

# Curriculum Vitae



## Personal details

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Name	Ronny Ehlen
Date and place of birth	17 <sup>th</sup> 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

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- 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

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01.2020 – 09.2024	<b>Promotion (Dr. rer. soc.)</b> 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**

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- Since 12.2019      **Research assistant**  
Department for sociology at the University of Hohenheim  
Chair holder: Prof. Dr. Caroline Ruiner
- 10.2025 – 03.2026      **Acting Chair**  
at the Department for sociology at the University of Hohenheim
- 10.2020 – 03.2026      **Program coordinator**  
of the Research Cluster “Work, Digitalization, Sustainability”  
at the University of Hohenheim
- 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**

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- 07.2011 – 08.2012      **Production planner and dispatcher**  
Pfannenberg 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

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- 2025 Ruiner, C., Ehlen, R., & Wolf, L. (in press). (2025). The twin transformation: The interplay of digitalization and environmental sustainability. In H. Zacher & K. L. Unsworth (Eds.), *Environmental Sustainability in the Workplace: Advances in Theory, Methods, and Practice*. Oxford University Press.
- 2025 Ehlen, R. (2025). *The problem of embedding: Towards a concept of embedding in the context of the triadic work relationship between freelancers, hiring firms, and agencies in German medicine and IT*. Dissertation, University of Hohenheim. <https://doi.org/10.60848/12378>
- 2024 Bassyouny, 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. Hadwisch (Eds.), *Sustainable Service Management. Forum Dienstleistungsmanagement* (pp. 365-388). Springer Gabler. [https://doi.org/10.1007/978-3-658-45148-6\\_12](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., Bassyouny, 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-etal>

- 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

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- 2026 “Re-Valuing Waste: Valuation Practices and Principles in Recycling Organizations”  
Presentation at the 42<sup>th</sup> EGOS Colloquium 09-11 July in Bergamo (with Caroline Ruiner)
- 2026 “From Waste to Value: (Re-)Valuing Waste in Re- and Upcycling Organizations”  
Presentation at the 38<sup>th</sup> Annual SASE Conference (Virtual) 22-24 June in Bordeaux (France) (with Caroline Ruiner)
- 2026 “Everyday legitimacy tests: Justifying (re-)valuations in re- and upcycling organizations”  
Paper discussion at the 4<sup>th</sup> International Workshop on Organizational Legitimacy 08-09 June 2026 in Aix-en-Provence (France) (with Caroline Ruiner)
- 2025 “Dealing with sustainability paradoxes: An empirical investigation of the strategic and operational level in German food retail”  
Paper Development Workshop at the 5<sup>th</sup> ISA Forum of Sociology 06-11 July in Rabat (Marocco)

- 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 42<sup>th</sup> 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 118<sup>th</sup> 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 39<sup>th</sup> 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 Zirnig)
- 2022 „Staffing and Temp Agencies between Embeddedness and Embedding“  
Presentation at the 20<sup>th</sup> 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 15<sup>th</sup> 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 Zirnig & Christian Schadt)

- 2021 “Between Service Provider and Competitor – Temporary Employment and Staffing Agencies as Two-Faced Actors in Tight Labor Markets”  
Presentation at the 37<sup>th</sup> 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 19<sup>th</sup> ILERA World Congress 21-24 June in Lund (Sweden), (with Caroline Ruiner, Maximiliane Wilkesmann, Birgit Apitzsch, Lena Schulz & Mona Bassiouny)
- 2021 “External Workers in High-Skilled Service Work – New Cleavages or Solidarity?”  
Presentation at the 39<sup>th</sup> 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 40<sup>th</sup> 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 14<sup>th</sup> 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”  
Presentation at the 36<sup>th</sup> EGOS Colloquium 02-04 July in Hamburg (Germany) (with Lena Schulz, Birgit Apitzsch, Caroline Ruiner und Maximiliane Wilkesmann)
- 2019 „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

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- Summer Semester 26 Bachelor Seminar "From Waste to Value: Organizations, Individuals, and Practices in the Circular Economy" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim

- Summer Semester 26 Master Seminar "Arbeit, Digitalisierung und Nachhaltigkeit" at the Faculty of Business, Economics and Social Sciences at the University of Hohenheim
- Winter Semester 25/26 Master Course "Wirtschaft, Wandel und Gesellschaft" 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 25/26 Master Course "New Employment Relationships" 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 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**

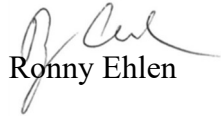
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Since 10.2025	Elected representative of the academic staff (Mittelbau) in the Faculty Council
Since 2021	Reviewer for several national and international Journals
2025	Organization of the academic program of an international Summer School on "Digitalization 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)

Bonn, 22.05.2026

  
Ronny Ehlen