

**Curriculum Vitae**  
**JAMES A. KITTS**

Columbia University  
Graduate School of Business  
704 Uris Hall, 3022 Broadway  
New York, NY 10027  
212.854.6681 (v); 928.447.6739 (fax)  
<http://www.columbia.edu/~jak2190/>  
[jak2190 \[at\] columbia.edu](mailto:jak2190@columbia.edu)

---

**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 Resources

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](#) (2004-2008), Co-Principal Investigator,  
“Creating Dynamic Social Network Models From Sensor Data.” \$588,955.  
[With Tanzeem Choudhury, Jeff Bilmes, and Dieter Fox.]
- [National Science Foundation](#) (2006-2007), 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.

---

## Honors, Awards, and Fellowships

---

- [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.
- [Institute for Teaching Excellence](#) (2001), University of Washington, Invited participant.
- Tools For Transformation (2001), “Rethinking Quantitative Training” Invited participant.
- Faculty Development Award (2000), University of Washington.
- [American Sociological Association](#) (1999), Award: Best Grad Paper in Rational Choice.
- [Buttrick Crippen Fellowship](#) (1997 - 1998), University Teaching Fellowship.
- Sage Fellowship (1997, 1998 - 1999), Cornell University.
- [John S. Knight Fellowship](#) (1996), Teaching Fellowship.
- [Lloyd Scholar](#) (1994 - 1995), University of Michigan Teaching Fellowship.
- SNRE Merit Scholarships (1993 - 1994), University of Michigan.

---

## Research Articles

---

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

- Kitts, James A., Jones, Thomas M., Felps, Will, and Shawn Berman. “[Governmental Contract Enforcing Mechanisms, Cooperation, and Economic Prosperity: A Simulation Model](#)” – *Strategic Management Journal*. Requested revision pending.
- 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*, Forthcoming (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*, 45(4): In Press (2008).
- Lin, Zhiang, Kitts, James A., Yang, Haibin, and J. Richard Harrison. “[Elucidating Strategic Networks Through Computational Modeling](#).” *Computational and Mathematical Organization Theory*, In Press (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.

---

### Working Papers

---

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

Anthony, Denise and James A. Kitts. "Understanding the Role of Trust in Internet Exchange."

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

---

### Edited Volumes

---

Kitts, James A. *Computational Modeling and Social Theory*. Edited volume to be published by the American Sociological Association with National Science Foundation support.

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

---

### Invited Chapters, Book Reviews, and Minor Publications

---

Kitts, James A. *Schelling, Thomas C. Strategies of Commitment*. Reviewed in *Contemporary Sociology*, 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. *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. "Using Utopian Experiments to Convey Sociological Theory." In *Utopian Thinking in Sociology: A Teaching Manual*. American Sociological Association, 2001.

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

Kitts, James A. "The Wages of Altruism: Symbolic Sanctions and Social Control." *The Agora*, Spring 1997.

---

## Authored Software

---

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

“**NetWorks**” Network analysis suite; implements various network routines, measuring structural similarity, node position, and global graph properties.

“**Structural Learning**” and “**NetLearn**” These are engines for an attractor neural network simulation of collective action and a three-layer back-propagating neural network.

“**Iterated Game Arena**” Simulates tournaments of strategic interaction (game-theoretic).

---

## Editorial and Review Activities

---

Area Editor, *Computational and Mathematical Organization Theory* (2003-2006).

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

### Journal Manuscript Reviews

- *American Sociological Review*
- *American Journal of Sociology*
- *British Journal of Social Psychology*
- *Communal Societies*
- *Computational and Mathematical Organization Theory*
- *European Sociological Review*
- *Industrial and Corporate Change*
- *Journal of Mathematical Sociology*
- *Journal of Social Structure*
- *Management Science*
- *Mobilization*
- *Organization Science*
- *Political Behavior*
- *Rationality and Society*
- *Rural Sociology*
- *Simulation Modelling Practice and Theory*
- *Social Forces*
- *Sociological Inquiry*
- *Sociological Perspectives*
- *Social Psychology Quarterly*

### Book Manuscript Reviews

- *Worth Publishers* (2002)
- *Routledge Economics Books* (2003)
- *Pine Forge Press* (2004)

### Grant Proposal Reviews

- *National Science Foundation* (2001-2006)
- *Royalty Research Fund* (2006-)
- *CSDE Fellowship Panel* (2005)

---

### Invited Talks

---

- “Design and Evaluation of Computational Experiments” – Columbia University Business School, Management Division Proseminar, (April 9, 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 Business School, (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 University 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

---

- “Professional Development Workshop: Simulation in Organization Theory.” – Distinguished speaker. *Academy of Management*, Anaheim, CA (2008).
- “Issues in the Design and Evaluation of Computational Experiments” *Joint Japan – North America Conference on Mathematical Sociology*, Redondo Beach, CA (2008).
- “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.” *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.” *12<sup>th</sup> 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).

---

### Courses Developed and Instructed

---

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

#### Columbia University

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

#### 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).

#### Oberlin College

- [EXCO](#) – *Water Quality Monitoring* (1993).

---

### Research Assistants 1997-2007

---

- *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
- *Eric Gleave* Ph.D. Student in Sociology, University of Washington
- *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
- *Paul Trowbridge* Ph.D. Student in Sociology, University of Washington
- *Ranran Wang* Ph.D. Student in Statistics, University of Washington
- *Lori Qingyuan Yue* Ph.D. Student in Management, Columbia University

---

### Supervisory Committees

---

Graduate advisees:

- *Yen-Sheng Chiang*
- *Katie Corcoran*
- *Gillian Murphy*
- *Paul T. Trowbridge*
- *Ted Welser*

Mentor for [David Baharvar](#), Cornell Presidential Research Scholar

---

### Leadership, Administration, and Professional Service

---

[American Sociological Association](#) (2008-); Mathematical Sociology Section Council.

[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 setup and supervised volunteer water quality monitoring program, in cooperation with the [Black River Remedial Action Plan of the International Joint Commission](#).

---

## 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*