

Curriculum Vitae



Personal details

Name	Ronny Ehlen
Date and place of birth	17 th June 1985, in 53894 Mechernich
Business address	University of Hohenheim Department of Sociology (560F) Institute of Education, Work and Society Schloss 1 D-70599 Hohenheim

Research interests

- Economic sociology, sociology of organizations and work
- Theories and processes of valuation, evaluation and justification
- The interrelationship of work, digitalization, and sustainability
- Circular economy, food retail, highly qualified solo-self employed workers

Academic career and training

01.2020 – 09.2024	Promotion (Dr. rer. soc.) University of Hohenheim Grade: summa cum laude
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10.2016 – 09.2018	Master of Arts in Labor, Economy and Society – economics and sociology University of Hamburg Overall grade: 1,19; thesis grade: 1,0
10.2012 – 09.2016	Bachelor of Arts in Socioeconomics University of Hamburg Overall grade: 1,7; thesis grade: 1,0

Academic work experience

Since 10.2020	Project coordinator of the Research Cluster “Work, Digitalization, Sustainability” at the University of Hohenheim
Since 12.2019	Research assistant at the chair of sociology at the University of Hohenheim Chair holder: Prof. Dr. Caroline Ruiner
10.2018 – 02.2023	Research assistant in the Research Project “Between cooperation and concurrence - external workers in knowledge-based fields of employment” (funded by the German research foundation (DFG)) Project Managers: Prof. Dr. Caroline Ruiner (University of Hohenheim), Prof. Dr. Maximiliane Wilkesmann (TU Dortmund), Prof. Dr. Birgit Apitzsch (Ruhr University Bochum)

Non-academic work experience

07.2011 – 08.2012	Production planner and dispatcher Pfannenberger GmbH, Hamburg
05.2009 – 06.2011	Sales Support/Backoffice Euroshell GmbH, Hamburg
08.2008 – 04.2009	Sabbatical
06.2007 – 07.2008	Industrial Clerk Kreuzer Elektrotechnik GmbH, Swisttal
08.2003 – 06.2007	Full-Year Internship and Training as Industrial Clerk Kreuzer Elektrotechnik GmbH, Swisttal

Publications

- 2024 Bassiouny, M., Ehlen, R., Wilkesmann, M., Ruiner, C., Apitzsch, B. (2024). The sequence effect and its impact on cooperation, conflict, and conflict management behavior in IT Freelancer-Client Relationships. *Negotiation and Conflict Management Research*, 17(3), 229-254. <https://doi.org/10.34891/zckv-8a93>
- 2024 Ehlen, R., & Ruiner, C. (2024). Nachhaltiges Handeln in Organisationen. In M. Bruhn, & K. Hadwich (Eds.), *Sustainable Service Management. Forum Dienstleistungsmanagement* (pp. 365-388). Springer Gabler. https://doi.org/10.1007/978-3-658-45148-6_12
- 2024 Veit, J., Ehlen, R., Fasbender, U., Otto, S., & Ruiner, C. (2024). Twin transition in practice. *Gruppe. Interaktion. Organisation. Zeitschrift für Angewandte Organisationspsychologie (GIO)*. <https://doi.org/10.1007/s11612-024-00741-9>
- 2024 Wolf, L., Ehlen, R., Bardmann, M.-M., Ruiner, C., Lanzl, J., Schoch, M., & Gimpel, H. (2024). The role of internal CSR in guiding the digitalisation of work. *International Journal of Corporate Social Responsibility*, 9(1), 6. <https://doi.org/10.1186/s40991-024-00089-9>
- 2023 Wolf, L., Ruiner, C., & Ehlen, R. (2023). The meaning of food: Bedeutungskonstruktion von Lebensmitteln durch Plattformen. *Soziologie und Nachhaltigkeit*, 9(1), 27-44. <https://doi.org/10.17879/sun-2023-4954>
- 2023 Apitzsch, B., Wilkesmann, M., Ruiner, C., Bassiouny, M., Ehlen, R., & Schulz, L. (2023). Labour market collectivism: New solidarities of highly skilled freelance workers in medicine, IT and the film industry. *Economic and Industrial Democracy*, 44(4), 1149-1175. <https://doi.org/10.1177/0143831x221120534>
- 2022 Schadt, C., Ehlen, R., Schleher, L., Zirnig, C., Weiß, J. K., Bottling, M., & Warwas, J. (2022). Digitale unterrichtsbezogene Zusammenarbeit zwischen angehenden Lehrkräften berufsbildender Schulen. *Berufs- und Wirtschaftspädagogik*(43), 1-32. <https://www.bwpat.de/ausgabe/43/schadt-et-al>
- 2022 Ruiner, C., & Ehlen, R. (2022). Nachhaltige Arbeitsbeziehungen und das Zusammenspiel von Individuen und Organisationen. In T. Barth, M. Jaeger-Erben, G. Jochum, & S. Lorenz (Eds.), *Nachhaltig(e) Werte schaffen!? Arbeit und Technik in der sozial-ökologischen Transformation* (pp. 50-65). Juventa-Beltz.
- 2022 Ehlen, R., Ruiner, C., Wilkesmann, M., Schulz, L., & Apitzsch, B. (2022). When multiple logics initiate a butterfly effect: The case of locum tenens physicians in Germany. *Journal of Professions and Organization*, 9(1), 38-61. <https://doi.org/10.1093/jpo/joab021>
- 2021 Apitzsch, B., Schulz, L., Ehlen, R., Wilkesmann, M., & Ruiner, C. (2021). Recht und rechtliche Unsicherheit in den

- Arbeitsbeziehungen externe IT-Expert*innen. In K.-P. Buss, M. Kuhlmann, S. Rüb, M. Weißmann, H. Wolf, & B. Apitzsch (Eds.), *Digitalisierung und Arbeit: Triebkräfte – Arbeitsfolgen – Regulierung* (pp. 341-370). Campus.
- 2020 Treppschuh, K., Schneider, A., & Ehlen, R. (2020). Das Bundessozialgericht als „Bremse“ der Reprofessionalisierungstendenzen (honorar-)ärztlicher Tätigkeit? Eine interdisziplinäre Untersuchung. *Vierteljahrszeitschrift für Sozial- und Arbeitsrecht*, 38(1), 23-48.

Conference presentations

- 2025 “Dealing with sustainability paradoxes: An empirical investigation of the strategic and operational level in German food retail”
Paper Development Workshop at the 5th ISA Forum of Sociology 06-11 July in Marocco (Italy)
- 2024 “The Sequence Effect and its Impact on Cooperation, Conflicts, and Conflict Management in IT Freelancer-Client Relationships”
Presentation at the 40th EGOS Colloquium 04-06 July in Milan (Italy) (with Mona Bassyiouny, Caroline Ruiner, Maximiliane Wilkesmann, Birgit Apitzsch, & Lena Schulz)
- 2024 “The Sequence Effect and its Impact on Cooperation, Conflicts, and Conflict Management in IT Freelancer-Client Relationships”
Presentation at the 42th International Labour Process Conference (ILPC) 03-05 April in Göttingen (Germany) (with Mona Bassyiouny, Maximiliane Wilkesmann, Caroline Ruiner, Birgit Apitzsch, & Lena Schulz)
- 2023 “Embedded Embedders: Staffing and Temp Agencies and the Duality of Embeddedness”
Presentation at the 118th ASA Conference 18-22 August in Philadelphia (USA) (with Caroline Ruiner, Maximiliane Wilkesmann, Birgit Apitzsch, Mona Bassyiouny & Lena Schulz)
- 2023 “Resilience of system-relevant supply chains – The impact of the digital transformation in pharmaceutical retail, food retail and logistics on resilience”
Presentation at the 39th EGOS Colloquium 06-08 July in Cagliari (with Maximiliane Wilkesmann, Judith Becker, Natalia Straub, Caroline Wortmann, Michael Henke, Lea Zindel & Caroline Ruiner)
- 2022 „Digitale unterrichtsbezogene Zusammenarbeit zwischen angehenden Lehrkräften berufsbildender Schulen“
Presentation at the Annual Conference of the German Society for Educational Science (DGfE) 26-28 September in Freiburg (Germany) (with Christian Schadt, Larissa Schleher, Julia K. Weiß, Matthias Bottling, Julia Warwas & Christopher Zirning)

- 2022 „Staffing and Temp Agencies between Embeddedness and Embedding“
Presentation at the 20th ILERA World Congress 08-10 September in Barcelona (Spain) (with Caroline Ruiner, Maximiliane Wilkesmann, Birgit Apitzsch, Lena Schulz & Mona Bassyiouny)
- 2022 „When Multiple Logics Initiate a Butterfly Effect: The Case of Locum Tenens Physicians in Germany“
Presentation at the 15th SASE Conference 09-11 July in Amsterdam (Netherlands), (with Caroline Ruiner, Maximiliane Wilkesmann, Lena Schulz & Birgit Apitzsch)
- 2021 “Kooperative Wissensarbeit in digitalen Lerngemeinschaften von (angehenden) Lehrkräften”
Presentation at the Forvet Research Colloquium on Vocational Education and Training 30 September-01 October online (with Larissa Schleher, Christine Spintig, Julia Katharina Weiß, Matthias Bottling, Christopher Zirinig & Christian Schadt)
- 2021 “Between Service Provider and Competitor – Temporary Employment and Staffing Agencies as Two-Faced Actors in Tight Labor Markets”
Presentation at the 37th EGOS Conference 08-10 July in Amsterdam (Netherlands) (with Caroline Ruiner, Maximiliane Wilkesmann, Birgit Apitzsch & Lena Schulz)
- 2021 “Shaping Fictional Expectations – Uncertainty and the Work of Temporary and Staffing Agencies in Tight Labor Markets”
Presentation at the 19th ILERA World Congress 21-24 June in Lund (Sweden), (with Caroline Ruiner, Maximiliane Wilkesmann, Birgit Apitzsch, Lena Schulz & Mona Bassyiouny)
- 2021 “External Workers in High-Skilled Service Work – New Cleavages or Solidarity?”
Presentation at the 39th ILPC 21-23 April in London (England) (with Caroline Ruiner, Maximiliane Wilkesmann, Birgit Apitzsch & Lena Schulz)
- 2020 “Dienstleister oder Wettbewerber? Zur Janusköpfigkeit neuer Intermediärer in wissensintensiven Arbeitsmärkten“
Presentation at the 40th Conference of the German Sociological Association (DGS) 14-24 September in Berlin (Germany) (with Caroline Ruiner, Maximiliane Wilkesmann, Lena Schulz & Birgit Apitzsch)
- 2020 „Changing Power Relations between Markets, Professions and Organizations in German hospital system”
Presentation at the 14th SASE Conference 18-21 July in Amsterdam (Netherlands), (with Caroline Ruiner, Maximiliane Wilkesmann, Lena Schulz & Birgit Apitzsch)
- 2020 “Contractual fragmentation in knowledge-intensive interorganizational projects: the role of new cleavages in conflicts at work”

- 2019
- Presentation at the 36th EGOS Colloquium 02-04 July in Hamburg (Germany) (with Lena Schulz, Birgit Apitzsch, Caroline Ruiner und Maximiliane Wilkesmann)
- „Digitalisierung und (Re-)Professionalisierung ärztlichen Handelns“
- Presentation at the University of Hamburg as part of the lecture series "Understanding Health - Digital Humanities in Dialogue" on 14 May

Teaching

Winter Semester 25/26	Master Course "Wirtschaft, Wandel und Gesellschaft" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Winter Semester 25/26	Master Course "New Employment Relationships" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Summer Semester 25	Master Seminar "Arbeit, Digitalisierung und Nachhaltigkeit" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim Student evaluations: average score 1,3/5 (1=very good)
Winter Semester 24/25	Master Course "Wirtschaft, Wandel und Gesellschaft" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Winter Semester 24/25	Master Course "New Employment Relationships" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim Student evaluations: average score 1,4/5 (1=very good)
Summer Semester 24	Master Seminar "Sustainable AI – AI for Sustainability" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Winter Semester 23/24	Master Course "New Employment Relationships" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim Student evaluations: average score 1,6/5 (1=very good)
Summer Semester 23	Master Seminar "Arbeit, Digitalisierung und Nachhaltigkeit" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Winter Semester 22/23	Bachelor Seminar "Steuerungsformen von Arbeit" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Winter Semester 22/23	Bachelor Seminar "Märkte und Organisationen" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim

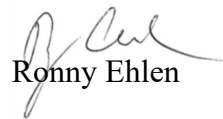
	Student evaluations: average score 1,5/5 (1=very good)
Summer Semester 22	Master Seminar "Arbeit, Digitalisierung und Nachhaltigkeit" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Summer Semester 22	Bachelor Seminar "New Employment Relationships" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Winter Semester 21/22	Bachelor Seminar "Steuerungsformen von Arbeit" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
	Student evaluations: average score 1,1/5 (1=very good)
Summer Semester 21	Master Seminar "Arbeit, Digitalisierung und Nachhaltigkeit" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
	Student evaluations: average score 1,3/5 (1=very good)
Summer Semester 21	Bachelor Seminar "New Employment Relationships" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
Winter Semester 20/21	Bachelor Seminar "Steuerungsformen von Arbeit aus soziologischer Perspektive" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
	Student evaluations: average score 1,4/5 (1=very good)
Winter Semester 19/20	Master Course "Wirtschaft, Wandel und Gesellschaft" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim

Academic/University service

Since 10.2025	Elected representative of the academic staff (Mittelbau) in the Faculty Council
2025	Organization of the academic program of an international Summer School on "Digitalization for Sustainability – Sustainable Digitalization: Individuals, Organizations, and Societies in the Twin Transformation" 15th June-06th July 2025 at the University of Hohenheim (with Caroline Ruiner)
2024	Co-Editor for a special issue in <i>Employee Relations</i> on the topic of "Managing the Twin Transformation: Driving Sustainability and Digitalisation in Organisations" (with Caroline Ruiner, Marion Büttgen, Ellen Weber & Siegmur Otto)
2023	Organization of an international symposium on "The Twin Transition in the World of Work" 29-30 November at the University of Hohenheim (with Caroline Ruiner)

- 2022 Organization of the academic program of an international Summer School on “Work, Digitalization, Sustainability” 04-23 July at the University of Hohenheim (with Caroline Ruiner)
- 2022 Lecture on “Sustainability, Digitalization and Work Relationships” as part of the Summer School on “Work, Digitalization, Sustainability” at the University of Hohenheim (with Caroline Ruiner)
- Since 2020 Establishment of an interdisciplinary research network at the University of Hohenheim on the topic of “Work, Digitalization and Sustainability”
- Reviewer for several national and international Journals

Bonn, 20.11.2025


Ronny Ehlen