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 what determines and solves labour market discrimination. My **postdoctoral project** delves into the relationship between **competition** and **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)
Ghent, BE

HUMAN CAPITAL DIRECTOR
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
Ghent, BE

MANAGEMENT CONSULTANT
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
Ghent, BE

PhD, ECONOMICS
Aug. 2019 – Aug. 2023

- Doctoral courses: Advanced Econometrics (Non-Linear Techniques), Advanced Labour Economics, Multilevel Analysis
- Other courses: Econometrics, Labour Economics, 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

Free University Brussels
Brussels, BE

PhD, SOCIOLOGY
Aug. 2019 – Aug. 2023

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

Vlerick Business School
Ghent, BE

MM, GENERAL MANAGEMENT (MAGNA CUM LAUDE)
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
Ghent, BE

MSc, INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY (MAGNA CUM LAUDE)
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 Intelligenztest: Psychometric qualities and utility of a 12-minute intelligence test for personnel selection

Publications

PEER-REVIEWED PUBLICATIONS

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 Derous

2023   **Labour Economics**
Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence
L Lippens, A Dalle, F D'hondt, PP Verhaeghe, S Baert

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

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	

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

Services and Outreach

Peer Review

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**	*Berlin, DE*
	Computer says 'no': Exploring systemic hiring bias in ChatGPT using an audit approach	
2022	**Belgian Day for Labour Economists**	*Brussels, BE*
	Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence	
2022	**CESSMIR Conference**	*Ghent, BE*
	Understanding ethnic hiring discrimination: A contextual analysis of empirical evidence	
2022	**IMISCOE Annual Conference**	*Oslo, NO*
	The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments	
2022	**Spring Meeting of Young Economists**	*Orléans, FR*
	The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments	
2021	**CESSMIR Conference**	*Ghent, BE*
	The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments	
2021	**EALE Annual Conference**	*Barcelona, ES (online)*
	Is labour market discrimination against ethnic minorities better explained by taste or statistics?	
2021	**Day of Sociology**	*Utrecht, NL (online)*
	Taste-based discrimination: Actually a matter of contact avoidance?	
2021	**CESSMIR Research Day**	*Ghent, BE*
	Taste-based discrimination: Actually a matter of contact avoidance?	
2021	**Faculty of Economics and Business Administration Research Day**	*Ghent, BE*
	Loss aversion in taste-based employee discrimination: Evidence from a choice experiment	
2020	**Context Matters Symposium**	*Brussels, BE*
	Is labour market discrimination against ethnic minorities better explained by taste or statistics?	

Societal Outreach

2023	**VRT NWS**	*News broadcast*
	Onderzoek discriminatie arbeidsmarkt	

2023	**De Standaard**	*Newspaper article*
	Oud is out, vooral op de Europese werkvloer	

2023	**Radio 1**	*Radio interview*
	Nog altijd discriminatie rond leeftijd en afkomst op arbeidsmarkt	

2023	**Het Nieuwsblad; Gazet van Antwerpen**	*Newspaper article*
	Oud is out, vooral in Europa	

2023	**Het Belang van Limburg**	*Newspaper article*
	Bedrijven discrimineren meer op leeftijd en looks dan op etniciteit	

2023	**De Morgen**	*Newspaper article*
	Wie jong en knap is, heeft de grootste kansen op de arbeidsmarkt	

2023	**Het Laatste Nieuws**	*Newspaper article*
	Hoe knapper je bent, hoe meer kans op een job	

2023	**Le Soir**	*Newspaper article*
	L'âge, le physique et le handicap, premier facteurs de discrimination à l'embauche	

2022	**UGent @ Work**	*Blog post*
	Measuring intentions to discriminate: in writing, open and exposed	

2022	**UGent @ Work**	*Blog post*
	Ethnic labour market discrimination: Generalisation or aversion?	

2022	**HR Magazine**	*Magazine article*
	The structured interview best predicts a good match	

2022	**LinkedIn**	*Blog post*
	The top-ranked selection tools to hire the best-performing candidate	

2021	**Het Laatste Nieuws**	*Newspaper article*
	Oudere sollicitanten krijgen bijna 50 procent minder positieve reacties	

2021	**Trends (magazine)**	*Newspaper article*
	Leeftijdsdiscriminatie op arbeidsmarkt is erger dan etnische discriminatie	

2021	**UGent @ Work**	*Blog post*
	Does discrimination have a price?	

2021	**Radio 1, Nieuwe Feiten**	*Radio interview*
	Loonopslag of liever werken met alleen autochtone Vlamingen?	

2020	**Apache**	*Newspaper article*
	Trainingen tegen arbeidsmarktdiscriminatie	

2020	**Het Laatste Nieuws**	*Newspaper article*
	Mijn job verdwijnt, mijn loon wordt kleiner, mijn promotie wordt gefnuikt: Dit is hoe de Vlamingen denken over de toekomst van hun werk	

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

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, Grants, and Awards

2023   **FWO Junior Postdoctoral Fellowship**   *FWO Research Foundation – Flanders*
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%).

2017   **Student Achievement for Outstanding Performance**   *Vlerick Business School*
Personal recognition for obtaining the most and highest positive peer evaluations in group assignments throughout the academic year.

2015   **Best European Consulting Branch**   *180 Degrees Consulting*
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.