

## Curriculum vitae Arndt Sorge

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Born: December 28, 1945, in Düsseldorf (Germany)  
Marital status: Married, no children  
Nationality: German  
Religion: Protestant

Mailing address (also private address):

Seestr. 32  
D-15738 Zeuthen  
Phone: +49-33762-92535  
Email: [arsorge@uni-potsdam.de](mailto:arsorge@uni-potsdam.de)

### Education

1985 Habilitation, Dept. of Social Sciences, Johann Wolfgang Goethe University Frankfurt/Main, in sociology  
1975 Doctorate: Dr. sc. pol., University of Münster, supervised by Prof. Heinz Hartmann, Ph.D., in sociology (magna cum laude)  
1972 First degree: Diplom-Volkswirt sozialwissenschaftlicher Richtung; University of Cologne  
1966 – 1972 Undergraduate Studies: Economics and Sociology, Universities of Freiburg i. Brsg. and Cologne  
1952 – 1965 School: Primary School (1952-56, *Christoph-Steinmeyer-Schule*) and Grammar School (1956-65, *Schloss-Gymnasium Benrath*) in Düsseldorf

Languages: German, English, French, Dutch (all fluent)

## Work

2009+	Honorary Professor, Faculty of Economic and Social Sciences, University of Potsdam
2006 – 2011	Director, Research Unit Internationalization and Organization, Wissenschaftszentrum Berlin für Sozialforschung (Social Science Research Center Berlin)
2005 – 2010	François Sellier Professor of International Business and Management, University of Groningen, Faculty of Management and Organization (from 2006: 2/10 fte)
1999 – 2010	Hoogleraar (Full Professor) of Management, esp. Organization Structuring, since 2004 of International Business and Management; University of Groningen, Faculty of Management and Organization
1997 – 1999	Hoogleraar (Full Professor) of Work and Organisation Sciences, Tilburg University, Faculty of Social Sciences; Scientific Director of WORC (Work and Organization Research Centre), 1997-98
1992 – 1997	(Full) Professor of Industrial and Organisational Sociology, Humboldt University Berlin, Department of Social Sciences.
1991 – 1997	Hoogleraar (Full Professor), part-time (1/10), in International Personnel Management and Industrial Relations, University of Maastricht, Faculty of Economics and Business Administration
1988 – 1992	Senior Research Fellow and Acting Director (1990/91), IRIC (Institute for Research on Intercultural Cooperation, affiliated with the University of Maastricht)
1988 – 1992	Universitair hoofd-docent (Associate Professor) in Organisation Studies, University of Maastricht (The Netherlands), Faculty of Economics and Business Administration
1985 – 1988	Privatdozent, University of Frankfurt/Main, Dept. of Social Sciences
1977 – 1988	(Senior) Research Fellow, International Institute of Management, Wissenschaftszentrum Berlin; co-ordinator for the New Technology and Entrepreneurial Initiatives area in the Labour Market and Employment Unit
1975 – 1977	Research Fellow, St. Antony's College, Oxford, and Henley Management College
1972 – 1975	Research Assistant and Junior Lecturer in the Department

1969 – 1972	of Economics and Social Science, University of Münster Part-time student assistant (library), Institut zur Erforschung sozialer Chancen, Cologne; beverages sales and delivery driver, Weinkellerei Basting, Cologne
1965 – 1966	National service (photogrammetric field survey), German Federal Army

### **Visiting appointments**

January-June 2012	Max Planck Institute for the Study of Societies, Cologne (scholar in residence)
May 2006	Université Paris Dauphine, department of Strategy and Marketing
September 2002 – August 2003	Max Planck Institute for the Study of Societies, Cologne
March/April 1999	Ecole normale supérieure de Cachan
September 1998	Max Planck Institute for the Study of Societies, Cologne
October 1987 – June 1988	Laboratoire d'économie et de sociologie du travail (CNRS), Aix-en-Provence, France, and regular visits since 1975
April 1987	Institute of Higher Studies, Vienna (1 week)
October 1973	Danish Institute for Social Research, Copenhagen

### **Professional affiliations and functions**

#### *Professional associations and bodies – Memberships*

German Sociological Association  
René König Society  
European Group for Organization Studies

#### *Professional associations and bodies – Appointments*

2013-16	Member of the Journal Article Prize Committee, Max Planck Institute for the Study of Societies, Cologne
2013	Chairman of the Research Evaluation Committee on behalf of AERES ( <i>agence de l'évaluation de la recherche et de l'enseignement supérieur</i> ) for <i>Laboratoire de Changement Social</i> , Université de Paris Diderot.
2012	Chairman of the Education Evaluation Committee for Organization

	Science in the Free University Amsterdam and Tilburg University, on behalf of QANU and NVAO
2009-11	Member of the Advisory Board, COLIS (Centre for research on organisational learning in international settings), University of Surrey
2008	Chairman of the Research Evaluation Committee, Radboud University Nijmegen, Faculty of Management Sciences
2007	Evaluation Committee, programme 'Enterprises and forms of economic organisation', Agence Nationale de la Recherche (France)
2004 – 2006	Board of reviewing (referentencollege), Dutch Organization for Scientific Research (NWO), department of Social and Behavioural Sciences (MaGW)
1999 – 2005	Member of the Scientific Council, CEREQ (Centre d'études et de recherches sur les qualifications), Marseille
1998+	Chairman of the governing body (Raad van Bestuur), IRIC (Institute for Research on Inter-Cultural Communication), Tilburg
1989 – 1998	Advisory member of the Board of EGOS (European Group for Organisation Studies)
1993 – 1997	Teaching Committee, German Sociological Association
1993 – 1995	Chairman of the executive board, Industrial Sociology Section, German Sociological Association
1995	Research Review Committee for Sociology and Anthropology, VSNU (Association of Universities in the Netherlands)
1991 – 1993	Committee 40 (Politique-pouvoir-organisation), Centre National de la Recherche Scientifique (France)
1989 – 1992	Regional representative fellow for the Netherlands, Society for the Advancement of Socio-Economics
1986 – 1993	Coordinating Committee, European Group for Organization Studies

### *Periodicals*

2012+	Member of the Editorial Board, Socioeconomic Review
2007-2011	Member of the Review Board, Journal of International Business Studies
2000+	Member of the Comité d'orientation, Sociologie du Travail
1999-2011	Member of the Advisory Board, Organization Studies
1996 – 1999	Editor-in-chief, Organization Studies
1992 – 1996	Co-editor, Organization Studies
1989 – 1997	Member of the Editorial Board of the International Journal for Human Resource Management

1987+	Member of the Editorial Board of Economic and Industrial Democracy
1983 – 1994	Member of the Editorial Board of Human Systems Management
1993 – 1999	Member of the Advisory Board of Vocational Training, European Centre for the Development of Vocational Training, Berlin and subsequently Thessaloniki
1989 – 1992	Book Review Editor, Organization Studies

*Reviewing of applications for grants*

- Anglo-German Foundation for the Study of Industrial Society
- Deutsche Forschungsgemeinschaft
- Economic and Social Research Council (UK)
- Leverhulme Trust
- Volkswagen Foundation
- NWO (Dutch Council for Scientific Research). Specifically, member of the Referentencollege (board of reviewers), 2004–2006.
- ANR (Agence Nationale de la Recherche), France

*Reviewing for academic journals and publishers*

- Organization Studies
- Journal of Management Studies
- Kölner Zeitschrift für Soziologie und Sozialpsychologie
- Sociologie du Travail
- American Political Science Review
- British Journal of Sociology
- British Journal of Industrial Relations
- Gender, Work and Organization
- Human Relations
- International Studies of Management and Organization
- Journal of International Business Studies
- Socioeconomic Review
- Personnel Review

- Oxford University Press
- Edward Elgar
- John Benjamins
- Springer Science + Business Media
- Roland Calori prize committee: 2006
- EGOS Best Paper Award committee: 1998, 2007

### **Academic administration and management**

2001 – 2006	Responsible for Thematic Area G of research school SOM: Cross-contextual comparison of organisation and institutions
2000 – 2006	Member of the Research Committee, research school SOM (systems - organisation - management), University of Groningen
1998 – 1999	Chairman of the Policy and Organization Studies Teaching Committee, Faculty of Social Sciences, Tilburg University
1996 – 1998	Member of the Faculty Management Board and Vice-Dean, Faculty of Social Sciences, Tilburg University
1994 – 1996	Member of the Employers' Organizations Advisory Council, Humboldt University Berlin
1995 – 1996	Deputy Director, Institute of Social Sciences, Humboldt University Berlin
1995 – 1996	Member of the Faculty Council, Faculty of Arts III, Humboldt University Berlin
1994 – 1996	Member of the Council, Institute of Social Sciences, Humboldt University Berlin
1993 – 1995	Chairman of the Teaching Committee, Institute of Social Sciences, Humboldt University Berlin
1992 – 1995	Member of the Teaching Committee, Institute of Social Sciences, Humboldt University Berlin
1990 – 1992	Member of the Examination Board, Faculty of Economics and Business Administration, University of Maastricht
1991 – 1992	Chairman of the Examination Board, Faculty of Economics and Business Administration, University of Maastricht
1981 – 1987	Board of Trustees, Wissenschaftszentrum Berlin
1978 – 1989	Research Council, International Institute of Management, Berlin

### **Scholarships, prizes etc.**

2010	Honorary Member, European Group for Organization Studies (EGOS)
2006	Attribution of a 'named chair': François Sellier chair in International Business and Management, by the University of Groningen
2005	Roland Calori Prize for the best paper in Organization Studies, 2003-2004, awarded by EGOS, for article with Anne-Wil Harzing (see below Articles in refereed journals, no. 12)
1997	ANBAR Electronic Intelligence Citation of Excellence (Highest Quality Rating) for Article in refereed journals no. 15 (see below), with M. Heijltjes and A. van Witteloostuijn
1993	Award for Excellence, Employee Relations Outstanding Paper, for Article in refereed journals no. 18 (see below)
1967 – 1972	Scholarship awarded by Evangelisches Studienwerk Villigst e.V.

### **Teaching Experience**

#### *University of Potsdam, 2010+*

- International comparison of organization and management
- Business systems and varieties of capitalism
- Public Administrations and Organizational Theory II: Applying theory to empirical research

#### *University of Groningen, 1999 – 2010*

- International Human Resource Management (3<sup>rd</sup> year bachelor level in business administration)
- Organizational change, interaction, culture, learning and power (lectures and small-group tutoring, 2<sup>nd</sup> year)
- Technology, strategy and organisation development (3<sup>rd</sup> year, Technology Management BSc)
- Organization and management theory (1<sup>st</sup> year business administration)
- Comparative institutional approaches (master in International Business and Management)
- Organization theory and business systems (Research master in International Business and Management and in International Economics and Business)

#### *Ecole Normale Supérieure de Cachan, 1999*

- Approaches in organization studies

#### *European Summer Research Institutes for the Comparative Study of Economic Organization (ESRI), and pre-colloquium programme, EGOS, 1997+*

- Teaching and tutoring in graduate schools, on methodology and approaches in cross-nationally comparative organization studies
- Lectures and courses on how to write articles for and publish in international research journals (also in other research schools upon invitation)

*Tilburg University, 1997 – 1999*

- Introduction to organization sciences
- Work and organization sociology

*Humboldt University, 1992 – 1997*

- Introductions to industrial and organisational sociology
- Industrial relations and personnel
- Technology, work and qualifications
- Cross-nationally comparative industrial and organisational sociology
- Social systems
- Organization theory and organization development
- Small companies in East Germany
- Introduction to macro-sociology

*Dutch Open University, Heerlen, 1989 – 1993*

- External referee for course book development in 'Industrial relations in Europe' and 'Personnel and organisation in an international perspective'
- Author of textbook chapters: Two chapters for the course 'Industrial relations in Europe', and one for the course 'Personnel and organisation in an international perspective'

*University of Maastricht, 1989 – 1992*

- Internal organisation (course coordinator and tutor)
- Strategic Management (tutor)
- The Cultural, Social and Political Context of International Business (course development and coordination, with G. Hofstede, plus tutoring)
- Industrial Relations and Human Resources in Europe (course development, coordination and tutoring)
- Personnel Management (member of planning group and tutor)
- Other management and organisation subjects (tutoring in basic courses in e.g. business finance and marketing)



- Methodology of cross-national organisation research
- Vertical integration theory and research
- (modules for a graduate school course in Organisation in the Netherlands)

*Institute of Higher Studies, Vienna, 1987*

- Interaction between technology, economy and society:  
The example of recent information technology in manufacturing

*University of Frankfurt/Main, 1983 – 1985*

- Information technology and industrial work
- Socio-technical systems and general systems theory

*University of Münster, 1972 – 1975*

- Introduction to industrial sociology
- Sociography of the Federal Republic of Germany
- Forms of work and technical development
- Social stratification
- Sociology of management
- Working skills and technology

**Supervisor of doctorates (completed)**

- Marielle Heijltjes (1994), Univ. of Maastricht
- Bas Koene (1996), Univ. of Maastricht
- Anne-Wil Harzing (1998), Univ. of Maastricht and Univ. of Bradford Business School
- Mike Geppert (1999), Humboldt Univ. Berlin
- Petra Bosch-Sytsema (2002), Univ. of Groningen
- Frederique Six (2004), Erasmus University of Rotterdam
- Arjan van Rheede (2004), Univ. of Groningen
- Petrie Roodbol (2005), Univ. of Groningen
- Marrig Knip (2005), Univ. of Groningen
- Knut Lange (2006), Univ. of Groningen
- Binnur Kibriscikli-Özçandarli (2006), Univ. of Groningen
- Florian Becker-Ritterspach (2006), Univ. of Groningen
- Constanze Kathan (2007), Univ. of Groningen
- Jasper Hotho (2009), Univ. of Groningen
- Tamara Markova (2009), Univ. of Groningen
- Ilir Haxhi (2010), Univ. of Groningen
- Jacqueline Brassey-Schouten (2011), Univ. of Groningen
- Katarina Jerković-Ćosić (2012), Univ. of Groningen

- Rudi de Vries (2012), Univ. of Groningen
- Jana Okech (2013), Univ. of Potsdam
- Lisa Maria Arnold (2013), Free University of Berlin
- Thomas Blanchet (2013), Free University of Berlin

### **External examiner in doctoral and habilitation committees**

Buckinghamshire and Chilterns University College/Brunel University, Universities of Amsterdam, Free Univ. of Amsterdam, Erasmus Univ. Rotterdam, Univ. of Bergen, Ecole Normale Supérieure de Cachan, Univ. of Loughborough (twice), Lyon III, Nijmegen (three times), Oslo, Paris X (Nanterre), Paris Dauphine, Rotterdam, Twente; Copenhagen and Northampton Business Schools

### **Research Projects (externally funded)**

2004	Joint consultation and co-determination in transition. Funded by SMS (Stichting Management Studies), The Hague (responsible with Prof. Rienk Goodijk)
2000 – 2002	Internationalization of small firms in EU countries. Funded by the Commission of the European Communities (project leader for the Dutch part)
1995 – 1997	Re-organization in manufacturing companies. Financed by Deutsche Forschungsgemeinschaft (project leader with K. Lohr)
1994 – 1996	Small companies in East Germany: Economic and social embeddedness, strategies, working conditions and industrial relations. Field investigation and overall report for the Kommission für sozialen und politischen Wandel (project leader, with K. Lohr and K. Semlinger)
1989 – 1993	International Organisation Observatory (IOO). Panel study of the largest enterprises in seven European countries. Responsible for the Dutch study
1990	Modes of usage and diffusion of science and technology. Contract research for the FAST programme, European Community. Coordinator, for MERIT, of the study, with Patrick Cohendet (BETA, University Louis Pasteur, Strasbourg). The study was carried out by the EUNETICS network of research institutes in Denmark, Britain, France, Italy, Spain, Portugal plus ISI (Germany) and STB-TNO (Netherlands)
1985 – 1987	Product innovation with microelectronics, competence and training in Britain and West Germany (project leader of German part; contract with FAST programme, European Communities; in collaboration with Henley-The Management College)

- 1985 – 1987 Application of microelectronics in products and changes in skills, knowledge and training. Contract research for VDI/VDE-Technologiezentrum Informationstechnik (project leader of WZB part, in research group including FhG-Institut für Arbeitswirtschaft und Organisation and Deutsches Institut für Wirtschaftsforschung)
- 1980 – 1982 CNC machine-tools and industrial work in Great Britain and the Federal Republic. IIM (Labour Market Policy Unit), funded by the Anglo-German Foundation for the Study of Industrial Society, and by the European Centre for the Development of Vocational Training (CEDEFOP) (leader of the German part of the project)
- 1979 – 1980 Information technology and employment. Review of international studies funded by German Federal Ministry of Research and Technology. International Institute of Management, Berlin (Labour Market Policy Unit) (project leader of WZB part)
- 1975 – 1977 Organization of work and vocational training in British industry. St. Antony's College, Oxford, and Henley Management College, funded by the SSRC
- 1973 – 1975 Shop-floor participation, University of Münster, funded by Deutsche Forschungsgemeinschaft (development and write-up of the theoretical part)
- 1972 – 1974 Participation schemes for the European Company. University of Münster, funded by Deutsche Forschungsgemeinschaft (project leader)

### **Consultancy and smaller projects**

- 1997 Co-determination, technology and work organization. Study report for the Commission on Codetermination ('Biedenkopf II Commission'), under contract with the Bertelsmann Foundation and the Hans Böckler Foundation
- 1992 New challenges for global competition and co-operation. Rapporteur for the Special Session on Information Technology Policies, OECD, Committee for Information, Computer and Communications Policy
- 1990 – 1991 Police organization culture in Belgian, Dutch and German border regions. Development of a coordinated international project design and contract negotiations, until commissioning of the study, (Maastricht); thereafter advisor to the project team (coordinated by Prof. Geert Hofstede)
- 1989 – 1991 Industrial relations in Europe. Member of the course development team for an advanced level course offered by the Dutch Open University, Heerlen; also writer of two chapters for the course's textbook
- 1972 – 1988 The machine-tool industries in France and West Germany, as a visiting

- researcher at LEST (CNRS), Aix-en-Provence 1987 – 1988
- 1981 – 1983 New technology, work, vocational training. Planning, preparation and reports for international conferences of the European Centre for the Development of Vocational Training (CEDEFOP), Berlin
- 1980 – 1981 Analysis of expert views on "microelectronics and vocational training". Commission of the European Communities, Brussels, Dir.-Gen. V
- 1980 Microelectronics, work and employment. OECD, Paris: Reports for two conferences of employers' and unions' representatives
- 1976 – 1977 Training and utilisation of engineers in an internationally comparative perspective. Department of Industry, London