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I study the dynamics of cooperation and competition among organizations and among organization members. I apply my analytical lenses on multiple spatial scales, from micro-structures of collaboration in work teams to macro-structures of interdependence among organizational populations.

Much of my work on cooperation and competition within organizations examines the dynamics of informal norms in work groups. For example, my recent article in *American Sociological Review* shows that teams of rational individuals may advocate counterproductive norms that diminish their collective welfare, and maps the conditions under which competitive incentive schemes may diminish performance. My analysis of five organization cases, reported in *Social Psychology Quarterly*, further shows how communication biases in social networks can lead natural groups to maintain and enforce deleterious norms. I show how communication in networks can lead to such unpopular norms, and also account for widely observed patterns in norm misperception at the group level.

In other micro-level work, I consider the dynamics of social networks in diverse groups, modeling patterns of membership attrition, cultural convergence, and factionalism. Much of this work uses mathematical models to derive propositions and generate hypotheses for empirical research. A recent application used exponential random graph models to investigate the dynamics of friendship networks in a diverse and nationally-representative sample of students. A longitudinal case study of engineering student cohorts extended this lens over two years, investigating the coevolution of interests, attitudes, and social networks in work teams. That study allowed unprecedented leverage on central questions of network dynamics by pairing sociometric surveys with direct observation of face-to-face interaction using wearable sensors.

My interests in the dynamics of mutualism and competition scale up to strategic interaction among organizations in local communities, within the framework of organizational demography. I have analyzed the consequences of membership interlocks among nonprofit organizations, showing how goal overlap leads to competition and decreased investments by co-members, whereas mutualism may emerge through interlocks of goal-orthogonal organizations. These propositions scale up further to communities of organizational populations at the national level, as I have examined patterns of interdependence among social movements over nearly four centuries. Mapping population interactions in geographic space and ideological space allows me to observe mutualism and competition within and across movements. I shed new light on stubborn controversies by modeling dynamics at multiple levels of analysis.

I take advantage of opportunities to collaborate with industry researchers, and work with teams at Intel Corporation and Microsoft Corporation. Emerging technologies of remote sensing, interaction data logs for online commerce, and machine learning now allow researchers unprecedented power to analyze organizational behavior with dynamic and multi-level lenses.