



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, contributing to solving societal questions surrounding the (Belgian) labour market
- Teaching assignments, including guiding last-year students with their master's thesis, coaching bachelor students on migration research topics, and giving guest lectures on economic research
- 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

- | | |
|------|--|
| 2022 | Ghent University Inactiviteit in Europa en de Belgische gewesten S Baert, L Lippens |
| 2022 | Ghent University Inactiviteit onder migranten in België S Baert, E Derous, B George, L Lippens, G Van Hoya, B Neyt, S Van Hoof |
| 2022 | Ghent University Welzijn op het werk in Vlaanderen S Baert, E Clays, E Derous, K du Bois, L Lippens, S Mertens, B Neyt, ... |
| 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

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).

ACADEMIC OUTREACH

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

SOCIETAL OUTREACH

| | | |
|------|--|-------------------|
| 2022 | UGent @ Work Well-being at work in Flanders (Belgium): New figures interpreted based on previous research | Story |
| 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 |

Skills

GENERAL SKILLS

| Research | Analytics | Business |
|---|---|---|
| Audit studies – Survey research – Experimental research – Applied psychometrics | (Ordered) logit models – Linear 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 |
|------------------|-------|---------|--------|
| Reading | C2 | C2 | C1 |
| Writing | C2 | C2 | B1 |
| Listening | C2 | C2 | B2 |
| Speaking | C2 | C1 | B1 |

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

Certificates

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

Honors and Awards

| | | |
|------|---|--------------------------------|
| 2017 | Student Achievement for Outstanding Performance Personal recognition for obtaining the most and highest positive peer evaluations in group assignments throughout the academic year. | <i>Vlerick Business School</i> |
| 2015 | Best European Consulting Branch 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

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.