared and presented with lot of activities that made me learn new things regarding the topic. I would recommend taking his future courses.

Milica Šljivić, Senior in Audit, June 12, 2020, Sales Management course with Mr. Hsu was really interesting and intensive course, where in three days I was given an opportunity get a theoretical base of a topic which was supported with real life experience from Mr. Hsu but also practical work and problem-solving exercises, for us as students. I would recommend the course to everyone who wants to broaden their view and get familiar with sales management across the globe. Thank you, Mr. Hsu

Yiwen Chen, APAC Account Executive, June 12, 2020, I took sales management and channel distribution, with Professor Hsu. The course content was rich. He provided industry practice and encouraged team work for the fast-paced courses. I will recommend you, to take his courses.

Aishwarya Rasal, Bioinformatics Specialist at Sampled, June 11, 2020, I had the pleasure of taking a graduate-level Java Programming course under Prof. Hsu Donald. His style of teaching through the engagement of students and the course curriculum is remarkable. I personally enjoyed the class quizzes, assignments, projects and I absolutely appreciate the learning experience in his course. His class surely has my highest recommendation.

Yousef Elakbawy, Project Manager at Dobco, June 10, 2020, I took MIS 245 Management Information Systems course with Dr. Hsu. He is loaded with knowledge and is a great professor. I enjoy the team work and learning different software. I would recommend everyone to take a class with Dr. Hsu.

Daniel Perez, Energy Business Development Manager. June 8, 2020, I took an IEEE Project Management course with Donald Hsu. He was engaging, informative and really helped me

understand the material. The knowledge I gained for Donald in that course has directly help me in my career! Highly recommended!

Julia Demchenko, Data Protection & Privacy, SAP, June 7, 2020, I took Dr. Hsu's Channel Distribution Marketing class, which was taught online. That was my first experience with online education. I can fully recommend the course. Lectures were very useful for future use in practice, I learned new ways how to develop the brand and how the e-commerce works. Dr. Hsu involved everyone in to communicate and gave feedback to our work.

Edward Fedroff, Software Engineer at Northrop Grumman, June 5, 2020, Dr. Hsu was my professor for a class called Android Development Applications at NJIT, which happened to take place during the time when the COVID-19 Pandemic occurred. Fortunately, I had the chance to experience Dr. Hsu teach both in-person, at the NJIT campus, before the pandemic, and then virtually, after the quarantine restrictions were enacted. Whether Professor Hsu was teaching in the classroom or virtually, I still enjoyed attending his class every week. His style of teaching, which includes enthusiasm, relatable examples, class participation, and group projects, made the complex and detail-rich material of Android Development easier to comprehend and implement. For example, his enthusiasm and relatable examples made the content come to life, while his strong emphasis on class participation kept me engaged and focused. In addition, his group projects were both challenging and rewarding. I appreciated that he tried to memorize our names and even encouraged us to reach out to him if we ever needed any advice on our future careers. Overall, Professor Hsu is more than just a teacher of content, he is also a genuine and devoted mentor.

Victoria Povolotskaya, Partner Compliance Regional Lead, EMEA, June 2, 2020, I attended Donald Hsu's Sales Management course at University of Economics, Prague. He was always good prepared for the lectures, explained all the topics very professionally and clearly. I would recommend Mr. Hsu to the future students!

Mark Grant, Proposal Analyst at Sikorsky, May 27, 2020, I took Dr. Hsu's International Management class at Dominican College. He made the class very interesting. I learned a lot from him. He did not only teach lectures, but he also shared a lot of experiences outside of the USA. His class definitely opened up my mind.

Guduru Divya, Microsoft Certified Azure Developer, May 26, 2020, I attended Java Programming course under Professor Donald Hsu in Fall 2019. His ability to engage students and to teach advanced topics in simple manner is truly superior & unique. His course structure helps students to learn Java programming. We work in a team of five people, working together on three homework assignments and the final project. A lot of emphasis goes onto training students as per industry requirements for securing a good job. I enjoy the learning experience. I recommend you, to take his Java course and get ready for corporate jobs.

Adityaraj Chauhan, Full Stack Developer, May 25, 2020, I had the pleasure of taking Advance Java course under Prof. Hsu while pursuing my Masters at NJIT. The class was really fun and efficient. Prof. Hsu covered not only concepts of Java but also made us more aware about the market standards and what's needed to be a good engineer outside university. He makes sure that all the classes are fun experience while also teaching us the importance of team work, individual growth, market specific requirements and of course, Java! His class, without any doubts, has my highest recommendation.

Soumyadeep Basu, Computer Scientist, May 13, 2020, I had the opportunity to attend Professor Hsu's java class. I was very motivated by his teaching style. The concepts that he taught us in the

class really helped me to get a better understanding about Java programming. I would look forward to taking more courses under him in the future.

Shazada Hassan Khan, Engineer at Verizon, April 28, 2020, I took the Android App Development course at NJIT, with Dr. Hsu. We were assigned in teams and learned much about how to create apps using Java, XML and Android Studio. Dr. Hsu is an amazing teacher/mentor. He did his best to ensure I was prepared to enter the market as a junior engineer. I learned a lot from Dr. Hsu. I recommend anybody looking for a mentor/professor for engineering, management or life in general, to take his courses.

Dr. Rhonda Henderson, Business Professor, Consultant, Mentor, Realtor - Designated Managing Broker, April 27, 2020, Dr. Hsu was a member of my dissertation committee. His knowledge and experience truly contributed to the successful completion of my dissertation. Dr. Hsu was patience, encouraging, and engaged throughout my journey. I highly recommend Dr. Hsu.

Dr. Laszlo Petrovics, Psychoeducational training and consultancy for integrated social systems, April 27, 2020, I know Donald via his leadership of international education, CASA. From a time when LinkedIn was entirely new, he generously shared his invaluable business insights. He was the first to point out that LI was a form of electronic name card and why the same deference Asian professionals exhibit with name cards in real-time is helpful. He influenced me in taking pride in listing my rich volunteer accomplishments and had a key role in the progression of a successful tutoring program Honored by Ronald Reagan expanding from its analog description toward updated platform development as a start-up.

Evette Jackson, MPA, PHM, COC specialist, April 21, 2020, I had the pleasure of taking two courses with Professor Hsu and each time I looked forward to hearing him lecture. He possessed the passion and knowledge for the topic at hand. He showed respect for each individual and their potential for learning without predisposition. Professor of Hsu always exhibited humility, honesty, and was very conscious of the needs of the students.

Francis Eco, Network Engineer at Capri Holdings, March 21, 2020, It was a pleasure to have Prof. Donald Hsu as my professor. His experience and skills surpasses many others. His knowledge and practical methods are one of a kind. I highly recommend Prof. Hsu.

Matthew Michitsch, Associate Manager of Inventory at Glenmark Pharmaceuticals, March 21, 2020, Dr. Hsu is one of the most respected and knowledgeable professors at Dominican College. In every class, you always learned new and valuable information, not only in the business world, but in current events. Dr. Hsu has a curriculum developed around maximizing your college experience in business, which I believed prepared me for graduation and entrance into the business world.

Carlo Fernando, Building and maintaining applications using React, Angular Framework, Node.js, Nest.js, and Spring boot, March 18, 2020, Donald Hsu was the professor for my IS535 course at Keller Graduate School of Management in September 2008. I truly enjoyed his teaching style. He was great at giving constructive feedback. I highly recommend Donald Hsu as a professor for his passion and his commitment to his students!

Dr. Renata Thiébaud, Innovator 25 Asia-Pacific Award Winner | Internet giants advisor | Innovation & Ecom Expert, March 18, 2020, Donald Hsu's ability to handle multiple projects in both academia and private sector is unlike any I've seen before, serving as a true inspiration to my career. Donald is always keen to pass on his experience and suggestions, showing that he is not only a great expert in the IT industry, but an inspiring leader. I had the pleasure to learn more

about his work at the Chinese American Scholars Association, and the great events he organizes around the world.

Pete Ooi, Founder, Program Mentor for Learning Abroad Programs, International Training Consultant, March 18, 2020, I had the opportunity to participate in the E-Leader Conference in Ho Chi Minh City organized by Prof. Donald Hsu in January 2020. The conference was organized with both off-line and on-line presentations by both academicians and entrepreneurs in various research topics in academics and contemporary business issues. I find the E-conference unique because it gives presenters from different countries the opportunities to present their research papers either physically or through video conferencing to an expert panel from various countries. I would like to congratulate Prof. Donald Hsu for his passion in encouraging more research presentations in the E-Leader Conference internationally that will contribute to a wealth of research knowledge to the business community and academicians as well.

Dr. Diane Lionor Martinez-Montanez, DHA, MAOM, Manager Network Development at NorthShore University Health System, March 10, 2020, Dr. Hsu was the dissertation chair for my dissertation committee. His leadership and experience contributed significantly to the successful completion of my dissertation. Precisely, by continually communicating, holding me accountable for meeting benchmarks, and encouraging me to keep going when I wanted to give up. I highly recommend him to students searching for a doctoral partner.

Dr. Nancy Munoz, DCN, MHA, RDN, FAND, LDN, Chief Food and Nutrition Services at Southern Nevada VA Healthcare System, March 7, 2020, It was a great pleasure to work in a thesis dissertation committee lead by Dr. Hsu. His knowledge as a subject matter expert and research process were evident. He kept us on track and most important, the student had a good experience going through her dissertation process.

Dr. Rose Lorenzo, Thought Leader - Author - Co-Founder & CEO at Hackathon Jr. Inc, - President, Lorenzo Financial - Founder & CEO at i2O Entrepreneur & STEM Academy Thought Leader, March 4, 2020, Dr. Hsu is an outstanding professor and served as one of the three dissertation committee members. Taking the descriptive data analysis SPSS course taught by Dr. Hsu, it was instrumental to complete chapter four of my Doctoral dissertation. I have taken many statistics courses throughout my educational journey, but this course provided the clarity and detailed steps needed to finish my SPSS data collection, analysis, and results. Dr. Hsu is a great PhD mentor. If you are searching for one, please contact him.

Atul Avijeet, Software Engineer at J.P. Morgan, February 26, 2020, I took the Java Programming class, under Prof. Donald Hsu at NJIT for my master's degree in January - May 2019. I learned about working in a team, identifying my leadership qualities, knowing about the industry and job opportunities. He is a very motivational teacher, who has excellent knowledge and experience in Java Programming. His classes were very interactive. He gave a lot of emphasis on the industry requirements for securing a good job. I would like to thank Prof. Hsu. I would highly recommend any student to take his classes.

Dr. Benjamin Norrod (DBA), GCU Adjunct Faculty, Speaker, TEFL/TESOL Certified ESL Teacher, February 22, 2020, Dr. Hsu was my committee member then dissertation chair for approximately two years. During the early stages of my doctoral journey, his mentorship propelled me forward to becoming a doctor. His work ethic has been proven time and time again in his many accomplishments and endorsements from other like-minded peers and students. As the leader of my committee, there were some tough decisions to be made. Dr. Hsu was willing to go the 'extra mile' to position me for success.

Aniruddha Kulkarni, Software Engineer, February 15, 2020, I had a chance to go to Java Programming course under Professor Donald Hsu. He is a great educator with heaps of information in different fields. His neighborly disposition towards all understudies and the genuine encounters he used to impart to us made the class considerably more fascinating. He constantly centered around collaboration and roused us to make the most of our work. It was wonderful to examine under Professor Hsu's direction and on the off chance that I get an opportunity I might want to take another class under him.

Mike Thompson, Vice President, HR | PhD, MBA, SHRM-CP, February 10, 2020, Dr. Hsu was part of my dissertation committee when I was completing my doctorate in organizational psychology. I selected Dr. Hsu because of his expertise in statistics, which proved very valuable to me when considering effect sizes and overall explanatory value of statistical models in my research. He was very good at straightforwardly asking hard questions and getting me to rethink my suppositions and consider alternative conclusions and research strategies. Dr. Hsu is very thorough and could be of great use as a sounding board for researchers, or dissertation committee member for doctoral students.

Leandro Pozo, Field Engineer at The Whiting-Turner Contracting, January 30, 2020, Donald Hsu was the professor for my Introduction to Management Information Systems course at NJIT last Fall. His teaching style was unlike any other I have ever experienced for a business management class. As a professional with lots of experience, he always shared his wisdom with the class every week. Not to mention that we were exposed to many programs used in today's Management Information Systems! I highly recommend Donald Hsu as a professor as he has given our class opportunities that we will never forget!