



# 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 Deros

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 | <b>Ghent University</b><br>SUGAW 4: Inactiviteit in Europa en de Belgische gewesten<br>S Baert, L Lippens  |
| 2022 | <b>Ghent University</b><br>SUGAW 5: Inactiviteit onder migranten in België<br>S Baert, E Deros, B George, L Lippens, G Van Hoye, B Neyt, S Van Hoof  |
| 2022 | <b>Ghent University</b><br>SUGAW 6: Welzijn op het werk in Vlaanderen<br>S Baert, E Clays, E Deros, K du Bois, L Lippens, S Mertens, B Neyt, ...     |
| 2021 | <b>Ghent University</b><br>Discriminatie op de Gentse arbeidsmarkt anno 2021: rapportering<br>S Baert, A Dalle, L Lippens, L Malfait                 |
| 2021 | <b>Ghent University</b><br>Nulmeting discriminatie op de Antwerpse arbeidsmarkt: rapportering<br>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

## 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 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

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), **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 **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><br>Measuring intentions to discriminate: in writing, open and exposed  | Blog post         |
| 2022 | <b>UGent @ Work</b><br>Well-being at work in Flanders (Belgium): New figures interpreted based on previous research  | Story             |
| 2022 | <b>UGent @ Work</b><br>Ethnic labour market discrimination: Generalisation or aversion?  | Blog post         |
| 2022 | <b>HR Magazine</b><br>Structured interview best predicts a good match  | Magazine article  |
| 2022 | <b>UGent @ Work</b><br>Inactivity among migrants in Belgium  | Story             |
| 2022 | <b>UGent @ Work</b><br>Inactivity in Europe and the Belgian Regions  | Story             |
| 2022 | <b>LinkedIn</b><br>The top-ranked selection tools to hire the best-performing candidate  | Blog post         |
| 2021 | <b>Het Laatste Nieuws</b><br>Older applicants face greater hiring discrimination than ethnic minority applicants worldwide                                   | Newspaper article |
| 2021 | <b>Trends (magazine)</b><br>Hiring discrimination based on age is worse than ethnic hiring discrimination  | Newspaper article |
| 2021 | <b>UGent @ Work</b><br>Does discrimination have a price?   | Blog post         |
| 2021 | <b>Radio 1, Nieuwe Feiten</b><br>Does discrimination have a price?   | Radio interview   |
| 2020 | <b>Apache</b><br>Trainings against labour market discrimination  | Newspaper article |
| 2020 | <b>Het Laatste Nieuws</b><br>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 |
|------------------|-------|---------|--------|
| <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><br>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><br>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.