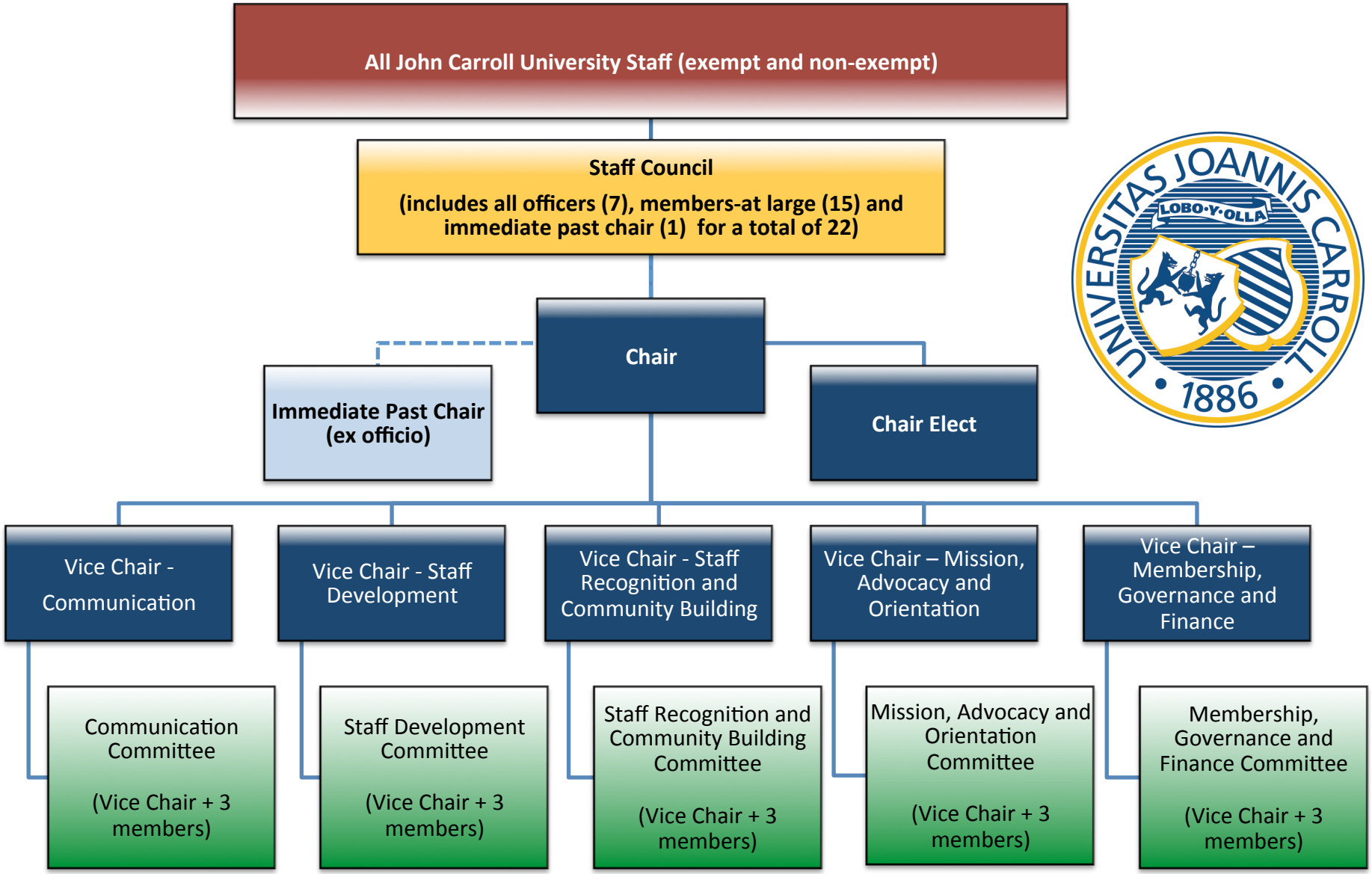Organizational Structure of the Staff Council of John Carroll University