



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
- 2020 **Institute for the Study of Labor**
The COVID-19 crisis and telework: A research survey on experiences, expectations and hopes. IZA Discussion Paper No. 13229
S Baert, L Lippens, E Moens, J Weytjens, P Sterkens

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	Colibra Community Manager	<i>Colibra</i>
2017	Colibra Data Steward	<i>Colibra</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.