

Curriculum Vitae
JAMES A. KITTS

Columbia University
Graduate School of Business
704 Uris Hall, 3022 Broadway
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<http://www.columbia.edu/~jak2190/>
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Academic Positions

Columbia University

2007- Assistant Professor, Management

Dartmouth College

2006 Visiting Research Professor, Department of Sociology
Research Fellow, Institute for Security Technology Studies

University of Washington

2001-2007 Assistant Professor, Department of Sociology
Affiliate, Center for Statistics and the Social Sciences
Affiliate, Center for Studies in Demography and Ecology

Expertise: *Organizational Behavior, Organization Theory,
Social Networks, Organizational Demography and Ecology,
Computer-Mediated Commerce, Trust and Exchange*

Education

Cornell University

August 2001 Ph.D. Sociology
Dissertation: "Community Ecology: Organizational Dynamics
and the Mortality of American Communes, 1609-1965."

January 1998 M.A. Sociology
M.A. Thesis: "Not in Our Backyard: Solidarity, Social Networks, and the
Ecology of Environmental Mobilization."
Committee: *Michael Macy; Sidney Tarrow; Edward Lawler; Ronald Breiger*

University of Michigan

December 1995 M.S. Natural Resource Policy and Behavior
M.S. Thesis: "Reframing the Attitude-Behavior Debate: The Case of
Meat-Abstinence in Vegetarian Student Cooperatives."
Committee: *Patrick West; Max Heirich*

Oberlin College

June 1992 B.A. Environmental Studies

Grants

Download Descriptions: <http://www.columbia.edu/~jak2190/vita.pdf>

- [National Science Foundation](#) (2004-2008), Principal Investigator, “Disseminating Computational Modeling in the Social Sciences.” \$93,964. [With Martina Morris and Michael Macy.]
- [National Science Foundation](#) (2004-2009), Co-Principal Investigator, “Creating Dynamic Social Network Models From Sensor Data.” \$755,476. [With Tanzeem Choudhury, Jeff Bilmes, Dieter Fox, and James Rehg.]
- [National Science Foundation](#) (2006-2008), Principal Investigator, “Modeling Social Dynamics.” \$47,702.
- [Center for Statistics and the Social Sciences](#) (2003-2005), Principal Investigator, “Mining Dynamic Two-Mode Network Data.” \$13,674. [With Marc Smith.]
- [Microsoft Research](#) (2003-5), Research Support, \$15,488.
- [National Science Foundation](#) (1998-2001), Dissertation Grant, \$7,468.
- Cornell University (1997, 1998), Pre-Dissertation Research Grants.
- University of Michigan (1995), Rackham & SNRE Thesis Grants.

Research Honors, Awards, and Fellowships

- [Social Science Research Council / Economic & Social Research Council](#) (2010), Fellowship.
- [National Academy of Sciences](#) (2008), France-US *Frontiers of Science* Symposium.
- [American Sociological Association](#) (2007), Award: Best Article in Mathematical Sociology.
- [Social Policy Evaluation and Research Committee \(SPEaR\)](#) (2007), Speaker Award.
- [Academy of Management OMT Junior Faculty Consortium](#) (2007), Participant.
- [Institute for Security Technology Studies](#) (2006), Dartmouth College, Research Fellow.
- [Social Networks and Social Capital](#) (2005), Ohio State University, Junior Scholar.
- Faculty Development Award (2000), University of Washington.
- [American Sociological Association](#) (1999), Award: Best Grad Paper in Rational Choice.
- Sage Fellowship (1997, 1998 - 1999), Cornell University.
- SNRE Merit Scholarships (1993 - 1994), University of Michigan.

Teaching Honors, Awards, and Fellowships

- [Institute for Teaching Excellence](#) (2001), University of Washington, Invited participant.
- [Buttrick Crippen Fellowship](#) (1997 - 1998), Cornell University Teaching Fellowship.
- Tools For Transformation (2001), “Rethinking Quantitative Training” Invited participant.
- [John S. Knight Fellowship](#) (1996), Cornell University Teaching Fellowship.
- [Lloyd Scholar](#) (1994 - 1995), University of Michigan Teaching Fellowship.

Peer-Reviewed Research Articles

Download Copies: <http://www.columbia.edu/~jak2190/vita.pdf>

- Kitts, James A., Jones, Thomas M., Felps, Will, and Shawn Berman. “Contract Enforcing Mechanisms, Cooperation, and Economic Prosperity: A Computational Experiment” – In third review.
- Kitts, James A. “Heterogeneity, Turnover, and the Dynamics of Organizational Demography.” Review pending.
- Kitts, James A. “Paradise Lost? Age Dependence in the Mortality of American Communes.” – *Social Forces*, 87(3): March 2009.
- Goodreau, Steven, Kitts, James A., and Martina Morris. “Birds of a Feather or Friend of a Friend? Using Exponential Random Graph Models to Investigate Adolescent Friendship Networks.” – *Demography*, 46(1): 103-125, February 2009.
- Lin, Zhiang, Kitts, James A., Yang, Haibin, and J. Richard Harrison. “Elucidating Strategic Networks Through Computational Modeling.” *Computational and Mathematical Organization Theory*, 14(3): 175-208, September 2008.
- Wyatt, Danny, Choudhury, Tanzeem, Bilmes, Jeff, and James A. Kitts. 2008. “Towards the Automated Social Analysis of Situated Speech Data.” *Proceedings of the International Conference on Ubiquitous Computing*, September 2008.
- Kitts, James A. “Dynamics and Stability of Collective Action Norms.” *Journal of Mathematical Sociology*, 32(2): 1-22, April 2008.
- Kitts, James A. and Paul T. Trowbridge. “Shape Up Or Ship Out: Social Networks, Social Influence, and Organizational Demography.” – *Computational and Mathematical Organization Theory*, 13(4): 333-353, December 2007.
- Kitts, James A. “Collective Action, Rival Incentives, and the Emergence of Antisocial Norms.” – *American Sociological Review*, 71(2): 235-259, April 2006.
- Kitts, James A. “Social Influence and the Emergence of Norms Amid Ties of Amity and Enmity.” – *Simulation Modelling Practice and Theory*, 14(3), 407-422, March 2006. Reprinted in *Simulating Organizational Processes*, Richard Harrison, Ed., Elsevier.
- Kitts, James A. “Egocentric Bias or Information Management? Selective Disclosure and the Social Roots of Norm Misperception.” – *Social Psychology Quarterly* 66(3): 222-237, September 2003.
- Macy, Michael, Kitts, James A., and Andreas Flache. “Polarization in Dynamic Networks: A Hopfield Model of Emergent Structure.” – Pp. 162-173 in *Dynamic Social Network Modeling and Analysis*. Washington, DC: National Academies Press, 2003.
- Kitts, James A. “Mobilizing in Black Boxes: Social Networks and Participation in Social Movement Organizations.” – *Mobilization* 5: 241-257, October 2000.
- Kitts, James A. “Analyzing Communal Life Spans: A Dynamic Structural Approach.” – *Communal Societies* 20: 13-25, Fall 2000.
- Kitts, James A. “Not in Our Backyard: Solidarity, Social Networks, and the Ecology of Environmental Mobilization.” – *Sociological Inquiry* 69: 551-574, Fall 1999.
- Kitts, James A., Macy, Michael, and Andreas Flache “Structural Learning: Attraction and Conformity in Task-Oriented Groups.” – *Computational and Mathematical Organization Theory* 5(2): 129-145, 1999.

Edited Volume

Kitts, James A. and Tanzeem Choudhury. 2007. *Modeling Social Dynamics*. Co-editor. National Science Foundation Workshop Report.

Chapters in Edited Research Volumes

Anthony, Denise, Kitts, James, Masone, Christopher and Sean W. Smith. 2010. “[Internet Exchange and Forms of Trust](#).” *Trust and Technology in a Ubiquitous Modern Environment: Theoretical and Methodological Perspectives*. Edited by Dominika Latusek and Andrea Gerbasi. IGI Global

Anthony, Denise, Henderson, Tristan, and James Kitts. 2009. “[Trust and Privacy in Distributed Work Groups](#).” *Social Computing and Behavioral Modeling*, Edited by Huan Liu, Michael J. Young, and John J. Salerno. New York: Springer.

Book Reviews

Kitts, James A. *Schelling, Thomas C. Strategies of Commitment*. Reviewed in *Contemporary Sociology*, 37(5): 486, 2008.

Kitts, James A. *Hicks, George L. Experimental Americans: Celo and Utopian Community in the Twentieth Century*. Reviewed in *Contemporary Sociology*, 31(4): 444-446, 2002.

Kitts, James A. *Seymour, Richard. Compost College: Life on a Counter-culture Commune*. Reviewed in *Utopian Studies* 9(2): 316-18, 1999.

Other Publications

Kitts, James A. and Jun Huang. “[Triads](#).” In *Encyclopedia of Social Networks*, Sage Publications, forthcoming.

Torfason, Magnus T. and James A. Kitts. “[Prominence](#).” In *Encyclopedia of Social Networks*, Sage Publications, forthcoming.

Corcoran, Katie and James A. Kitts. “[Communitarianism: Industrial Experiments](#).” In *Encyclopedia of American Reform Movements*, Facts on File, forthcoming.

Kitts, James A. and Yen-Sheng Chiang. “[Norms](#).” In *Encyclopedia of Social Problems*, Sage Publications, 2008.

Kitts, James A. and Blaine Robbins. “[Prestige](#).” In *Encyclopedia of Social Problems*, Sage Publications, 2008.

Wallner, Courtney Muir and James A. Kitts. “[The Hutterites](#).” In *Encyclopedia of the Great Plains*, University of Nebraska Press, 2004.

Kitts, James A. “Using Utopian Experiments to Convey Sociological Theory.” In *Utopian Thinking in Sociology: A Teaching Manual*. American Sociological Association, 2001.

Kitts, James A. “[The Wages of Altruism: Symbolic Sanctions and Social Control](#).” *The Agora*, Spring 1997.

Working Papers

Kitts, James A. "Community Ecology: Mutualism, Competition, and the Dynamics of Millenarian and Utopian Movements."

Kitts, James A. and Katie Corcoran. "Movement Ideology and the Survival of American Communes."

Kitts, James A. and Yen-Sheng Chiang. "New Perspectives on Positive and Negative Incentives in Social Dilemmas: The Role of Rivalness."

Kitts, James A. and Jiong Gu. "Game Structure in Evolutionary Graph Theory."

Kitts, James A. and Ranran Wang. "Modeling the Dynamics of Social Interaction and Collaboration: Selective Mixing, Triad Closure, and Sociality"

Kitts, James A. "Design and Evaluation of Computational Experiments."

Cases

Abrahamson, Eric, Jick, Todd, and James A. Kitts. *Building Power and Exerting Influence: The Case of Kristen Peters*. 2009. Columbia CaseWorks 090401.

Abrahamson, Eric, Kitts, James A., and Ozgecan Kocak. *Jean Spire at Teleswitches*. 2009. Columbia CaseWorks.

Authored Software

"[NetWorks](#)" Network analysis suite; implements various network routines, measuring structural similarity, node position, and global graph properties.

"[Structural Learning](#)" and "[NetLearn](#)" Virtual laboratories for an attractor neural network simulation of collective action and a three-layer back-propagation neural network.

"[Iterated Game Arena](#)" Illustrates round-robin iterated game tournaments.

Editorial and Review Activities

Panelist, *National Science Foundation* (2009-).

Area Editor, *Computational and Mathematical Organization Theory* (2003-).

Student Editorial Board, *Rationality and Society* (1999-2000).

Recent Ad Hoc Reviewer Service:

- *American Sociological Review*
- *American Journal of Sociology*
- *British Journal of Social Psychology*
- *Computational and Mathematical Organization Theory*
- *European Sociological Review*
- *Industrial and Corporate Change*
- *Journal of Artificial Societies & Social Simulation*
- *Journal of Mathematical Sociology*
- *Journal of Social Structure*
- *Management Science*

- *Mobilization*
- *Organization Science*
- *Political Behavior*
- *Proceedings of the National Academy of Sciences*
- *Rationality and Society*
- *Research in Social Movements, Conflict and Change*
- *Simulation Modelling Practice and Theory*
- *Social Forces*
- *Sociological Inquiry*
- *Sociological Perspectives*
- *Social Psychology Quarterly*

Book Manuscript Reviews:

- *Worth Publishers*;
- *Routledge Economics Books*
- *Pine Forge Press*

Grant Proposal Reviews:

- *National Science Foundation*
- *Royalty Research Fund*
- *CSDE Fellowship Panel*

Invited Talks

- “Didactic Seminar: Computational Modeling in Sociology” – *American Sociological Association Annual Meeting*; full-day training course (August 13, 2010).
- “Modeling Homophily and Transitivity Over Time in Face-to-Face Interaction Networks” – *Social Network Analysis Seminar*, Oxford University, (May 24, 2010).
- “Modeling Social Dynamics” – *Human and Social Dynamics Principal Investigators Meeting*, National Science Foundation, (February 8-10, 2010).
- “Design and Evaluation of Computational Experiments” – Columbia University, Management Proseminar, (April 9, 2008; January 21, 2009; February 3, 2010).
- “Teaching Computational Modeling” – University of Surrey, UK (January 12, 2010).
- “Dynamics of Convergence and Segmentation in Social Networks” – National Academy of Sciences *Frontiers of Science* Symposium, Roscoff, France (November 19-23, 2008).
- “Professional Development Workshop: Publishing Simulation Research in Organization Theory.” – Distinguished speaker. *Academy of Management*, Anaheim, CA (2008).
- “Modeling Social Dynamics” – *Human and Social Dynamics Principal Investigators Meeting*, National Science Foundation, (October 1-2, 2007).
- “Modeling Social Dynamics: System-Level and Agent-Based Simulation.” – Victoria University of Wellington, NZ, (February 22, 2007).
- “Seminar: Modeling Emergence” – University of Auckland, NZ, (February 19, 2007).
- “Utopian Communes as Natural Experiments in Organizational Behavior.” – Columbia University Graduate School of Business, (December 12, 2006).

- “Attitude Polarization, Structural Bifurcation, and Cooperation” – Cornell University Sociology, (November 11, 2006).
- “Modeling Social Dynamics” – *Human and Social Dynamics Principal Investigators Meeting*, National Science Foundation, (September 14, 2006).
- “Collecting Longitudinal Social Network Data with Sensor Networks” – *Center for Mobile Computing*, Dartmouth College, (March 30, 2006).
- “Disseminating Computational Modeling in the Social Sciences” – *Human and Social Dynamics Principal Investigators Meeting*, National Science Foundation, (September, 2005).
- “Computing Hell: Simulation Experiments on Deleterious Norms and Team Productivity” – Columbia Business School, Seminar on *Management*, (November 2, 2004).
- “Dynamic Networks and Dilemmas of Informal Control” – University of Texas Dallas School of Management, Seminar on *Organizations, Strategy, and International Management*, (January 30, 2004).
- “‘Coupled Clocks’ in Age-Dependent Mortality: Organizations and their Blueprints” – Stanford Business School Seminar on *Organizational Behavior* (May 28, 2003).

Conference Presentations

- “Building Rational Choice Theories.” Session Organizer. *Meeting of the American Sociological Association*, San Francisco, CA (2009).
- “Issues in the Design and Evaluation of Computational Experiments” *Joint Japan – North America Conference on Mathematical Sociology*, Redondo Beach, CA (2008).
- “Birds of a Feather, or Friend of a Friend? Statistical Models for Social Network Structure,” *Add Health Users Conference, Plenary session*, Bethesda, MD (2008). (With Steven Goodreau and Martina Morris.)
- “Professional Development Workshop: Simulation in Organization Theory.” – Distinguished panelist. *Academy of Management* (2007).
- “Creating Dynamic Social Network Models With Sensor Data.” – *Sunbelt International Conference on Social Networks* (2006). (With Danny Wyatt, Henry Kautz, and Tanzeem Choudhury.)
- “[Birds of a Feather or Friend of a Friend: Using Statistical Network Analysis to Investigate Adolescent Friendship Networks.](#)” – *Sunbelt International Conference on Social Networks* (2006). (With Steven Goodreau and Martina Morris.)
- “Computational Modeling and Social Theory.” Workshop Leader *Meeting of the American Sociological Association*, Philadelphia (2005).
- “[Social Influence Amid Ties of Amity and Enmity: A Computational Ethnography.](#)” *Meeting of the American Sociological Association*, San Francisco (2004).
- “Convergence, Polarization and the Emergence of Ideology: A Model of Preference Diffusion in Closed Systems.” Presented at the meeting of the *Western Political Science Association*, Portland (2004). (With John Alquist and Yen-Sheng Chiang.)
- “Evolution of Generalized Exchange under Adverse Conditions.” *Pacific Northwest Political Science Association*, Vancouver (2003). (With Paul T. Trowbridge.)

- “Productive Competition? Hybrid Control Systems and the Divergence of Formal and Informal Norms.” *Meeting of the American Sociological Association*, Atlanta (2003).
- “Shape Up or Ship Out: Socialization, Attrition, and Organizational Stability.” *Meeting of the American Sociological Association*, Atlanta (2003). With Paul T. Trowbridge.
- “Polarization in Dynamic Networks: A Hopfield Model of Emergent Structure.” – *National Academy of Sciences Symposium on Dynamic Social Network Modeling and Analysis*, Washington, DC (2002) With Michael Macy and Andreas Flache.
- “Bailing Out: An Elementary Model of Disaffiliation.” *Meeting of the American Sociological Association*, Chicago (2002).
- “Community Ecology: Organizational Dynamics and the Mortality of American Communes” *Meeting of the American Sociological Association*, Anaheim (2001).
- “An Ecology of Utopia: Density Dependence in Mortality of American Communes” *Meeting of the American Sociological Association*, Washington D.C. (2000).
- “NetWorks – Structural Analysis Suite” *Conference on Mathematical Sociology in Japan and America*, Honolulu (2000).
- “Mobilizing in Black Boxes: Social Networks and Participation in Social Movement Organizations.” *Meeting of the Eastern Sociological Society* (2000).
- “Profit in Exodus: Age Dependence in the Mortality of American Communes, 1620-1965.” *Meeting of the American Sociological Association*, Chicago (1999).
- “Online Anarchy: A Test of Network-Distributed Social Control.” *12th Annual Group Process Conference* (1999). With Michael Macy and Peter Kollock.
- “Publish or Punish: The Decoupling of Formal and Informal Norms.” *Meeting of the Eastern Sociological Society* (1999).
- “Egocentric Bias or Information Management? Social Roots of Norm Misperception.” *Meeting of the American Sociological Association*, San Francisco (1998).
- “Pragmatic Robots in a Clockwork World: Schematicity, Automaticity, and Radio Personalities.” *Meeting of the Eastern Sociological Society* (1998).
- “Group Mind: Using Neural Networks to Model Social Influence Processes.” *Meeting of the Northeast Cognitive Science Society* (1998).
- “Attractor Neural Network Models of Bivalent Interaction.” *Sunbelt International Conference on Social Networks* (1998). With Michael Macy and Andreas Flache.
- “The Weakness of Strong Ties II: Collective Action Failure in a Self-Organizing Social Network” *Meeting of the American Sociological Association*, Toronto (1997). With Michael Macy and Andreas Flache.
- “Not in *Our* Backyard: Solidarity and Social Networks in Mobilization Against Incinerator Sitings” *Meeting of the American Sociological Association*, Toronto (1997).
- “Communes as Dynamic Systems: A Fruitful Marriage of Structural and Historical Explanation” *Meeting of the Communal Studies Association* (1996).
- “Commitment and Collective Action: Structure, Strategy, and Survival of American Communes” *Meeting of the American Sociological Association*, New York (1996).

“Eco-Racism? Environmental Equity Across the Rural/Urban Cleft“ *Conference on Race, Poverty, Research, and the Environment* at Wayne State University (May, 1995).

Leadership, Administration, and Professional Service

[American Sociological Association](#) (2009-); Rationality and Society Section council, elected.
[Academy of Management](#) (2009-); Public and Nonprofit Membership council, elected.
[American Sociological Association](#) (2008-); Mathematical Sociology Section council, elected.
[Modeling Social Dynamics](#), National Science Foundation (2006), workshop co-organizer.
Seattle Opera (2005-2007); Board member & Vice President of Education for 500-member club.
[Faculty Council on Educational Technology](#), University of Washington (2002-2005), co-chair.
[Center for Studies in Demography & Ecology](#) Computing Core Advisory Board (2005-2006)
Discovery Seminar Workshop Participant, University of Washington (2003, 2004).
Resident Fellow, [Lloyd Scholars Program](#), University of Michigan (1994-1995).
[Rackham Graduate Student Government](#), University of Michigan (1993-1995).
Seventh Generation, Elyria, OH (1992-1993). Directed laboratory and supervised volunteer water quality monitoring program, in cooperation with the [Black River Remedial Action Plan of the International Joint Commission](#)

Courses Developed and Instructed

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Columbia University

- [B6702](#) – *Creating Effective Organizations* (2007).
- [B5102](#) – *Power and Influence* (2008-).

University of Washington

- [SOC 344](#) – *Social Cognition* (2001-2005).
- [SOC 345](#) – *Sects & Violence: Cults, Religious Innovation & Social Conflict* (2001-2007).
- [SOC 445](#) – *Religious Movements: Sociology of Cults & Sects* (2002-2006).
- [SOC 537](#) – *Modeling Emergence: Agent-Based Simulation* (2003-2006).
- [SOC 543](#) – *Group Solidarity* (2001-2007).
- [SOC 590](#) – *Norms, Institutions, & Social Action* (2003).

Cornell University

- [SOC 195](#) – *Allies in Exile: Deviant Groups & Social Stigma* (1998).
- [SOC 190](#) – *Communes, Cults, & Charisma* (1996).

University of Michigan

- [LHSP 165](#) – *American Utopian Experiments* (1995).
- [LHSP 125](#) – *Contemporary Environmental Activism* (1994).

Graduate Advisees

- [Yen-Sheng Chiang](#)
- [Katie Corcoran](#)
- [Gillian Murphy](#)
- [Magnus Torfason](#)
- [Ted Welser](#)

Research Assistants

- [Michael Avissar](#) Undergraduate Student, Cornell University
- [David Baharvar](#) Undergraduate Student, Cornell University
- [Heidi Berman](#) Ph.D. Student in Sociology, University of Washington
- [Yen-Sheng Chiang](#) Ph.D. Student in Sociology, University of Washington
- [Michelle Chow](#) Ph.D. in Chemistry, Monash University
- [Katie Corcoran](#) Ph.D. Student in Sociology, University of Washington
- [Peter DiValentin](#) Undergraduate Student, University of Washington
- [Haining Fu](#) M.S. Student in Operations Research, Columbia University
- [Eric Gleave](#) Ph.D. Student in Sociology, University of Washington
- [Jiong Gu](#) M.S. Student in Statistics, Columbia University
- [William Litsch](#) B.S. in Physics & Applied Math, University of Washington
- [William Kaghan](#) Ph.D. in Tech. Management / MIS, University of Washington
- [Chris Masone](#) Ph.D. Student in Computer Science, Dartmouth College
- [Ryan Michigan](#) Ph.D. Student in Management, Columbia University
- [Sara Sinclair](#) Ph.D. Student in Computer Science, Dartmouth College
- [Magnus Torfason](#) Ph.D. Student in Management, Columbia University
- [Paul Trowbridge](#) Ph.D. Student in Sociology, University of Washington
- [Ranran Wang](#) Ph.D. Student in Statistics, University of Washington
- [Xiaomu Wu](#) Ph.D. Student in Chemistry, Columbia University
- [Lori Qingyuan Yue](#) Ph.D. Student in Management, Columbia University
- [Xi Zou](#) Ph.D. Student in Management, Columbia University

Affiliations

[American Sociological Association](#)

- *Organizations, Occupations, and Work*
- *Collective Behavior and Social Movements*
- *Mathematical Sociology*
- *Social Psychology*
- *Rationality and Society*

[Academy of Management](#)

- *Organizational Behavior*
- *Organization and Management Theory*
- *Public and Nonprofit*