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## Lynn A. Hatch, Ph.D.

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### Education

Ph.D. in Economics, University of Massachusetts Amherst, 2009  
(Major Fields: Economics of Child Care, Labor Economics)  
M.A. in Economics, University of Massachusetts Amherst, 1997  
(Major Fields: Macroeconomics, Political Economy)  
B.A. in Economics, Clark University, Worcester, MA  
(Major Field: Economics)  
University of Sussex, Brighton, England  
(Major Field: Economic History)

### Primary Fields

- Economics of Child Care (Early Care and Education)
- Labor Economics
- Health Economics
- Political Economy

### Dissertation

Title: *Labor Turnover in the Child-care Industry: Voice and Exit*

Committee: Nancy Folbre (chair), Michael Ash, M.V. Lee Badgett, Stephanie Luce

- A look at what relationship exists between working conditions and teacher turnover, using an original survey that I designed and fielded of Massachusetts child-care programs. Focusing on different institutional settings including unionization and regional unemployment, I use economist Albert Hirschman's theory of exit, voice and loyalty to see if "voice" alternatives to quitting are an effective method of reducing exits.
- The voice institutions examined include formalized communication and practices between management and labor, identified paths for promotion and compensation, and processes for making decisions and addressing grievances.
- Results indicate unionized programs have lower rates of teacher turnover, employ more staff per child, pay higher wages, offer more benefits, serve a higher percentage of state-subsidized children and utilize voice more than non-unionized programs. Utilization of empowered labor-management committees and exit-interviews are associated with low-turnover programs. I found a consistently negative relationship between teacher turnover and voice even when controlling for wages.

### Papers, Publications, Presentations

- "Labor Turnover in the Child-care Industry: A Comparison of Union and Nonunion Child-care Programs." Work in progress to be submitted to the *Economics of Education Review*.
- "Another Cost of Women's Caring: Teaching in the USA Child-care Industry." Presented at the Five College Women's Studies Research Seminar, South Hadley, Massachusetts, 2008.
- "Exit or Voice: Teacher Turnover in the Child-care Industry in Massachusetts." Paper for ASSA American Economic Association Annual Conference, Boston, Massachusetts, 2006.

- “The State and the Status of Child Care: University of Massachusetts and Beyond” Panelist for Faculty Senate Council on the Status of Women and the Everywoman’s Center forum, Amherst, Massachusetts, April 2004.
- “Does unionization matter in early care and education programs? The Interplay of Exit and Voice.” Paper for 12th Annual International Association for Feminist Economics Conference, Barbados, 2003.
- “Labor Turnover in Child-Care Centers: Beyond Compensation.” Paper for ASSA American Economic Association Annual Conference, Atlanta, Georgia, 2002.
- “Labor Turnover in Unionized and Nonunionized Child-care Centers in the United States: Is It Exit Or Voice or Exit And Voice?” Paper for Association for Heterodox Economics Third Annual Conference, London, 2001.
- “Low Wages and High Turnover in the Child-Care Industry,” Paper for Union for Radical Political Economics Conference, Connecticut, 1999.
- “Cost of Non-Market Work in a Terminated Marriage,” Paper for Out of the Margin 2/International Association for Feminist Economics Conference, Amsterdam, 1998.
- Anonymous journal Referee, *Feminist Economics*, 1997 to present.

## Research and Employment

- **Research Associate:** Research project on how the industry might alleviate the estimated 20 percent of the cost of child care borne on the backs of low-paid teachers, “Another Cost of Women’s Caring: Teaching in the USA Child-care Industry.” Five College Women’s Studies Research Center (FCWSRC), South Hadley, MA 2007-2008.

- **Consultant:** Survey development, on-site program data collection, and reporting for “The Massachusetts After-school Research Study (MARS),” a multi-year project commissioned by a large private organization and the Commonwealth and conducted by the Intercultural Center for Research in Education (INCRE), Arlington, MA 2003-2004.

- **Consultant:** Sample design, survey interviewing, field research and report writing on “Getting Compensation for Child-Care Workers on the Policy Agenda: An In-depth Look at Advocacy Efforts,” a national study conducted by The Urban Institute, Washington, D.C. 2001.

Political Economy Research Institute (PERI), Amherst, MA

- **Researcher:** Field work surveying employers in renewable energy and energy efficiency to examine the most effective policy options for promoting expansion and job growth in the industry. 2008.

- **Researcher:** Field work interviewing private employers on their position for the New Orleans Living Wage Impact Study. 1999.

Center for Popular Economics (CPE), Amherst, MA

- **Principal Investigator:** Proposal and grant writing; project creation; model development; sampling; new survey design, testing and administration of survey; confidential data collection, entry and cleaning; econometric analysis; and report development and writing of findings focused on examining the relationship between working conditions and teacher turnover in early care and education programs in Massachusetts. “Integration of Economic Research and Activism to Promote Universal Child Care” project funded by The Caroline and Sigmund Schott Foundation. 2003-2007.

- **Staff Economist:** Teaching workshops on economics for non-academics and sessions of Common Sense Economics for trade union members. 1996 to present.

- **Author:** Co-author of chapter—Macroeconomics in Common Sense Economics for the AFL-CIO Education Department. 1996-1997.

Massachusetts Institute for Social and Economic Research (MISER), Amherst, MA

- **Research Assistant:** Worked on the Commonwealth's Placement Accountability System to design and start an integrated system to support and track job placements, trainings, and higher education programs administered by the Commonwealth. 1996-1997.
- **Editor/Author:** Rewrote public report "*Closing the Earnings Gap in Massachusetts*," including new executive summary on the gender wage gap, data sources and definitions, and redesign of graphic material. 1995.

Wellesley College Center for Research on Women, Wellesley, MA

- **Telephone Interviewer and Home Visitor:** Data collection in the field for the "Boston After-School Experiences Study." 1993-1994.
- **Research Budget Coordinator and Administrator:** Proposal and grant writing, budgeting and reporting to funders and clients on deadline, confidential data collection and analysis, fielding enquiries from the media and public on findings and possible policy implications for The National Institute for Out-of-School Time (NIOS, formerly School-Age Child Care Project). 1988-1994.

Institute of Economic Study, Worcester, MA

- **Researcher:** Survey instrument development and administration, data analysis, and findings and recommendations report writing on the problems of securing health care services and insurance within a private system for the 19-24 age group as part of a socioeconomic study of the private (USA) versus public (UK) health care and insurance systems. 1987.

## Teaching Experience

**Teacher** at the University of Massachusetts Amherst, 1994 to 2008

### Courses:

*Introduction to Macroeconomics--honors*, in the School of Management  
*Money and Banking*, *Introduction to Macroeconomics*, in Continuing Education  
*Economics of Health*, *Introduction to Microeconomics*, *Money and Banking*, *Introduction to Macroeconomics* in the Department of Economics

## Awards

U.S. Agency for Children and Families, Child Care Research Scholar, 2001-2004.  
 University of Massachusetts, Graduate School Travel Grant, 2001.  
 Political Economy Research Institute, Dissertation Fellowship, 2000.  
 University of Massachusetts, Graduate School Retention Scholarship, 1999.  
 HERS New England, Management Institute for Women in Higher Education Fellowship.  
 University of Sussex, England, student Fellow.  
 Clark University, Jonas Clark Fellow.

## Professional Affiliations

American Economic Association (AEA)  
 International Association for Feminist Economics (IAFFE)  
 National Association for the Education of Young Children (NAEYC)  
 Center for Popular Economics (CPE)  
 Union for Radical Political Economics (URPE)  
 Massachusetts Department of Education (DOE) Data Advisory Group, 2000 to 2004  
 New England Workforce (NEW) Partners, 2001-2004  
 Strategies for Children's Early Education for All "Costing-Out" Working Group, 2001  
 Women's Protective Services crisis counselor

## References

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**Dissertation Summary:**

*Labor Turnover in the Child-care Industry: Voice and Exit*

Chapters

INTRODUCTION

What's at stake?

CHILD CARE IN THE U.S.

What is quality child care?

The Child-care Market; Market Failure

Supply of Child-care; Labor Turnover

The Costs of Care and of Caring

THEORY AND MODEL

Research Questions and Hypotheses:

What working conditions affect teacher turnover in ECE programs in the private market?

How does "voice" differ in nature and quantity across different types of workplaces?

What, if any, is the statistical relationship (correlation) between teacher turnover and voice, and how does this relationship vary across workplaces?

RESEARCH DESIGN AND METHODOLOGY

Sampling; Survey Instrument Design and Testing

Data Collection, Cleaning and Coding; Measuring Turnover

COMPARING WORKPLACES

Program Characteristics

Effects of Union Status and Wages

To Agree or Disagree: Question of Union status

Questions of Voice

SEARCHING FOR VOICE

Research Questions

Working Conditions and Turnover

Voice: Collective Bargaining Agreement (CBA); Career and Compensation Lattices;

Grievance Procedures; Empowered Committee Participation; Staff Meetings; Exit

Interviews

Location of Workplaces; Regional Unemployment

Relationship between Turnover and Voice

Effects of Voice, Union status, Wages and Unemployment

RECENT DEVELOPMENTS AND A POSSIBLE FUTURE

Summary of Empirical Findings

Agreement between Labor and Management?

Methodological Lessons

Future Research Questions

The Power of Bargaining