



James L. Outtz, Ph.D.

1947-2016

Ph.D., University of Maryland (1976)

Dr. Outtz graduated from Little Flower Academy in Monroe, LA, and the University of Louisiana at Monroe, earning both his undergraduate and master's degrees. After serving as a first lieutenant in the United States Army, he went on to earn his PhD from the University of Maryland at College Park in Industrial and Organizational Psychology in 1976.

For more than 40 years, Dr. Outtz was 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 focused his career, conducted research, and wrote about minimizing adverse impact through alternative approaches and strategies to selection and promotion. 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 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.

During his last 4 years he enjoyed major achievements, including being elected president of the Society for Industrial Organizational Psychology (SIOP), where he also established the annual James L. Outtz Grant for Student Research on Diversity. This grant is awarded to a graduate student who has successfully defended, but not yet conducted, a diversity-related research proposal. Dr. Outtz was scheduled to become SIOP's president in April 2016 at the annual conference in Anaheim.