That's one of the things I actually really like about my online students is that they do have that experience in general. They're older. They're more sophisticated. And so I really enjoy the discussions with the online students.

And to me that's one of the benefits of online programs compared to the classroom is that the students do have more experience, and they're able to take the time to sit back and really reflect on a problem unlike in a classroom where they might raise a hand and say something a little bit more spontaneous, maybe had they given it more thought, they could have-- they would have phrased things differently. But with the online format, people really get a chance to think, and so the discussions end up being at a much higher level in my online classes than in my campus class.

In fact, that was one of the great thrills for me taking on online classes. I had some skepticism about whether the online format really could work for a management class. And that's been one of the most interesting and rewarding aspects for me has been just the very high level of discussion that we end up having in the online classes.

I've been a professor now for 14 years. And so, yeah, I've been teaching, going back to graduate school, for almost 20. It's funny to even admit that, but it's true. I'm getting close to 20 years.