PhD SPSS Online Mentoring & Case Studies in CEE Countries Java, Project Risk Management

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Abstract

Case Studies were employed by Harvard University, INSEAD, Oxford Said, St. Gallen and many other MBA programs for their research. It is also a good practice to use Case Studies for undergraduate degree programs. For PhD candidates, they do quantitative or qualitative research using real world Case Studies.

Project Risk Management course was offered for professionals at IEEE. Java Programming was given at New Jersey Institute Technology, with students pursuing a Master Degree in Computer Science. At Dominican College, Management CEE Countries was taught to undergraduate students. At University of Phoenix (UOPX), this author mentors 16 online Doctoral candidates. They learn and use the IBM SPSS software for in-depth quantitative data analysis.

Doing Case Studies, for undergraduates, Master degrees, PhDs, provided a sound foundation for problem solving, and team building skills. Student reviews were good to excellent. This paper gives the summary.

Keyword: IBM SPSS, Java, Management CEE Countries, PhD Mentoring, Project Risk Management, and Real World Case Studies

(A) Dominican College*

Dominican College 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 2018, the College enrolled 2100+ students. The Business Division offers Bachelor of Science programs in Accounting, Computer Information Systems (CIS), and four concentrations of management: Financial Management (FN), Management Information Systems (MIS), International Management (IM), and Marketing Management (MK). Recently Sports Management (SM) was approved. Master Degree in 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 CIS, MIS and IM curriculum.

MG 223 Management CEE Countries

This course provides in-depth analysis of the management issues in Central Eastern European (CEE) countries including: 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 Fall 2015, Hsu (2016).

Objectives:

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

14 people enrolled in Spring Semester 2018. They were mostly Management majors, except one in Accounting, one in Finance and three in Social Science.

The textbook was difficult to find. After much effort, Goncalves and Smith (2016) was adopted. This book got just six chapters, but 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 three or four people in each team. In-class exercises included: Czech Case, Slovakia Case, Poland Case, and Slovenia Case Study, Table 1.

Table 2 lists the Poland Case Study exercise. This was done in class for one class period. Students performed two of them for each country. So they 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 work provided a wonderful way to learn.

For the lecture class, using internet, books, and ask them 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 Trump Kim meeting 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 and 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, future plan: two in Czech Republic, one in Kazakhstan, two in Poland, one in Slovakia and one in Ukraine, see Table 3.

(B) Institute of Electrical and Electronics Engineers**

The Institute of Electrical and Electronics Engineers (IEEE) is a professional association in New York City that is advancing technological innovation and excellence. It has 420,000+ members in 160 countries, with about half of whom reside in the United States.

Since 1993, IEEE North Jersey Section Education Committee has run programming, management and marketing courses to retrain electrical engineers. 366 members and non-members have successfully completed courses in Big Data, C Programming, C++ Programming, Java Programming, Advanced Java Programming, Project Risk Management, Marketing Research, and C# .NET Programming.

Starting in January 2008, Hsu served as the Chair of Education Committee. George Sierchio taught Project Management course twice. John Huang taught C#. Hsu was the instructor for all other classes since 1993. Working with New Jersey Institute of Technology and others, courses were offered in evenings or weekend.

Project Risk Management

Project Risk Management introduces project/risk management principles and methods from the standpoint of the manager who must organize, plan, implement, and control non-routine activities to achieve schedule, budget, and performance objectives. Topics include project life cycles, project selection and organization as well as planning, budgeting and scheduling systems. Planning and control methods, such as PERT/CPM, and Gantt charts, earned value techniques and project audits, are studied. Gido & Clements (2008) wrote the textbook.

Objective:

- Given a company's strategic plan, define the role that projects and project management play in accomplishing the company's strategic objectives, taking into account the various types of organizations such as functional, matrix, and project structures.
- Given that the details of a project have been identified, create a project charter, a scope statement, a Work Breakdown Structure (WBS), and Responsibility Assignment Matrix (RAM).
- Given a Work Breakdown Structure (WBS), develop precedence relationships among tasks, a network diagram and critical path, and create a schedule that includes initial and leveled resource allocations.
- Given a project plan, assess major schedule, cost, and performance risk elements and develop an approach for ranking these risks using qualitative as well as quantitative techniques.
- Given a project to be conducted, develop an approach for assembling and managing a high-performance project team.
- Given a project in progress, establish ways of monitoring schedule and cost performance using earned value techniques, and determine key elements of a communications plan to keep stakeholders abreast of progress, problems, and controls.
- Given comprehensive data on a project being undertaken, use project management software - Microsoft Project 2016, to plan, implement, and report on it.
- Given a project that is on its way to completion, establish a closeout strategy that will maximize the value of the project experience to the organization by capturing best practices and lessons learned.

Two people took this course, 3/10 – 5/05/2018, at NJIT, Saturday 9 am to 12 pm. This course was offered 16 times, at IEEE Continuing Education since 2004, Hsu (2007), and Hsu (2009). The final projects were Home Renovation and Power Design Project.

(C) 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 Spring Semester 2018, the university enrolls 11,400+ students, 2,000 of whom live on campus. NJIT offers degree programs including 51 undergraduate majors and 76 graduate (Masters and PhD) programs.

CS 602 Java Programming

In Spring Semester 2018, 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 (2015) wrote the textbook. Students learn how to create and deploy Advanced Java Programming. Topics covered: Java Programming, OOP, Files Streams, Swing, Data Structures and JDBC. Hands-on exercises and programming projects were required.

Hsu taught Java Programming for 16 years, Hsu (2002). Covering the entire book 25 chapters in one semester was still not easy. Students did Eclipse free download. Then they would create, compile, run and explain the codes.

There were 30 people enrolled, 16 from India and 7 from China/Taiwan. Students formed six teams of five or six people in each. Each team was assigned a project manager. Three homework assignments were graded. Each homework assignment got six individual questions and four team questions. The team questions were difficult. So the team had to work together. Indian and Chinese students were assigned to work in the same team. It was a good way for cross culture communications.

Final Exam was Case Studies with papers and presentations. Each team wrote a paper and provided PowerPoint (PPT) slides. Each person was in charge of three PPT slides, with one-minute presentation time per slide. The paper grade was the same for the team, but the PowerPoint grade was different for each individual. Six final projects were done: Circular Buffer, Fractal Pattern, Gridbag Layout, Menu Frame, Merge Sort, and Show Colors.

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

(D) University of Phoenix**

University of Phoenix (UOPX) is a private for-profit institution of higher learning. It has an enrollment of 142,500 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 91 campuses and learning centers offering 100+ degree programs from associate degrees to PhDs. Its main campus is located in Phoenix, Arizona. The New Jersey campus is located in Jersey City.

In February 2008, Hsu 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, Hsu taught: Algorithm Logic for Computer Programming, College Mathematics, Creative Mind, Critical Thinking, Essentials of Personal Finance, Information System Security, Integrated Business Topics, Java Programming II, Management Negotiations, Marketing, Marketing Research, Hsu (2006), .NET I, Organization Behavior, Hsu (2008), People Science Environment, Public Relations, and Quality Management Productivity, and Research Information Utilization.

Published eleven 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), and (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) and (11) Quantitative Analysis: PhD in Business Administration or Management, Hsu (2017).

DOC/733A, DOC/733B, DOC/734, DOC/734B, DOC/741B, DOC/993 Doctoral Dissertation

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, and DOC/742B. In addition, DOC/882 through DOC/993 were also approved.

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 (2018). 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 board. Write a few more chapters, he/she gets approval from Institutional Review Board, before starting the 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 YouSeeU software (2018). 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. For the past two years, there were technical issues,

with audio or video. When video did not work, then we just called one another to keep the process going.

This author currently serves as the Dissertation Chair for six and on the Faculty Committee for ten people, so the total 16 doctoral candidates, up from 11 people in 2017. 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. This author completed 20 reviews of their PhD thesis, from the SAS Document Manager, since July 2016. It is unfortunate that they had to resubmit their proposals many times. It cost much time and money. In addition, the candidate morale is very low while being rejected by unknown reviewers with unreasonable requests.

Starting January 2017, the UOPX Administration created a new pilot program. The PhD candidate studies 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. There may be disagreement between the Chair and the URM. If this occurs, then the resolution is needed from higher-level administration. This program seemed to be able to resolve the issues discussed above.

For the past 23 months, this author read emails daily from UOPX website, reviewed PhD proposals, submitted reviews, answered student questions in email/voice format, as an ongoing basis. Spent a lot of time and effort. Is it worthwhile? The answer is "Yes".

PhD candidates also spent much time, effort and financial costs, working on their PhD thesis for many years. The payback is when they received their PhD degrees. Four people did get their PhD degrees. One of them just got a full time position as the Computer Director at a University, 10-minute drive from his home, Hsu (2017).

Conclusion

Students/professionals learn the theory and need to connect it to the real world. 46 people took Java, Management CEE Countries, and Project Risk Management courses. In addition, 16 Online Doctoral Candidates are doing their PhD research via Case Study and 4 people just got their PhD degrees. 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. All of these tools and reports attributed to the success in an E-Learning environment. Students/professionals raved about the experiences. Sixteen people gave public endorsements on Linkedin (2018), the social media network with 500 million professionals worldwide, Table 4.

Acknowledgment

Dr. Clare Pennino and Prof. Russell Diaz at Dominican College; Dr. Cristian Borcea of New Jersey Institute Technology; Dr. Kalyan Mondal of IEEE; Dr. Miriam Frolow at University of Phoenix, Jersey City Campus; Dr. Fiona Sussan, School Advanced Study, University of Phoenix; provided their guidance, encouragement and support.

*Full-Time Position **Part-Time Consultant

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Table 1	MG 223	Managt CEE Countries	Lab Chart	Dr. Hsu 1/23/2018
	Group A	***Group B***	***Group C***	***Group D***
	Boyce	**Castro**	**Chumpitaz**	**Contreras**
	Garcia	**Hargraves**	**Hatcher**	**Harris***
	Kelly	**Koeder, Ina***	**Koeder, Kim***	**Luzetsky**
	Mendez*		**St. Cloud**	
1/23	**Czech**	**Slovakia**	**Poland**	**Slovenia**
1/30	**Czech**	**Slovakia**	**Poland**	**Slovenia**
2/08	**Slovakia**	**Poland**	**Slovenia**	**Czech**
2/15	**Slovakia**	**Poland**	**Slovenia**	**Czech**
3/22	**Poland**	**Slovenia**	**Czech**	**Slovakia**
4/03	**Poland**	**Slovenia**	**Czech**	**Slovakia**
4/12	**Slovenia**	**Czech**	**Slovakia**	**Poland**
4/19	**Slovenia**	**Czech**	**Slovakia**	**Poland**
	*** Group Leader**			

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 5/10/2018**	
Group A	***Topic***	***Group B***	***Topic***
Boyce	**Petr Kellner**	**Garcia**	**Diminika Kulczyk**
Harris	**PPF, Czech Republic**	**Hargraves**	**Kulczyk, Poland**
Group C	***Topic***	***Group D***	***Topic***
Chumpitaz	**Andrej Babis**	**Koeder, K**	**Michal Solowow**
Koeder, I	**Agrofert, Slovakia**	**St. Cloud**	**Synthos, Poland**
Group E	***Topic***	***Group F***	***Topic***
Contreras	**Rinat Akhmetov**	**Castro**	**Vladimir Kim**
Luzetsky	**SCM, Ukraine**	**Hatcher**	**KAZ, Kazakhstan**
Group G	***Topic***		
Kelly	**Radovan Vitek**		
Mendez	**CPI, Czeck Republic**		

Table 4 Recent Public Recommendation on Linkedin Website
Elcin Dindar, June 20, 2018, Internet Sales Rep, I had the opportunity to take Sales Management and Channel Distribution Marketing courses from Professor Donald Hsu at University of Economics in Prague last semester. Professor Hsu is an inspiring, open-minded and encouraging instructor who puts all his efforts to share his knowledge through both theoretical and practical ways. I can say I learned many things not only related to sales and marketing but also current trends about business life from his class. He shared his own experiences with us and also gave advices as well. We had assignments which make us understand more about these areas. We had the opportunity to show him what we learned so far from his classes through making presentations and writing papers. He gave us feedbacks personally to develop our skills, which I appreciate. I strongly recommend Channel Distribution Marketing and Sales Management courses to students who are interested in this area. I hope I will have an opportunity to learn from Professor Hsu again.
Clinton Pinto, Android Developer, June 15, 2018, I took a class in Java Programming with Professor Donald Hsu, while pursuing my Master's degree in Computer Science at NJIT. To be honest, I had no option but to take his class, since all the other classes were filled. But after the first class, I was really excited to be a part of his class. What amazed me the most was his interactive approach to learning, encouraging class discussions and measuring the pros and cons of different concepts in Java. His understanding of the subject was phenomenal and was able to easily break down complex topics with the help of real life examples. I personally enjoyed the class quizzes, where there were no wrong answers! Wrong answers led to deep and interactive discussions on why that's not the right answer. In addition to Java, he gave us great insights and advice on the current job market, which helped me secure an internship in the United States. The assignments and final project were group submissions, which helped foster team work, very much like a scenario one would face at his/her workplace. His classes are really fun, interactive and will definitely recommend it to my fellow students at NJIT.
Barbora Žáková, Marketing Analyst at Unilever, June 15, 2018, I had the honor to take two classes taught by professor Hsu at VSE, Prague. Both Sales management and Channel distribution marketing were one of the best I have ever taken during my university studies. I appreciated all the knowledge professor had about both subject and also the ability to explain the theory on practical situations. Thank you again for the opportunity to take your courses.
Foram Shah, Global Product & Technology Summer Intern at ADP, May 21, 2018, I have had the privilege of taking an Android Application Development class with Prof. Hsu at New Jersey Institute of Technology. Android Development is highly in Java and before taking his course, I had knowledge of Java language but had not used it to make a project that can be useful in real life. Prof. Hsu not only helped me refresh and learn concepts that I was not aware of in Java programming but also guided me in developing a successfully working Android App. He is patient with everyone in class and highly encourages class participation. He not only teaches the book concepts but also tells students of how they can implement the knowledge they learn outside of class. Thank you Prof. Hsu for your guidance and I would highly recommend my fellow students to take a course with him.
Srinath Shah, Computer Science, Graduate Student, May 21, 2018, Professor Hsu is a very good mentor. I had taken Java programming language under him and I really believe that his

capability and way of teaching is in itself involving and motivating. The knowledge that he shared was not only restricted to the curricular but also about the actual way to learn. The classes that he took were interactive and exciting. He taught us challenging concepts such as Inheritance, polymorphism and multithreading in a way that we could easily understand and implement. I would recommend him as one of the best faculties at NJIT & I am sure that he has helped me build more confidence as a programmer.

Parikshit Madahar, QA Software Engineer at Caliper, May 18, 2018, I had taken Advanced Java Course (CS-602) under professor Dr Donald Hsu during my last semester of MS-software engineering at NJIT, and i would say this was one of the most memorable class i have undertaken, not just at NJIT but over the course of my academic career. Professor Dr. Hsu, is one of the best instructors at NJIT. He not only focusses on the course but also emphasis on team work and professional growth of everyone in his class. All his lectures are career oriented and he always motivates his students by informing latest trends and career opportunities in the industry. As i was interning when i took his class, i could easily relate his teachings at my workplace. I would strongly recommend this course to anyone looking to learn Java.

Antoine Trad, PhD, May 14, 2018, CEO, I have the immense privilege to collaborate with Dr. Hsu. He is an excellent academic, proactive, result oriented, responsible and technically exceptional. He is always ready to put all his energy and time to get the tasks done. He has an exceptional intellectual and analytical skill in various domains. Dr. Hsu runs E-Leader conferences and in June 2018 it will take place in Poland! I am proud to be a board member associated with his organization. He is a great asset to any company or organization!

Krishna Chaitanya Nelloore, Project Manager & Full Stack Software Developer at BookSwap Inc, April 12, 2018, I had taken a Java class at New Jersey Institute of Technology under Professor Donald Hsu for my Masters course in Software Engineering. Prof. Hsu is a multitalented with knowledge and experience in various fields. He is well versed technically and non-technically which gives him an advantage of conveying his message effectively to anyone. He is kind and very helpful. Coming to his class, I knew a little Java before I took his class, but my perception of Object Oriented programming completely changed after his class. Not only does he teach about Java, but he also teaches how the corporate world works. This knowledge is important to land a job in today's very competitive world. He is very dedicated to teaching and knows every student by name. He teaches about very small details about Java which can be easily missed if not taking his class. His class is very interactive and he asks questions to every student to keep them alert. The assignments he gives are very practical. This knowledge helped me succeed in the classes that I took after, as well. I have and will recommend his class to my friends and other students.

Shantanu Sharma, Full Stack Developer, April 1, 2018, Professor Donald taught me Java Programming in the first semester of my Masters in Software Engineering. He is a very approachable professor of NJIT and everyone likes to take his class. His teaching is very encouraging. He would ask questions to every student and make sure everyone understands the OOPs concepts thoroughly. The assignments that he gave in class was very valuable to me and it made me confident about my coding skills.

Peter Charuza, Systems Engineer, March 15, 2018, I met Dr. Hsu in 2014 as a student in his IEEE C# .NET programming course hosted at NJIT. As an undergraduate student at the time this was a very formative experience for me. Dr. Hsu shared his experience and knowledge in both business and programming. His lessons covered the fundamentals of the C# language but more importantly he also discussed the broader implications of what programming is. He taught us how the business world actually uses programming, and how to approach the job market as new programmers. This was by far one of the best programming courses I have taken, I walked away with a solid portfolio project, good direction in how to find a job and most importantly the continued mentor-ship of Dr. Hsu. Thank you Dr. Hsu for your instruction and mentorship!

Abinav Parajuli, Software Developer at UPS, March 5, 2018, Dr. Hsu was my professor at NJIT for android application class. I learned a lot of great things from his class -- like building different mobile apps and exposure to some challenging projects in java. His way of teaching is very interesting. He not only focuses on the subject matter but also gives you the idea on how you can implement it in the real world. I would definitely recommend him to any other students and my fellow friends.

Allison Leonard, your limitations are yours, I don't want them. You can keep them. I'll keep pressing on, I won't stop here. February 25, 2018, Dr. Donald Hsu was my professor at Dominican College for International Management as well as Advanced Excel. He is a caring individual as well as a very charismatic teacher that is serious about his craft. He is constantly trying to learn new things about the world and its happening, and he is often educating his students and peers about what he knows. In my time at the school, knowing I was from the Virgin Islands and my passion for sports and business, he always pushed me to start pursuing my dreams and writing up my business plans; and I must say I stuck with it and I am pursuing those same goals I had at that time (just really expanding on them, and making my startup capital). I always had the vision, he recognized this in me and I am proud to say today, because of him constantly pushing me in that regard, I am currently just about finished with my Master's Degree and have some big plans for the future, that would not only help me create a business, but also impact the Virgin Islands people and the economy immensely.

Anuj Virgil D'souza, Electrical Embedded Design Engineer at MechoSystems, February 16, 2018, Professor Donald Hsu was my instructor at NJIT for Advanced Java Programming. His assignments and the coursework covered from the basics of java to very advanced topic which helped me understand java completely. His ability to make students understand is commendable and would recommend my fellow batch mates to take him as their Java professor.

Yelena V. Zemtsova, CFA, Capital Raising. Finding Synergies. Bridging Gaps. Cross-Border Public/Investor Relations/Deals. Cultural Interpretation, February 13, 2018, Donald is a true professional and has outstanding teamwork qualities. When I was unable to travel to present my work at the CASA Conference in January 2018 in Bangkok, Donald spontaneously presented my research paper in my place. I would recommend any academic or a professional interested in writing articles to get in touch with Donald as he is the right point of contact who will help you to carry out and present your research the right way to reach the best audience.

Krishna Manmitha Chelluboyina, actively seeking full time opportunities. February 8, 2018, The experience during my 2nd semester at NJIT as a Master's student has been rewarding by having Dr. Donald Hsu as my Java Professor. Professor Hsu is an integral part of the NJIT

Department of Computer Science. He not only focuses on the course but also provides emphasis on importance of team work and the importance of finding jobs. His advice always had a great impact on all of us. I would always be thankful to Dr. Hsu for his guidance and exceptional teaching. Dr. Hsu, I look forward to future opportunities to work and study under you again.
Jaime Corea, Computer Science, February 8, 2018, Truly a great professor, really dedicated to the art of teaching, I learned a lot in his java programming class, I would totally recommend my colleagues to take his class. One of the finest at NJIT.