



Louis Lippens

POSTDOCTORAL RESEARCHER

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About Me

I am a **postdoctoral researcher** in **labour economics** at Ghent University. My academic work focuses on the determinants and contextual factors contributing to hiring discrimination. My **postdoctoral project** delves into the relationship between **competition** and **hiring discrimination**. More broadly, as an affiliated researcher at UGent @ Work, I collaborate on **interdisciplinary projects** addressing key challenges in the **labour market**, translating research results into **evidence-based policy advice**. I hold a **master's degree** in **work psychology** from Ghent University and a business degree in **general management** from Vlerick Business School. Prior to re-entering academia and obtaining a **joint PhD in economics and sociology** from Ghent University and Free University Brussels, I worked in management consulting, where I gained experience in data governance and data analytics.

Employment

ACADEMIA (FULL-TIME)

Ghent University

Ghent, BE

POSTDOCTORAL RESEARCHER

Oct. 2023 – Present

- FWO postdoctoral fellowship project on how market competition can diminish labour market discrimination, using advanced statistical techniques such as multilevel meta-regression on transnational data
- Co-lecturer Labour Economics course

UGent @ Work

Ghent, BE

AFFILIATED RESEARCHER

Jun. 2021 – Present

- Research on topics in labour economics, contributing to solving economic and societal questions surrounding the (Belgian) labour market
- Translation of labour market research into evidence-based policy advice

Ghent University

Ghent, BE

DOCTORAL RESEARCHER

Aug. 2019 – Sep. 2023

- 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 on (ethnic) hiring discrimination, its determinants, its mechanisms, and the influence of the organisational context

Free University Brussels

Brussels, BE

VISITING DOCTORAL RESEARCHER

Aug. 2019 – Jul. 2023

- Research on topics in sociology of labour

PRIVATE SECTOR (FULL-TIME)

BDO

Flanders region, BE

SENIOR CONSULTANT (DATA ANALYTICS)

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

Brussels, BE

CONSULTANT (DATA GOVERNANCE)

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

SOCIAL SECTOR (PART-TIME)

180 Degrees Consulting (180DC)

HUMAN CAPITAL DIRECTOR

Ghent, BE

Jul. 2015 – Jun. 2016

- 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

180 Degrees Consulting

MANAGEMENT CONSULTANT

Ghent, BE

Mar. 2015 – Jun. 2015

- 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

Education

Ghent University

PHD, ECONOMICS

Ghent, BE

Aug. 2019 – Aug. 2023

- Doctoral courses: Advanced Econometrics (Non-Linear Techniques), Advanced 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 Deros

Free University Brussels

PHD, SOCIOLOGY

Brussels, BE

Aug. 2019 – Aug. 2023

- Supervisor: Prof. Pieter-Paul Verhaeghe (Joint PhD with UGent as the main institution)

Vlerick Business School

MM, GENERAL MANAGEMENT (MAGNA CUM LAUDE)

Ghent, BE

Sep. 2016 – Jun. 2017

- 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 University

MSC, INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY (MAGNA CUM LAUDE)

Ghent, BE

Sep. 2011 – Jun. 2016

- 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

Publications

PEER-REVIEWED PUBLICATIONS

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|------|---|
| 2023 | European Economic Review
The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments
L Lippens, S Vermeiren, S Baert |
| 2023 | International Journal of Environmental Research and Public Health
Beyond the Hype: (How) Are Work Regimes Associated with Job Burnout?
K du Bois, P Sterkens, L Lippens, S Baert, E Deros |
| 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 Deros |
| 2021 | Economics Letters
Loss aversion in taste-based employee discrimination: Evidence from a choice experiment
L Lippens, S Baert, E Deros |
| 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 |

DISCUSSION PAPERS

- 2023 **arXiv**
Computer says 'no': Exploring systemic hiring bias in ChatGPT using an audit approach
L Lippens
- 2022 **IZA Institute of Labour Economics**
An Arab, an Asian, and a Black guy walk into a job interview: ethnic stigma in hiring after controlling for social class
H Van Borm, L Lippens, S Baert
- 2022 **IZA Institute of Labour Economics**
Selecting names for experiments on ethnic discrimination
S Baert, L Lippens, H Van Borm

CONFERENCE PAPERS

- 2022 **17th Belgian Day for Labour Economists**
Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence
L Lippens, A Dalle, F D'hondt, PP Verhaeghe, 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 **American Sociological Review** (1), **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), **The Annals of Regional Science** (1), **Oxford Bulletin of Economics and Statistics** (1), **International Journal of Manpower** (1), and **Economics Bulletin** (2).

ACADEMIC OUTREACH

- 2023 **Artificial Intelligence and The Economy**
Computer says 'no': Exploring systemic hiring bias in ChatGPT using an audit approach
Berlin, DE
- 2022 **Belgian Day for Labour Economists**
Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence
Brussels, BE
- 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

2023	VRT NWS Onderzoek discriminatie arbeidsmarkt	News broadcast
2023	De Standaard Oud is out, vooral op de Europese werkvloer	Newspaper article
2023	Radio 1 Nog altijd discriminatie rond leeftijd en afkomst op arbeidsmarkt	Radio interview
2023	Het Nieuwsblad; Gazet van Antwerpen Oud is out, vooral in Europa	Newspaper article
2023	Het Belang van Limburg Bedrijven discrimineren meer op leeftijd en looks dan op etniciteit	Newspaper article
2023	De Morgen Wie jong en knap is, heeft de grootste kansen op de arbeidsmarkt	Newspaper article
2023	Het Laatste Nieuws Hoe knapper je bent, hoe meer kans op een job	Newspaper article
2023	Le Soir L'âge, le physique et le handicap, premier facteurs de discrimination à l'embauche	Newspaper article
2022	UGent @ Work Measuring intentions to discriminate: in writing, open and exposed	Blog post
2022	UGent @ Work Ethnic labour market discrimination: Generalisation or aversion?	Blog post
2022	HR Magazine The structured interview best predicts a good match	Magazine article
2022	LinkedIn The top-ranked selection tools to hire the best-performing candidate	Blog post
2021	Het Laatste Nieuws Oudere sollicitanten krijgen bijna 50 procent minder positieve reacties	Newspaper article
2021	Trends (magazine) Leeftijdscriminatie op arbeidsmarkt is erger dan etnische discriminatie	Newspaper article
2021	UGent @ Work Does discrimination have a price?	Blog post
2021	Radio 1, Nieuwe Feiten Loonopslag of liever werken met alleen autochtone Vlamingen?	Radio interview
2020	Apache Trainingen tegen arbeidsmarktdiscriminatie	Newspaper article
2020	Het Laatste Nieuws Mijn job verdwijnt, mijn loon wordt kleiner, mijn promotie wordt gefnuikt: Dit is hoe de Vlamingen denken over de toekomst van hun werk	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 – Advisory

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.

Honors and Awards

2023	Junior Postdoctoral Fellowship Following (international) peer review of my postdoctoral project on competition and discrimination, I was awarded a three-year postdoctoral fellowship starting October 2023 (award rate: 21.2%).	<i>FWO Research Foundation – Flanders</i>
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>