



# 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, such as guiding last-year students with their master's thesis, coaching bachelor students on migration research topics, and giving guest lectures on empirical/experimental 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 (180DC)

HUMAN CAPITAL DIRECTOR

- 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 UGent 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 Intelligenztest: Psychometric qualities and utility of a 12-minute intelligence test for personnel selection

Ghent, BE

Sep. 2011 – Jun. 2016

## Publications

### PEER-REVIEWED PUBLICATIONS

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

## TECHNICAL REPORTS

- 2022 **Ghent University**  
SUGAW 4: Inactiviteit in Europa en de Belgische gewesten  
S Baert, L Lippens
- 2022 **Ghent University**  
SUGAW 5: Inactiviteit onder migranten in België  
S Baert, E Derous, B George, L Lippens, G Van Hove, B Neyt, S Van Hoof
- 2022 **Ghent University**  
SUGAW 6: 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

- 2022 **IZA Institute of Labour Economics**  
Selecting names for experiments on ethnic discrimination  
S Baert, L Lippens, H Van Borm
- 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

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), **Technology in Society** (1), **Journal of Ethnic and Migration Studies** (1), **Social Science & Medicine** (1), **Social Forces** (1), **PLOS ONE** (2), **Journal of Sociology** (1), **Work and Occupations** (1), **Social Policy and Society** (1), **International Migration Review** (1), **Oxford Bulletin of Economics and Statistics** (1), **International Journal of Manpower** (1), and **Economics Bulletin** (2).

### ACADEMIC OUTREACH

- 2022 **CESSMIR Conference**  
Understanding ethnic hiring discrimination: A contextual analysis of empirical evidence  
*Ghent, BE*
- 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 Conference**  
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	<b>UGent @ Work</b> Measuring intentions to discriminate: in writing, open and exposed	<i>Blog post</i>
2022	<b>UGent @ Work</b> Ethnic labour market discrimination: Generalisation or aversion?	<i>Blog post</i>
2022	<b>HR Magazine</b> The structured interview best predicts a good match	<i>Magazine article</i>
2022	<b>LinkedIn</b> The top-ranked selection tools to hire the best-performing candidate	<i>Blog post</i>
2021	<b>Het Laatste Nieuws</b> Older applicants face greater hiring discrimination than ethnic minority applicants worldwide	<i>Newspaper article</i>
2021	<b>Trends (magazine)</b> Hiring discrimination based on age is worse than ethnic hiring discrimination	<i>Newspaper article</i>
2021	<b>UGent @ Work</b> Does discrimination have a price?	<i>Blog post</i>
2021	<b>Radio 1, Nieuwe Feiten</b> Does discrimination have a price?	<i>Radio interview</i>
2020	<b>Apache</b> Trainings against labour market discrimination	<i>Newspaper article</i>
2020	<b>Het Laatste Nieuws</b> My job disappears, my pay gets smaller, my promotion gets snubbed: This is how the Flemish people think about their work future	<i>Newspaper article</i>

## 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
<b>Reading</b>	C2	C2	C1
<b>Writing</b>	C2	C2	B1
<b>Listening</b>	C2	C2	B2
<b>Speaking</b>	C2	C1	B1

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

## Certificates

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

## Honors and Awards

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2017	<b>Student Achievement for Outstanding Performance</b> 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> 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.