



# Louis Lippens

DOCTORAL RESEARCHER

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## About Me

I am a joint **PhD researcher** in **labour economics** and **sociology of labour** at Ghent University and Vrije Universiteit Brussel with an **inter-disciplinary background** and a pronounced interest in data visualisation. My present work focuses on the determinants of and contextual factors contributing to **(ethnic) hiring discrimination**. More broadly, I research labour market topics relating to **hiring and selection** and **labour demand and supply**. I have previously worked for consulting firms on data governance, data analytics, and HR projects. I have also obtained a master's degree in **work psychology** and a business degree in **general management**.

## Employment

### ACADEMIA (FULL-TIME)

#### Ghent University

DOCTORAL RESEARCHER

Ghent, BE

Aug. 2019 – Present

- Research on topics in labour economics (90)
- Teaching assignments (10)
- Development of low-threshold, interactive, and flexible tools (e.g. multicultural situational judgment tests) to increase the awareness of HR professionals' intercultural competence and to empower them to deal with the drivers of their competence
- Dissertation: research on (ethnic) hiring discrimination, its determinants, its mechanisms, and the influence of the organisational context

#### Vrije Universiteit Brussel

VISITING DOCTORAL RESEARCHER

Brussels, BE

Aug. 2019 – Present

- Research on topics in sociology of labour

### PRIVATE SECTOR (FULL-TIME)

#### BDO

SENIOR CONSULTANT (DATA ANALYTICS)

Ghent/Antwerp/Brussels, BE

Oct. 2018 – Jul. 2019

- Performed survey research on the modal shift in transportation and developed a predictive model for a governmental body and an inland port
- Advised a private company active in the entertainment industry on the design of a data asset repository
- Constructed a financial model for a mid-scale mobility management project

#### Capgemini Invent

CONSULTANT (DATA GOVERNANCE)

Brussels, BE

Sep. 2017 – Sep. 2018

- Performed a benchmark study of data governance operating models in financial services
- Developed and optimised various data asset documentation processes in the context of BCBS239 and GDPR regulatory frameworks
- Conducted a data quality maturity assessment across various business and functional departments within a major Belgian bank
- Set up data-sharing agreements between various business and functional departments within a major Belgian bank

### INTERNSHIPS (FULL-TIME)

#### CEMAC

MANAGEMENT CONSULTANT

Ghent, BE

May 2017 – Jun. 2017

- Redesign of the firm's organisational structure and internal business processes
- Analysis of the firm's product strategy and internationalisation opportunities and capabilities

#### The Future Alliance

HR CONSULTANT

Ghent, BE

Sep. 2015 – Jan. 2016

- Organised assessment and development centres for middle management candidates
- Organised workshops concerning HR-related topics (e.g. giving and receiving feedback)
- Carried out recruitment and selection assignments for entry and (middle) management functions

## Hudson

HR CONSULTANT

- Developed 40 rating scales, including a manual, for the advisory firm's dedicated competency model

Ghent, BE

Oct. 2014 – Nov. 2014

## SOCIAL SECTOR (PART-TIME)

### 180 Degrees Consulting

HR DIRECTOR

- 180 Degrees Consulting (180DC) is the world's largest international consultancy for non-profits and social enterprises
- Led the human capital activities of 180DC's Ghent University branch
- Conducted selection tests, incl. reasoning tests and structured interviews, of about 70 university students
- Other activities: implementation of 180° feedback system, social media marketing, event support

Ghent, BE

Jul. 2015 – Jun. 2016

### 180 Degrees Consulting

MANAGEMENT CONSULTANT

- Co-developed an integrated fundraising and marketing strategy for the NGO 'Join For Water'
- Conducted survey research regarding the brand perceptions of Join For Water's donors and sympathizers
- Developed an evidence-based, bespoke brand personality for Join For Water, as well as brand improvement guidelines

Ghent, BE

Mar. 2015 – Jun. 2015

## Education

### Ghent University

PHD, ECONOMICS

- Doctoral courses: Econometrics, Advanced Econometrics (Non-Linear Techniques), Labour Economics, Multilevel Analysis
- Other courses: Advanced Academic Writing in English, Multilevel Analysis in R, Generalised Linear Models in R, Multidisciplinary Research Tools to Study Work and the Labour Market, Effective Graphical Displays
- Supervisors: Prof. Stijn Baert, Prof. Eva Derous

Ghent, BE

Aug. 2019 – Present

### Vrije Universiteit Brussel

PHD, SOCIOLOGY

- Supervisor: Prof. Pieter-Paul Verhaeghe
- Joint PhD with Ghent University as the main institution

Brussels, BE

Aug. 2019 – Present

### Vlerick Business School

MM, GENERAL MANAGEMENT (MAGNA CUM LAUDE)

- Key Courses: Corporate Finance, Financial Accounting, Management Accounting and Control, Strategic Management, Operations Management
- Electives: Big Data and Data Analytics, Digital Strategy (w/ BNPP Fortis), Strategy and Organisational Design, Mergers and Acquisitions (w/ Gimv)
- Bootcamp: Strategic Innovation in Renewable Energy (w/ Durabilis)

Ghent, BE

Sep. 2016 – Jun. 2017

### Ghent University

MSC, INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY (MAGNA CUM LAUDE)

- Key Courses: Multi-level Organisational Research, Statistics, Applied Data Analysis, Human Resource Management, Industrial Relations
- Master's thesis: Short form of the Wilde Intelligentztest: Psychometric qualities and utility of a 12-minute intelligence test for personnel selection

Ghent, BE

Sep. 2011 – Jun. 2016

## Publications

### TECHNICAL REPORTS

- 2021 **Ghent University**  
Discriminatie op de Gentse arbeidsmarkt anno 2021: rapportering  
S Baert, A Dalle, L Lippens, L Malfait
- 2021 **Ghent University**  
Nulmeting discriminatie op de Antwerpse arbeidsmarkt: rapportering  
S Baert, A Dalle, L Lippens, L Malfait, A Sharipova

### DISCUSSION PAPERS

- 2021 **IZA Institute of Labour Economics**  
The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments  
L Lippens, S Vermeiren, S Baert

## PEER-REVIEWED PUBLICATIONS

- 2022 **Applied Economics Letters**  
Ethnic discrimination on paper: Uncovering realtors' willingness to discriminate with mystery mails  
A Ghekiere, L Lippens, S Baert, PP Verhaeghe
- 2022 **Journal of Ethnic and Migration Studies**  
Is labour market discrimination against ethnic minorities better explained by taste or statistics? A systematic review of the empirical evidence  
L Lippens, S Baert, A Ghekiere, PP Verhaeghe, E Derous
- 2021 **Economics Letters**  
Loss aversion in taste-based employee discrimination: Evidence from a choice experiment  
L Lippens, S Baert, E Derous
- 2021 **PLOS ONE**  
How do employees think the COVID-19 crisis will affect their careers?  
L Lippens, E Moens, P Sterkens, J Weytjens, S Baert
- 2021 **The European Journal of Health Economics**  
The COVID-19 crisis and telework: A research survey on experiences, expectations and hopes  
E Moens, L Lippens, P Sterkens, J Weytjens, S Baert

Visit my Google Scholar profile at <https://bit.ly/louis-lippens-scholar> for a comprehensive overview of my research.

## Services and Outreach

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### PEER REVIEWS

In addition to conducting my own research, I have also reviewed the work of some of my peers. I have served as a reviewer (ad hoc) for the **Journal of Labor Economics** (1), **Work and Occupations** (1), **Social Science & Medicine** (1), **Social Forces** (1), **Journal of Sociology** (1), **PLOS ONE** (2), **International Migration Review** (1), **Social Policy and Society** (1), **Oxford Bulletin of Economics and Statistics** (1), **International Journal of Manpower** (1), and **Economics Bulletin** (2).

### SOCIETAL OUTREACH

- 2022 **UGent @ Work**  
Ethnic labour market discrimination: Generalisation or aversion? *Blog post*
- 2022 **HR Magazine**  
Structured interview best predicts a good match *Magazine article*
- 2022 **UGent @ Work**  
Inactivity among migrants in Belgium *Story*
- 2022 **UGent @ Work**  
Inactivity in Europe and the Belgian Regions *Story*
- 2022 **LinkedIn**  
The top-ranked selection tools to hire the best-performing candidate *Blog post*
- 2021 **Het Laatste Nieuws**  
Older applicants face greater hiring discrimination than ethnic minority applicants worldwide *Newspaper article*
- 2021 **Trends (magazine)**  
Hiring discrimination based on age is worse than ethnic hiring discrimination *Newspaper article*
- 2021 **UGent @ Work**  
Does discrimination have a price? *Blog post*
- 2021 **Radio 1, Nieuwe Feiten**  
Does discrimination have a price? *Radio interview*
- 2020 **Apache**  
Trainings against labour market discrimination *Newspaper article*
- 2020 **Het Laatste Nieuws**  
My job disappears, my pay gets smaller, my promotion gets snubbed: This is how the Flemish people think about their work future *Newspaper article*

## ACADEMIC OUTREACH

2022	<b>IMISCOE Annual Conference</b> The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments	Oslo, NO
2022	<b>Spring Meeting of Young Economists</b> The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments	Orléans, FR
2021	<b>CESSMIR PhD Meeting</b> The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments	Ghent, BE
2021	<b>EALE Annual Conference</b> Is labour market discrimination against ethnic minorities better explained by taste or statistics?	Barcelona, ES (online)
2021	<b>Day of Sociology</b> Taste-based discrimination: Actually a matter of contact avoidance?	Utrecht, NL (online)
2021	<b>CESSMIR Research Day</b> Taste-based discrimination: Actually a matter of contact avoidance?	Ghent, BE
2021	<b>Faculty of Economics and Business Administration Research Day</b> Loss aversion in taste-based employee discrimination: Evidence from a choice experiment	Ghent, BE
2020	<b>Context Matters Symposium</b> Is labour market discrimination against ethnic minorities better explained by taste or statistics?	Brussels, BE

## Skills

### GENERAL SKILLS

Research	Analytics	Business
Audit studies – Survey research – Experimental research – Applied psychometrics	Linear models – (Ordered) logit models – Meta-analysis – Meta-regression – Reliability and validity analysis – Structural equation modeling	Project management – Human capital management – Corporate finance – Consultancy

### TECHNICAL SKILLS

Coding Languages	Research Software	Business Software	Creative Software	Other
R (ggplot2, tidyverse, hugo, xaringan, quarto...) – SQL	RStudio – Stata – SPSS – Knime	Collibra – MS Office	Photoshop – GIMP – Ableton Live	Git – Markdown – LaTeX

### LANGUAGES

Skill	Dutch	English	French
<b>Reading</b>	C2	C2	C1
<b>Writing</b>	C2	C2	B2
<b>Listening</b>	C2	C2	C1
<b>Speaking</b>	C2	C1	B1

Note. CEFR: A1/A2: Basic User; B1/B2: Independent User; C1/C2: Proficient User.

## Certificates

2019	<b>Exploratory Data Analysis</b> (Johns Hopkins University)	Coursera
2018	<b>Reproducible Research</b> (Johns Hopkins University)	Coursera
2019	<b>R Programming</b> (Johns Hopkins University)	Coursera
2017	<b>Financial Markets</b> (Yale University)	Coursera
2017	<b>Fundamentals of Quantitative Modeling</b> (Wharton School)	Coursera
2017	<b>Collibra Community Manager</b>	Collibra
2017	<b>Collibra Data Steward</b>	Collibra

## Honors and Awards

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|------|---|--------------------------------|
| 2017 | <b>Student Achievement for Outstanding Performance</b><br>Personal recognition for obtaining the most and highest positive peer evaluations in group assignments throughout the academic year.  | <i>Vlerick Business School</i> |
| 2015 | <b>Best European Consulting Branch</b><br>180 Degrees Consulting Ghent was named the best overall European branch (Europe) of the world's largest consultancy for non-profits and social enterprises. We were lauded for our collaboration-fostering spirit, high client focus and professional approach to private partnerships. | <i>180 Degrees Consulting</i>  |

## Trivia

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### Sucker for R

I am a sucker for everything related to R (ggplot2, Shiny, Xaringan...), my go-to environment for statistical computing. The content of this very resume is written in R, using R Markdown, the `{vitae}` package, and some LaTeX typesetting.

### Passionate about electronic music

I have been playing the piano since I was 9 years old, albeit much less frequently in the past few years. Moreover, between the ages of 15 and 22, I was active as an electronic music artist, producer, and event manager.

### Fond of the sea

As a teenager, I longed to spend my summer vacations at the seaside. From my 18th birthday onwards, after an intensive year of training, I was able to combine this fondness for the sea with a student job as a lifeguard at the Belgian coast for 6 consecutive summers.