

# Louis Lippens

Postdoctoral Researcher

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## 1. Education

- Ghent University** Ghent, BE  
Doctor of Philosophy (PhD) in Economics 2023
- Thesis: “Recruiter says ‘no’: Measuring and explaining labour market discrimination”
  - Supervisors: Prof. Stijn Baert, Prof. Pieter-Paul Verhaeghe, Prof. Eva Derous
  - Core doctoral courses: Advanced Econometrics (Non-Linear Techniques), Advanced Labour Economics, Multilevel Analysis
  - Other doctoral 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
- Vrije Universiteit Brussel** Brussels, BE  
Doctor of Philosophy (PhD) in Sociology (joint PhD with Ghent University) 2023
- Vlerick Business School** Ghent, BE  
Master of Management (MM) in General Management (*magna cum laude*) 2017
- Ghent University** Ghent, BE  
Master of Science (MSc) in Industrial and Organisational Psychology (*magna cum laude*) 2016

## 2. Experience

### 2.1. Research Experience

- Ghent University** Ghent, BE  
FWO Postdoctoral Researcher 2023 –
- Researching how competition can decrease labour market discrimination using advanced statistical techniques, such as multilevel meta-regression applied to transnational data
  - Served on one doctoral examination board
  - Co-supervised two Master’s dissertations
- UGent @ Work** Ghent, BE  
Affiliated Researcher 2021 –
- Translating findings of labour market research into evidence-based policy advice
  - Co-authored ten policy briefs on various labour market topics
  - Contributed to six research briefs and three knowledge clips to communicate research findings and explain key labour market concepts
- Ghent University** Ghent, BE  
Doctoral Researcher 2019 – 2023
- Conducted research on measuring and explaining labour market discrimination published in European Economic Review, Labour Economics, and Journal of Ethnic and Migration Studies, amongst other international peer-reviewed journals
  - Co-supervised eight Master’s dissertations
  - Co-developed multicultural situational judgment tests to increase the awareness of HR professionals’ intercultural competence
- Vrije Universiteit Brussel** Brussels, BE  
Visiting Doctoral Researcher 2019 – 2023

### 2.2. Teaching Experience

- Labour Economics**, Department of Economics, Ghent University Ghent, BE  
Co-lecturer 2023 –  
Guest Lecturer 2021

BSc in Economics

**Migration & Society**, Department of Social Work & Social Pedagogy, Ghent University  
Student Coach  
University-wide elective (Bachelor's, Master's) Ghent, BE  
2022, 2024

**Intersectionality & Diversity Studies**, Department of Languages & Cultures, Ghent University  
Guest Lecturer  
MA in Gender & Diversity Ghent, BE  
2022

**Labour & Employment**, Department of Economics, Ghent University  
Guest Lecturer  
University-wide elective (Bachelor's, Master's) Ghent, BE  
2021

**Introduction to Economics**, Department of Economics, Ghent University  
Guest Lecturer  
University-wide elective (Bachelor's) Ghent, BE  
2020, 2021

### 2.3. Advising Experience

**PhD Co-supervisor** of Louise Devos, Department of Economics, Ghent University  
– Funded by Belspo (BRAIN-be 2.0): “LAMIE – The labour market disadvantage of citizens with a migration background: From measuring to explaining and remedying” Ghent, BE  
2023 –

**PhD Guidance Committee Member** of Liam D’hert, Department of Economics, Ghent University  
– Funded by FWO, Research Foundation – Flanders (Senior Research Project): “The activation of inactive people: Studying thresholds and breakthroughs using AI techniques” Ghent, BE  
2024 –

### 2.4. Industry Experience

**BDO**  
Senior Consultant (Data Analytics) Flanders, BE  
2018 – 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  
2017 – 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

**CEMAC**  
Management Consulting Intern Zele, BE  
2017  
– Proposed a redesign of the firm’s organisational structure and internal business processes  
– Evaluated the firm’s product strategy and internationalisation opportunities and capabilities

**The Future Alliance**  
HR Consulting Intern Ghent, BE  
2015 – 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** Ghent, BE

HR Consulting Intern

2014

- Developed 40 rating scales, including a manual, for the advisory firm's dedicated competency model

## 2.5. Volunteering Experience

### 180 Degrees Consulting

Ghent, BE  
2015 – 2016

Human Capital Director

- Led the human capital activities of the Ghent University branch of 180 Degrees Consulting, the world's largest international consultancy for non-profits and social enterprises
- Conducted selection tests, incl. reasoning tests and structured interviews, of about 70 university students

Management Consultant

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 sympathisers
- Developed an evidence-based, bespoke brand personality for the NGO, as well as brand improvement guidelines

## 3. Fellowships, Grants, & Awards

### National Bank of Belgium

Brussels, BE  
2024

Sponsorship of socially valuable projects (€21,520)

- The National Bank of Belgium financially boosts projects that promote diversity, inclusion and sustainability; they selected my FWO project on competition and discrimination

### FWO, Research Foundation Flanders

Brussels, BE  
2023

Junior postdoctoral research fellowship

- Following an international peer review of my project on competition and discrimination, I was awarded a three-year postdoctoral fellowship with an award rate of 21.2%

### Vlerick Business School

Ghent, BE  
2017

Student achievement for outstanding performance

- Personal recognition for obtaining the most positive peer evaluations in group work throughout the academic year.

## 4. Publications

*Publication citation count: 935, h-index: 7, i10-index: 6 (based on Google Scholar, 4 September 2024). Total research mentions: 394, combined Altmetric score: 321 (based on Altmetric, 4 September 2024). Selected publications below.*

### 4.1. Publications in International Peer-Reviewed Journals

1. **Lippens, L.** (2024). Computer says 'no': Exploring systemic bias in ChatGPT using an audit approach. **Computers in Human Behavior: Artificial Humans**, 2(1), 100054. <https://doi.org/10.1016/j.chbah.2024.100054>
2. **Lippens, L.**, Dalle, A., D'hondt, F., Verhaeghe, P.-P., & Baert, S. (2023). Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence. **Labour Economics**, 85, 102453. <https://doi.org/10.1016/j.labeco.2023.102453>
3. **Lippens, L.**, Vermeiren, S., & Baert, S. (2023). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **European Economic Review**, 151, 104315. <https://doi.org/10.1016/j.euroecorev.2022.104315>
4. **Lippens, L.**, Baert, S., Ghekiere, A., Verhaeghe, P.-P., & Derous, E. (2022) Is labour market discrimination against ethnic minorities better explained by taste or statistics? A systematic review of the empirical evidence. **Journal of Ethnic and Migration Studies**, 48(17), 4243–4276. <https://doi.org/10.1080/1369183X.2022.2050191>
5. **Lippens, L.**, Baert, S., & Derous, E. (2021). Loss aversion in taste-based employee discrimination: Evidence from a choice experiment. **Economics Letters**, 208, 110081. <https://doi.org/10.1016/j.econlet.2021.110081>
6. **Lippens, L.**, Moens, E., Sterkens, P., Weytjens, J., & Baert, S. (2021). How do employees think the COVID-19 crisis will affect their careers? **PLOS ONE**, 16(5), e0246899. <https://doi.org/10.1371/journal.pone.0246899>

- Moens, E., **Lippens, L.**, Sterkens, P., Weytjens, J., & Baert, S. (2021). The COVID-19 crisis and telework: A research survey on experiences, expectations and hopes. **The European Journal of Health Economics**, 23, 729–753. <https://doi.org/10.1007/s10198-021-01392-z>

## 4.2. Publications under Review for International Peer-Reviewed Journals

- Devos, L., **Lippens, L.**, Lens, D., Rycx, F., Volral, M., & Baert, S. (2024). Labour market disadvantages of citizens with a migration background in Belgium: A systematic review. IZA Discussion Paper Series, 16849. <https://ideas.repec.org/p/iza/izadps/dp16849.html>
- Dalle, A., **Lippens, L.**, & Baert, S. (2023). Nothing really matters: Evaluating demand-side moderators of age discrimination in hiring. IZA Discussion Paper Series, 16672. <https://ideas.repec.org/p/iza/izadps/dp16672.html>
- Ghekiere, A., **Lippens, L.**, Baert, S., & Verhaeghe, P.-P. (2023). The state of rental discrimination: A meta-analysis across vulnerable groups in the housing market. Vrije Universiteit Brussel.

## 4.3. Papers under (Re)submission

- D’hert, L., Baert, S., **Lippens, L.** (2024). Unemployment, inactivity, and hiring chances: A systematic review and meta-analysis. IZA Discussion Paper Series, 17141. <https://ideas.repec.org/p/iza/izadps/dp17141.html>
- Moens, E., **Lippens, L.**, D’hert, L., & Baert, S. (2024). Speeding up on the learning curve: The evaluation of telework following a surge in telework experience. IZA Discussion Paper Series, 16900. <https://ideas.repec.org/p/iza/izadps/dp16900.html>
- Van Borm, H., **Lippens, L.**, & Baert, S. (2022). An Arab, an Asian, and a Black Guy Walk into a Job Interview: Ethnic Stigma in Hiring after Controlling for Social Class. IZA Discussion Paper Series, 15707. <https://ideas.repec.org/p/iza/izadps/dp15707.html>
- Baert, S., **Lippens, L.**, & Van Borm, H. (2022). Selecting Names for Experiments on Ethnic Discrimination. IZA Discussion Paper Series, 15524. <https://ideas.repec.org/p/iza/izadps/dp15524.html>

## 4.4. Papers in Preparation

- Lippens, L.**, & Baert, S. Competition and hiring discrimination: A meta-reanalysis of correspondence experiments. Ghent University.
- Lippens, L.** Humans vs GPTs: Bias and validity in hiring decisions. Ghent University. <https://osf.io/9nxyj>
- El Haj, M., **Lippens, L.**, Verhofstadt, E., Van Ootegem, L., & Baert, S. Parenthood discrimination in the 21<sup>st</sup>-century labour market: A systematic review. Ghent University.
- El Haj, M., Dalle, A., **Lippens, L.**, & Baert, S. The hidden struggles of parenthood in hiring: A factorial survey experiment. Ghent University.

## 5. Academic Activities

### 5.1. Invited International Conference Presentations

- Lippens, L.** (June 2024). Humans vs GPTs: Bias and validity in hiring decisions. **52<sup>nd</sup> scientific meeting of the Italian Statistical Society** (Società Italiana di Statistica), Bari, IT.

### 5.2. International Conference Presentations

- Lippens, L.** (September 2024). Humans vs GPTs: Comparing bias and validity in hiring decisions using an audit approach. **EALE Conference 2024** (EALE), Bergen, NO.
- Lippens, L.** (July 2024). Humans vs GPTs: Comparing bias and validity in hiring decisions using an audit approach. **21<sup>st</sup> IMISCOE Annual Conference** (IMISCOE), Lisbon, PT (online).
- Lippens, L.** (September, 2023). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **Artificial Intelligence and the Economy** (Hertie School, IZA, Kiel Institute, Sciences Po), Berlin, DE.
- Lippens, L.**, Vermeiren, S., Baert, S. (June 2022). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **19<sup>th</sup> IMISCOE Annual Conference** (IMISCOE), Oslo, NO.
- Lippens, L.**, Vermeiren, S., Baert, S. (May 2022). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **26<sup>th</sup> Spring Meeting of Young Economists** (EAYE), Orléans, FR.
- Lippens, L.**, Baert, S., Ghekiere, A., Verhaeghe, P.-P., & Derous, E. (September 2021). Is labour market discrimination against ethnic minorities better explained by taste or statistics? **EALE Conference 2021** (EALE), Padua, IT (online).

7. **Lippens, L.**, Baert, S., & Derous, E. (June 2021). Taste-based discrimination: Actually a matter of contact avoidance? **Day of Sociology 2021** (NSV, VVS), Utrecht, NL (online).

### 5.3. National Conference and Seminar Presentations

1. **Lippens, L.** (October 2024). Competition and hiring discrimination: A meta-reanalysis of correspondence experiments. **CEBRIG Workshop: “Migration and the Labour Market in Belgium”** (Université Libre de Bruxelles, Fondation Bernheim), Brussels, BE.
2. **Lippens, L.** (October 2023). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **18<sup>th</sup> Belgian Day for Labour Economists** (National Bank of Belgium), Brussels, BE.
3. **Lippens, L.** (May 2023). Computer says ‘no’: Exploring systemic hiring bias in ChatGPT using an audit approach. **FEB 2023 Research Day** (Ghent University), Ghent, BE.
4. **Lippens, L.**, Dalle, A., D’hondt, F., Verhaeghe, P.-P., & Baert, S. (October 2022). Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence. **17<sup>th</sup> Belgian Day for Labour Economists** (Federal Planning Bureau), Brussels, BE.
5. **Lippens, L.**, Dalle, A., D’hondt, F., Verhaeghe, P.-P., & Baert, S. (September 2022). Understanding ethnic hiring discrimination: A contextual analysis of experimental evidence. **CESSMIR 2022 Conference** (CESSMIR), Ghent, BE.
6. **Lippens, L.**, Vermeiren, S., Baert, S. (September 2021). The state of hiring discrimination: A meta-analysis of (almost) all recent correspondence experiments. **CESSMIR 2021 Conference** (CESSMIR), Ghent, BE.
7. **Lippens, L.**, Baert, S., & Derous, E. (June 2021). Taste-based discrimination: Actually a matter of contact avoidance? **CESSMIR 2021 Research Day** (CESSMIR), Ghent, BE.
8. **Lippens, L.**, Baert, S., & Derous, E. (May 2021). Loss aversion in taste-based employee discrimination: Evidence from a choice experiment. **FEB 2021 Research Day** (Ghent University), Ghent, BE.
9. **Lippens, L.**, Baert, S., Ghekiere, A., Verhaeghe, P.-P., & Derous, E. (September 2020). Is labour market discrimination against ethnic minorities better explained by taste or statistics? **Context Matters Symposium** (Vrije Universiteit Brussel), Brussels, BE.

### 5.4. Academic Affiliations

<b>EALE (European Association of Labour Economists)</b> Member	Maastricht, NL 2023 –
<b>CESSMIR (Centre for the Social Study of Migration and Refugees)</b> Promoter Member	Ghent, BE 2023 – 2019 – 2023
<b>IMISCOE International Migration Research Network</b> Member (via Ghent University)	Liège, BE 2022 –

### 5.5. Peer Review

Ad hoc reviewer since 2019 for international peer-reviewed journals – a selection: **American Economic Journal: Applied Economics**, **American Sociological Review**, Economic Modelling, Industrial Relations, International Migration Review, Journal of Ethnic and Migration Studies, **Journal of Labor Economics**, Journal of Sociology, **Nature Human Behavior**, PLOS ONE, Social Forces, Social Policy and Society, Social Science & Medicine, Technology in Society, The Annals of Regional Science, Work and Occupations.

### 5.6. Research Communication

Communicated about my research on multiple occasions in international media (e.g. **La Tribune** [FR], **Trouw** [NL]) and Belgian national media via news broadcasts (e.g. **VRT NWS**), newspaper articles (e.g. Bruzz, **De Morgen**, De Standaard, **De Tijd**, Le Vif, **Le Soir**, Het Belang van Limburg, **Het Laatste Nieuws**, **Het Nieuwsblad**, Metro, VRT), newspaper interviews (e.g. De Morgen), radio interviews (e.g. **Radio 1**), and professional magazines (e.g. **HR Magazine**, HR Square, Knack, Trends, #ZigZagHR). Moreover, our meta-analysis on hiring discrimination published in European Economic Review has been cited widely on social media, scoring in the top 5% of all research outputs scored by Altmetric.

## 6. Skills

### 6.1 General Skills

- Research: audit studies, survey research, experimental economics, labour economics, applied economics, applied psychometrics, systematic reviews
- Analytics: (ordered) logit regression, linear regression, meta-analysis, meta-regression, reliability and validity analysis, structural equation models
- Management: project management, human capital management, corporate finance, advisory services

## 6.2 Technical Skills

- Coding languages: R (easystats, fixest, ggplot2, hugo, lavaan, marginaleffects, metafor, quarto, tidyverse, xaringan...), SQL
- Research software: RStudio, Stata, SPSS, Knime
- Business software: Collibra, MS Office
- Creative software: Photoshop, GIMP, Ableton Live
- Other: Git, Markdown, LaTeX

## 6.3. Languages

- Dutch: reading, writing, listening, and speaking C2
- English: reading, writing, and listening C2; speaking C1
- French: reading C1; writing and listening B2, speaking B1

## 7. References

References are available upon request.