



Dr. James L Outtz

December 14, 1947 - March 26, 2016

Dr. James L. Outtz was born on December 14, 1947 in Monroe, Louisiana and passed away at his home on March 26, 2016 surrounded by his daughter, wife, and dog after a four-year battle with kidney cancer. Dr. Outtz lived a full and productive life. During these last four years he enjoyed major achievement including the birth of his first granddaughter and being elected President of the Society of Industrial Organizational Psychologists, where he also established the annual James L. Outtz Grant for Student Research on Diversity. For more than 40 years, Dr. Outtz has been a leading researcher, practitioner, and consultant in the area of employment hiring and promotion, employment discrimination, employment test design and implementation and legal issues pertaining to employment. The organization that he founded, Outtz and Associates, developed employment-selection systems focusing on helping employers identify best applicants and also enhancing opportunities for workforce diversity through greater inclusion of minorities and women. Professionally, he has focused his career, researched and written about minimizing adverse impact through alternative approaches to selection. His work has significantly influenced best practices in reducing unnecessary obstacles to equal employment opportunity. His expertise in selection-system design and employment discrimination issues made him a highly sought-after legal-compliance consultant and testifying expert. He has represented plaintiffs as well as defendants in cases that involved some of the most prominent corporations in America and some of the most visible public-sector

jurisdictions. He was often retained to work on consent decrees with experts and lawyers from all sides of an issue, as well as to advise courts. Dr. Outtz was a fellow of the Society for Industrial and Organizational Psychology (SIOP), the American Psychological Association (APA), and the American Educational Research Association. He also has extensive experience working with the APA on behalf of SIOP. He has served on APA's Committee on Psychological Tests and Assessment and he presented a Master Tutorial at the APA Annual Conference. He has served as a mentor to both undergraduate and graduate students, in part by his participation in the SIOP Annual Conference, which includes master tutorials, preconference workshops, panel discussions, symposia and debates. Within SIOP, he has served as a member of education committees, award committees and program committees. Of special note, and related to his efforts to enhance the practice of employment selection and advancement, is his editorship of the SIOP Frontiers volume, "Adverse Impact, Implications for Organizational Staffing and High Stakes Selection," (2010). He also served as consulting editor of the Journal of Applied Psychology. His service in the field of psychology is international in scope. As an example, he delivered the keynote address at the Annual Conference of the Society for Industrial and Organizational Psychology South Africa in 2007, and presented there again in 2015. James graduated from Little Flower Academy in Monroe, LA and the University of Louisiana at Monroe earning both his undergraduate and Master's degrees. He went on to earn his Ph.D. from the University of Maryland at College Park in Industrial and Organizational Psychology (1976). James also served as a mentor to many young men and women who were friends of his children. He served as a First Lieutenant in the United States Army. James leaves his wife of 43 years, Janice Hamilton Outtz; daughter, Dr. Hasina Outtz Reed (Justin); granddaughter, Elle Hamilton Outtz Reed; sister, Zerita Greer; sisters-in-law, Augustine Outtz and Alice Williams; nephews, grand nephews, nieces, grand nieces, many cousins and close friends and a Godson, Lionel Allen-all of whom he loved and cherished. He is preceded in

death by his beloved son, Jabari Hamilton Outtz (2009); brothers Robert Outtz and John Outtz, Sr. Family was most important to James and he loved Christmas. It was always his desire to get the largest Christmas tree on the lot every year, and he typically succeeded in doing so! He loved sports and coached his son and daughter in basketball for many years. James also loved to travel and took his family on trips around the world-Italy, France, Greece, England, Egypt, South Africa, countless parts of the Caribbean, and all across the United States. Relatives and friends may gather to remember at 10 a.m. on Thursday, March 31, 2016 at Holy Comforter - St. Cyprian Catholic Church, 1357 East Capitol Street, SE, Washington DC followed by Mass of Christian Burial at 11 a.m. Relatives and friends may gather to remember at 10 a.m. on Thursday, March 31, 2016 at Holy Comforter - St. Cyprian Catholic Church, 1357 East Capitol Street, SE, Washington DC followed by Mass of Christian Burial at 11 a.m.

Tribute Wall



“ *Dr. James L Outtz*

January 28, 2023 at 02:13 PM



“ *Dr. James L Outtz*

January 28, 2023 at 10:26 AM



“ *Chantal and the CIC Board of Directors purchased the Southern Magnolia Tree for the family of Dr. James L Outtz.*



Chantal and the CIC Board of Directors - April 12, 2016 at 05:01 PM



“ *Please accept our deepest sympathy. I pray that our loving God will give your family strength and comfort during this time of sorrow. Isaiah 41:10*

Val B - March 31, 2016 at 08:36 PM



“ *Condolences to the family of Dr. James L. Outta
I am sorry for your loss May you find comfort in knowing that
Jehovah is close to the brokenhearted
He saves those who are crushed in spirit Ps 34:18*

Theresa Richardson - March 31, 2016 at 07:24 PM