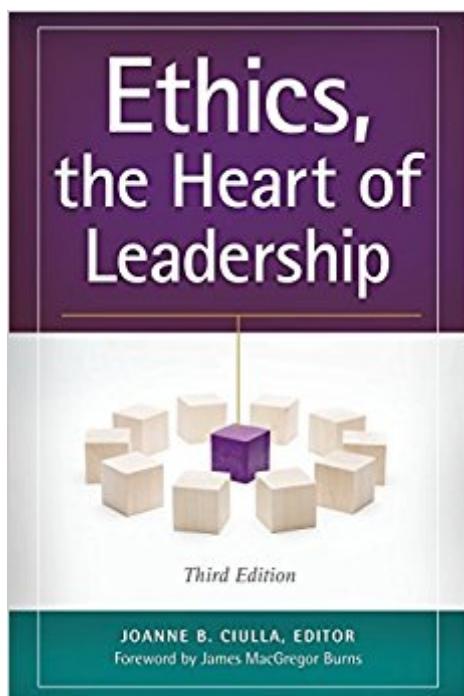


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Joanne B. Ciulla, PhD, is cofounder, professor, and Coston Family Chair in Leadership and Ethics at the Jepson School of Leadership Studies, University of Richmond.

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