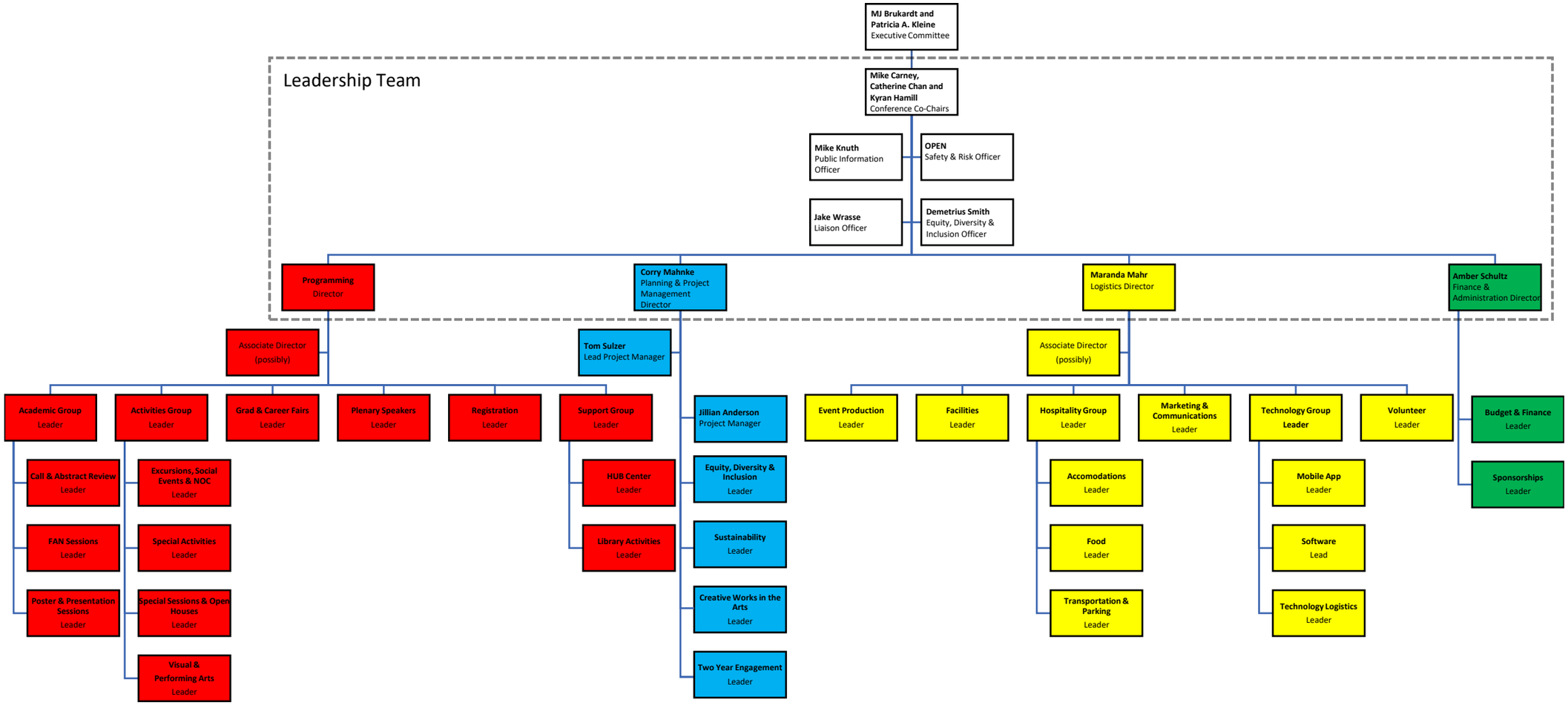Draft NCUR 2023 Operational Structure 1/26/21