

Dr. C. Justice Tillman teaches both the undergraduate and graduate courses at the Zicklin School of Business. He received his Ph.D. in Management with a concentration in Organizational Behavior/Human Resources from The University of Alabama and his Ed.D. in Career and Technology Education with a specialization in Human Resource Development from Clemson University. Prior to coming to Baruch, he was the Human Resource liaison and Clinical Assistant Professor of Organizations, Strategy, and International Management at The University of Texas at Dallas and served on the faculty of Lander University in Greenwood, South Carolina. Before pursuing his doctoral studies, Dr. Tillman worked in industry as a senior manager in operations, human resources, and training and development for Wendy's International and its franchisees in the southeast region of the United States. He also worked in senior management during the east coast expansion project of Jack in the Box Corporation.

Professor Tillman's research interest focuses on ethical behavior and strongly reflects his interest in individual differences, organizational and structural issues, and normative influences on ethical behavior and decision-making. He has published articles in refereed journals and presented his work on both the national and international levels.

Professor Tillman is active in the Academy of Management, Southern Association of Management, and the Society for Human Resource Management. He is also a member of the Society for Industrial and Organizational Psychology, American Society for Human Resource Development, and the American Society for Training and Development. He currently holds dual certifications from the Human Resource Certification Institute as a Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR). In addition, he holds advanced certifications from the Society for Human Resource Management as Senior Certified Professional (SHRM-SCP).