

HALLOWORLDLY

October 31, 2016

GAME OF THRONES

WINTER CAME EARLY





Letter From The President

Dear Colleagues,

I am humbled, to the extent that's possible, to be appointed to a second term as President of this great institution, thus joining the ranks of Eugene Black, Robert McNamara, and Jim Wolfensohn. When I was unanimously* reappointed by the Board last month, we looked back with fondness of the many accomplishments of the past four years. And what better time than Hallowe'en to reflect on the "Tricks and Treats" of the last four years?

Who could forget the Gruesome Gallery Walk, the Sadistic Strategic Staffing, the pagan rites of Follow-The-Sun, and of course the evil that was the Expenditure Review? I know these infernal reforms were tough on you, but remember: what doesn't kill you makes you stronger. Trust me, I'm a doctor!

One thing that is totally clear is that we would not be where we are today without the dedication of you, the World Bank Group headcount. In my second term, I am committed to engaging more meaningfully with staff, and Sheila has scheduled a series of town halls where I will talk at length about the twin goals (stunting and Peru) and allow one question from the floor.

There were a few scary moments when I almost lost it – the second term, that is ... when I hot-footed it off to ride in a helicopter with Prince Andrew on the British taxpayer's budget (like they don't have enough problems already), or when I fumbled that whole Chief of Staff transfer and then doubly ticked off the Indians by not appointing their "leaked" candidate. But all was saved, or at least I was, from the specter of being Secretary of Hell(th) for Hillary.

As we head into my second term, we are a leaner and, yes, meaner Bank Group. I take great pride in those low Engagement Survey scores – the beatings will continue until morale improves. Please drop by the Open Space today to say hello and help yourself to some Hallowe'en candy—you've earned it!

Scarily, Jim

*No one objected. They all voted for me. Yes, every one.

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FRIGHT NIGHT AT THE MOVIES

HALLOWORLDLY presents “Fright Night” – movies so scary they’ll drive all thoughts of “Strategic Staffing” and “Retaliation,” out of your mind!

Groundhog Day: WBG Staff experience the horror of working for the same President over and over again.

Lo and Behold, Reveries of the Connected World: An innocent email about a little-known holiday takes down the Bank’s servers faster than any Russian.

Freaky Friday: Stephanie astonishes ITS colleagues by announcing she’s taking an AWS Friday.

Me Before You: Gross planners trample each other in an effort to get the last remaining Mutually Agreed Separations on platinum terms.

Miracles from Heaven: “Leadership” scores on engagement survey rocket by an astronomical 2%.

Room: After a year of tortured deliberation, Staff Association representatives insist that the J-9 pilot on office space try maintaining the status quo.

Sausage Party: Pedro justifies substitution of cocktail wieners in lieu of shrimp platters as necessary cost-effective measure.

Stranger Things: With the disappearance of her Deputy to lead the Hot Chocolate Federation, Caroline gets yet another extension at IEG.

Suicide Squad: IFC VPs dismiss Le Houerou as too public sector. He dismisses them - private sector style.

The Huntsman: New leadership coach doubles up as a hit man for you-know-who.

The Secret life of Pets: With Anne-Marie’s departure Sean becomes the longest surviving member of the SMT.

Whiskey Tango Foxtrot: Ingenue Redzepi bombs with publishing debacle and immediately advertises three new GH+ roles.

Don’t Look Back! Having secured his second term, JYK, and the Board, resolutely look forward, ignoring the carnage of the past 4 years. But the SA will never let them forget “the blood on the floor.”

 Sean Thomas McGrath's Blog 

Corporate Ass(et) Recycling Program (CARP)

Posted By Sean Thomas McGrath in Sean Thomas McGrath's Blog on October 31, 2016, 12:01 AM

In keeping with the WBG's commitment to greening, HRD is teaming up with GSD to present the Corporate Ass(et) Recycling Program (CARP).

Not to be confused with invasive species of bottom-feeders, CARP is designed to bring back former WBG executives in new roles. "The pilot with Philippe went so well, we decided to expand the program. We're delighted to announce Kristalina Georgieva as a new addition to CARP," enthused President Kim.

Some had thought that Ngozi or Pamela might be recycled as WBG president, but the Board decided that there was still some use to be wrung out of President Kim. Know someone who would be a good CARP candidate in the future?

For more information contact Executive Recruitment.

Sean McGrath

Vice President

Human Resources (aka "People")



 Tags:

Average User Rating

(52 ratings)

My Rating:


HallOWorldly Exclusive Interview!

Donald J. Trump on Eve of U.S. Presidential Elections

This month, **HALLORWORLDLY** sat down with U.S. Presidential hopeful, Donald J. Trump, in his office in the Trump International Hotel on Pennsylvania Avenue, to talk about his plans for international development, and the World Bank's role.

HOW: Mr. Trump, many thanks for taking the time to meet with us today.

DT: You're welcome, and please take some time to be amazed by the yuuuge success of this gorgeous hotel. The U.S. Government realized that I alone could make it a success. And I brought it in what? On time and under budget!

HOW: Yes, sir. Very impressive. Have you paid your contractors yet?

DT: Next question!

HOW: Mr. Trump, many of us over at 1818 H ST are curious about your plans for the World Bank. What can we look forward to under a Trump Presidency?

DT: World Bank. I haven't done business with the World Bank and believe me I know all the banks! If I haven't done business with them, you must be a pile of losers!

HOW: Er, the World Bank, Sir, is an international development organization that provides low-interest loans, zero to low-interest credits, and grants to developing countries for economic development and poverty reduction. The United States is the largest shareholder. In fact, its Headquarters is located about 5 blocks west of here. We assumed you'd know about us.

DT: International development? Well, as the owner of the Miss Universe Pageant, I have loads of experience in international relations, if you know what I mean. You do know what I mean, don't you?

HOW: Um . . . right. Moving on . . .

DT: You guys lend to Mexico?

HOW: Well, yes. In fact we lend to over a hundred countries worldwide . . .

DT: Sure, whatever. Let's talk about Mexico. We need to get started on that wall, pronto! We have some bad hombres roaming around the U.S., and I intend to get them out and keep them out.

HOW: Er, well, Mr. Trump, the World Bank has some pretty strict rules about involuntary resettlement.

DT: There you go being a loser again. Of course you'd be in bed with the liberals who want to open our borders. Next question. I don't have all day.

HOW: Right: what would your strategy be to win over the other shareholders of the Bank?

DT: No strategy needed. People love me. And you know what, I have been very successful. Everybody loves me.

HOW: What do you think of the Bank's President, Dr. Jim Yong Kim?

DT: Never met him, but I hear he thinks I'm brilliant. No, wait: that was the other Kim. The one with the hair. I like that guy a lot. If your guy's that tough, then we're going to get along. If not, then he's fired. Fired, I tell you. Out.

HOW: If you fire Jim Kim, who would you put in his place?

DT: I know people. I know the best people - let's see, there's Sarah, Chris, Rudy, or any of my kids would be the best Presidents. Donald Junior can do it. He's been to Zimbabwe. He has a very good brain, just like his father. Now, out you get: Sean Hannity is here.



WHAT'S IN & OUT AT THE WORLD BANK GROUP

ALIVE

LIVECHAT

WORKFORCE PLANNING

UNANIMOUS REAPPOINTMENTS

IPHONE 7 PLUS

IMPROVING THE WAY WE COLLABORATE

ADVISER

PART II FEMALE

"PEOPLE"

PERMA-TEMPS

OVERPAID CONSULTING FIRMS

FORWARD LOOKING

(INTERNALLY APPOINTED) SR. DIRECTORS

"KNOWLEDGE"

"REFRESHED" VALUES

DEAD

TIME TO ASK LIVE QUESTIONS

STRATEGIC STAFFING

GOOD GOVERNANCE

GALAXY NOTE 7

IMPROVING THE WAY WE RETALIATE

CHIEF OF STAFF

SRI MULYANI

STAFF

ETS

STRATEGY

LEARNING FROM OUR MISTAKES

"THOUGHT LEADERS" FROM THE REAL WORLD

GOOGLE SEARCHES FOR BANK STUFF

FOUR YEARS OF VALUE-LESS EXISTENCE



October 31, 2016

**REPORT TO THE BOARD FROM THE
HUMAN RESOURCES COMMITTEE**

Short-List and Interview Questions
(Meeting of October 31, 2016)

The Board of Executive Directors agreed unanimously to reappoint Dr. Jim Yong Kim to a second five-year term as President of the World Bank Group, beginning July 1, 2017. The Board established the length of the nomination period. As nominations are now closed, the Board will disclose the shortlist, and the interview questions used during the panel.

Shortlist of Candidates:

1. Jim Yong Kim.

Panel Interview Questions:

1. Do you want to be President of the World Bank Group?
2. What are the differences between “you” “U” “your” “UR” and “you’re”?
3. How much wood could a woodchuck chuck if a woodchuck could chuck wood?
4. Which little piggy got roast beef and which little piggy got none?
5. What is par for the ninth hole at Woodmont Country Club, Rockville MD?
6. Fill in the blanks: The World Bank G__p? and the International Finance C__po__ion?
7. If you were to visit the MC cafeteria one day, which one of your protective detail would carry your tray?
8. Which of the following would you grab in the event of a fire: golf clubs or Mahmoud Mohieldin?
9. Do you know about anything other than stunting?
10. Have you used your Bank-issued iPhone for non-Bank business, such as Pokémon?

Hasan Merza

Distribution:

Anne-Marie Leroy, Yvonne M. Tsikata, Shaolin Yang, Joaquim Levy, Sean McGrath
Executive Directors and their media contacts

86%

of staff cry for 1 hour before sleeping and 2 hours after waking.

They drink more than the recommended amount of wine and are retiree-ready by age 44.

They also take their sweet-ass time picking the perfect cucumber while holding up the salad bar line.

disconnect
with your wellness

13%

of staff have learned something this year relevant to their jobs: the rest of us are just cranking out the same tired stuff.

disconnect
with your career

98.7%

of staff think they are above average, but only 33% get a 4 or above.*

*(unless they work in an EDs office).

disconnect
with your performance

60

Around 60 out of 4,500 people on the WBOBK distribution list celebrating Chuseok could not resist hitting "reply to all" to say "please don't reply to all."

disconnect
with your common sense



Posted By Paul M. Romer in Paul M. Romer's Blog on Oct 31, 2016, 12:01 AM

Hello

Hi fellow Bank staffers, and welcome to my new blog!

I am not exactly a stranger to blogging. I had one at NYU that you've probably [heard about](#). It was a very popular blog that combined cutting-edge economics with dry wit and my personal brand of folksy humor. People loved it.

But here I am, the Chief Economist at the World Bank!

First, let me tell you how glad I am to be working here for Dr. Kim. As I said in my NYU blog, I believe that Obama made a truly inspired choice in nominating Jim to be the president of the World Bank. He is the kind of guy who will force decisions, refuse to settle for modest success, and shut things down without concern for the feelings of insiders. That's the inspired leadership that I signed up for!

Yes, I have heard that things are bad around here, and staff are criticizing Jim (who is amazing, by the way) and whining about a "crisis of leadership". But just remember: "A crisis is a terrible thing to waste!" (That's a quote I'm famous for. Google it.)

We don't have to be afraid of reorganization. No! As I have so cogently argued in the past, we all grow when we rearrange resources in ways that are more valuable. To illustrate, let's compare the World Bank to a kitchen. To create great lending and knowledge products (i.e., yummy and nutritious "food"), we take things that are not so valuable, like staff, and mix them together in a "cooking" process. Often this "recipe" will create negative side effects, like overworked and underfunded complainers. But, as history teaches us, growth will come from better recipes, or reorganizing the ingredients.

That's why, in the bigger picture, these bruised feelings are of little consequence compared to the all the benefits that Jim's reforms will generate. Did I mention how great Jim is?

So, that's my first blog. I hope you liked it. Now, I'd better get to work. (By the way, where can I get in on that subsidized parking action? Haha!)

Paul

Next on Romer's blog: Ten reasons why Jim Kim is awesome.

Tags:

Average User Rating

(52 ratings)

My Rating:

The long-awaited Chuseok Festival is here!

(at all Cafés, October 31 - November 4)

Baked Lotus Seed Paste

Prepared Three-Ways

Tuesdays at all the Cafes



Snowskin Lotus Seed

Just like Mama used to make!

Main Dining Room



Lotus Seed w/Egg

Better than without egg - believe it!!

GLOBAL at all Cafes

Lotus Seed w/2 Eggs

Pick up an order form at
the cash registers

Beginning Monday, October 31, 2016



Baked Red Bean & Rice

Enjoy a Stoli Vodka cocktail
with your Mooncake

Executive Dining Room



Flaky Yam

The hottest dish in Mongolia!

BBL - MC 2-800, October 31, 2016

<http://food>

Catering for up to 4,500!



The Absurder, by Boris Summor

Muffy and I did so enjoy last spring's 1818 SoMuchHaveWe Society's outing to the Shakespeare Theatre's doubleheader production of *1984* and *Otello*, but I had a strange sense that it was only a premonition. Over cheapish "champagne" in the foyer, a few fellow retirees, er, alumni, never anticipated how dramatic the summer would turn out to be. As we chatted on WhatsApp (end to end encryption), we all knew something was clearly happening in Bucharest, and there was a strange undercurrent to the Brussels branch of the Society's summer outing to visit rusty Walloon steel mills.

To be fair, no retiree in Brussels had actually been to the *dîner en blanche* that had *le tout Washington* so abuzz, so they were relying on the pics on Bertrand's Facebook page (that Fabrice had tagged) to capture the, er, elegance of the headdress with candles his charming *épouse* was wearing. I thought a hat with open flame was a bit dangerous, particularly if a wind blew up and you were snacking downstream, so I'd brought along a bottle of Trader Joe's sparkling water; if she caught on fire we didn't have to waste the goodish Champagne we'd taken from the plane and smuggled past the officer at Dulles along with the *jemon*, the *foie gras* and the *confit* to douse her flames. It was a delicious dinner, but I digress.

After yet another tedious meeting of the 1818 SomeMuchHaveWe's Zoloft working group, we thought that a takeover was, finally, possible. I mean, people actually think the food is so much better in the MC Cafeteria they're prepared to come downtown to sit through a dramatic reading of the SilverScript formulary and rant that just because you're retired, generics don't always work the way the expensive branded drugs staff on CVS get with a low copay do. We hatched our plan at Primi Piatti, so that we didn't run into any Bank (or IFC) VPs (and there are so many of them now it's often hard to get a table). As the delegate from the Highway Engineers Thematic Group, it fell to me to draft the letter to the FT denouncing "the crisis of leadership" under the new, fraidy-cat 1818 board. The Brussels contingent, who liked the

Turkish habit of organizing a coup (or a pretend-coup to arrest your enemies) on Facetime, were on board. So were the Brussels Office staff (prospective alumni), who were tired of jetting around Europe talking about stunting and worried about border controls in the Chunnel. A store front campaign office conveniently became available at 18th and Pennsylvania, thanks to Sheila's quest for savings to comply with the Bank rule to pay her summer interns. Finding a slate was very easy, particularly since we'd taken a 'value proposition' approach to the ticket. (Not everything that comes out of HR is useless and troublesome.)

I was tasked with persuading our candidate for President, or CEO as she demanded, to stand. Kristalina and I went way back, to when I was supervising the Bulgaria *Expressway to Europe* project. I was impressed by this serious environmental activist who harangued me every time we left the Bucharest Intercon to head out to the field. She was very focused, and she and her fellow activists, some dressed as native species and others as peasants, laid down in front of the Bank/EU financed D10 bulldozers. When work stopped at 5 sharp (the *acquis* are sometimes very useful, as I was commiserating with David at Rules last week), and they changed into outfits that would get them past the Intercon bouncers, every evening over drinks she taught us some Bulgarian sayings, like "always seize the lever that turns on the most lights" and "If I'm not sailing into the wind, I'm focusing on too easy a goal," which sounds way better in Bulgarian but is now somewhere in tier 4 of Axel's IDA indicators. As she was too old to be a YP, I persuaded HR and Rachel Kyte to bring her on board as an environmentalist. Over the years as I mentored her we bonded, particularly as we trudged out to the field to look at earthworks and talk to the ladies beside the road and their smiling children. After a raucous National Day party, Muffy had taken her to Nordstrom to spruce up her wardrobe (no more pantsuits, but they'll be back in style soon) and her hair stylist. Kristalina and

I are of the old school—that might have been better in the Uganda highways scandal—that you had leave the capital to actually see what the disbursements were paying for other than the Rolexes the clients were wearing in the lounge: very useful skill to run the EC Budget!

Breakfast in the Hotel Metropole bar clinched the deal: Kristalina would stand for 1818 SoMuchHaveWe president, er, CEO, at the top of a ticket that would abolish the SilverScript formulary, get rid of the cooling off period, make hiring a retiree already on Medicare mandatory for all implementation support missions, and abolish Obsolete Processes and Corporate Slogans so their 'simplification' agenda (so effective on procurement, but good for retiree highway engineers) would not render our members' knowledge of 1990s Bank processes and systems obsolete and we'd have to set up 'charities' and slip them on to the Community Connections Campaign list.

A coup like this is hard to organize, and I spent many afternoons on the phone with Brooklyn and had many lunches with Huma and John at Tosca. Muffy and I gave a lot to the campaign. A group was set up on Facebook since Spark isn't secure.

Things were going very well on the campaign. No furtive midnight announcements. No arm-twisting at the G20 summit, though Teresa, Angela and Jinping all hosted breakfasts in London, Berlin and Beijing.

You can imagine how disappointed we were when, on the eve of the election meeting, Kristalina called. She'd had a better offer than the 1818 SomeMuchHaveWe CEOdom, that would soon be announced. She demurred when I asked if it was a consolation prize, since the forces of conservative entitlement were making her chances among retirees pretty dicey and the polling had shifted against her even though the emails ITS had copied, the Russians had stolen and Wikileaks had published did not show the SMT's 'coach' (or the SMT) in a good light.

"More a backroom deal," she said, "Jack Lew and I don't play golf, but he knew the White House had no choice."

HURT FEELINGS REPORT

To use this form, it must be physically placed in the hands of any Mediation Services Officer

DATA REQUIRED BY THE PRIVACY ACT OF OCTOBER 31, 2016

AUTHORITY: DIRECTIVE HOW10.31-GUID.606

PRINCIPAL USE: To assist Whiners in documenting hurt feelings, and to provide managers with a list of staff who require additional counseling, leadership training, and extra work.

ROUTINE USES: Staff should use this form to seek sympathy from someone who cares

DISCLOSURE: Disclosure is voluntary, however, repeated whining may lead to your file being stamped "candy ass" or some other appropriate term.

PART I - ADMINISTRATIVE DATA

A. Whiner's Name (Last, First, MI)

B. Whiner's Age/Grade

C. Whiner's Sex

D. Date of Report

E. Type of Whine Used

F. Name of the Person Filing Out this Form

PART II - INCIDENT REPORT

A. Date Feelings Were Hurt

B. Time of Hurtfulness

C. Location of Hurtful Incident

D. Was Anyone Sympathetic To You
(Please include paid witnesses)

E. Name of Real Man/Woman Who Hurt Your Sensitive Feelings

F. How Long Did You Whine

G. Which Feelings Were Hurt

PART III - INJURY (Circle all that apply)

A. Which Ear Were The Hurtful Words Spoken Into?

Left

Right

Both

B. Is There Permanent Feelings Damage?

Yes

No

Maybe

C. Did You Require a "Tissue" for Tears?

Yes

No

Multiple

D. Has This Resulted in a Traumatic Brain Injury?

Yes

No

Maybe

PART IV - REASON FOR FILING THIS REPORT (Check all that apply)

I am thin skinned

The Dept needs to fix my problems

Two beers is not enough

I am a wimp

My feelings are easily hurt

The wine at the happy hour was awful

I am menopausal

I didn't sign up for this

I was not offered a tissue

I am a crybaby

I was told that I am not a hero

Someone requested a tissue

I want my mommy

The weather is too cold/hot

All of the above and more

NARRATIVE (Tell us in your own sissy words how your feelings were hurt, as if anyone cared)

PART VI - AUTHENTICATION

A. Printed Reporter Name (If you wish to be labeled too)

B. Signature (are you sure about this?)

C. Printed Whiner Name (you really are going out on a limb here)

D. Signature of Whiner (you have got to be shitting me)

We, at the World Bank Group take hurt feelings seriously. If you don't have someone who can give you a hug and make things all better, please let us know and we will promptly dispatch a "hugger" to you ASAP. In the event a "hugger" cannot be found, an EMS Team will be dispatched to soak your socks in coal oil to prevent ants from crawling up your leg and eating their way up your candy ass. If you are in need of supplemental support, upon written request, we will make every reasonable effort to provide you with a "blankie," a "binky," and/or a bottle if you so desire.

After twenty amazing years, the time has come for InfoShop to close its doors.

Big thanks to our loyal customers, authors, colleagues and friends for all their support. It has been a pleasure serving the DC community for the past twenty years. Remember that you can access World Bank publications for free, on the Open Knowledge Repository or buy in print on Amazon.com. Additionally, we have strengthened the Copyrights of all publications in the event that any potential future First Ladies decide to "borrow" any text.

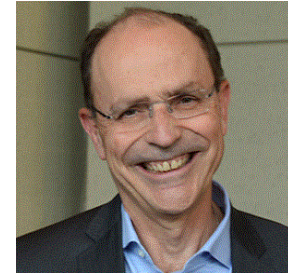
In the meantime, GSD has received RFP's from well-known vendors who have expressed interested in taking over this prime piece of real estate.



Innovative New BPS-HSD Partnership to Make the Bank Fit Again

In a bold move to increase collaboration across units within the World Bank Group, Pedro Alba of BPS and Brian Davey of HSD have developed a new agile pilot for the budgeting process—yes, **Twister!**

Pedro explains, “When we asked staff what they thought about the W Process, most stared at us blankly. So we knew we had a problem. It’s not like the W was getting the money where it needed to go anyway. Personally, I was ready to throw up my hands, and take my long-promised retirement. But I was talking to Brian Davey during a yoga class, and he was lamenting the skyrocketing insurance claims for bad backs, necks permanently “cricked,” stress-related ailments, etc. Apparently we’re hemorrhaging money to acupuncturists! The idea kind of came to us simultaneously: why don’t we make the budget process much more interactive and build in the staff flexibility that the G8 has been clamoring for all these years?”

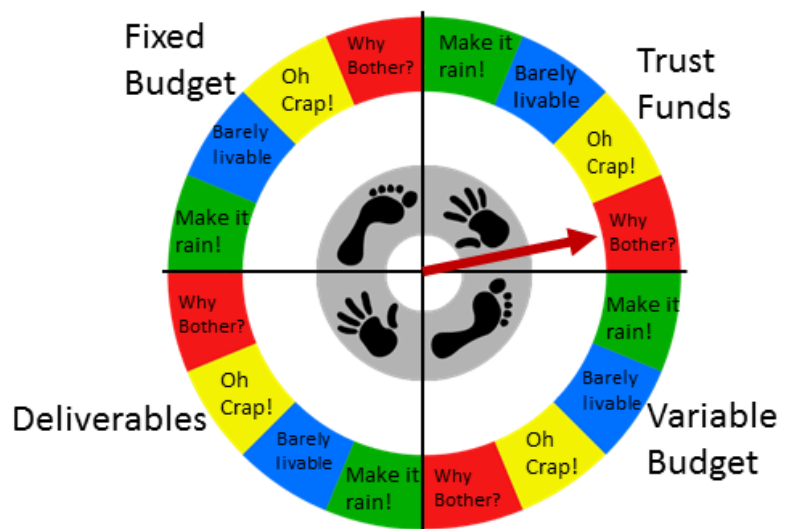


Essentially, this will be an endurance contest (so not very different from the original W), and it will be top down (again, much as before). If your VP is not in top physical form, now would be the time to get him/her on a fitness regimen (ahem: you know who you are). Fixed budget, variable budget, trust funds, and deliverables burden will be distributed based on a series of round robin tournaments. “I think the OPCS-HRD match-up will be the most exciting. Sean has that military background and Hart fights dirty.” “I can’t wait” commented Shaolin during a coffee interview.

“Of course we expect a healthy round of betting over the winners and losers. This could be another way for units to make up any budget deficits. You can’t win if you don’t play!” said Pedro.



Management tests out the new Twister Budgeting process on enthusiastic STs outside the Bank’s MC Complex



Tickets still available for:

Pardon the Turkey!

November 22, White House Lawn

Everyone's talking about the bird!

Presentation of a turkey to the President of the United States is a tradition going back to when "Eugene Meyer" was presented by John Maynard Keynes to then President Harry Truman.

This year it's "Jimmy the Turkey", a 48 lb gobbler donated by Muscatine Farms of Iowa. Jimmy was one of ten possible finalists, but was selected for this honor when the other nine contenders died of fright, prompting observers such as the Financial Times and Wall Street Journal to "cry fowl."

This year President Obama will be joined by daughters Malia and Sasha, and U.S. Executive Director Matt McGuire.



Seminar Announcement:

Strategic Staffing, the ECR way!

with Sheila "Scissorhands" Redzepi



Office of the Publisher? — **gone!**

Infoshop? — **gone!**

Come learn from the expert about how they do it in the private sector. In this seminar you'll learn:

- The first cut is the deepest. Why just trim when you can gut!
- Wear 'em down if they whine. (Fun fact: "Strategic Staffing" can be rearranged to make "Tragic Fasting Fest")

"To think I had agonized over how to give a couple of staff an SRI of 'two'! Sheila taught me it was easier to trash the whole unit!" –a GP Senior Director

"Don't need a business line? Just say 'It's no longer my problem!' Now, why didn't I think of that?" –a new VP

November 15, 2016; 10:30 – 12:00
J Building Auditorium