

APPENDIX C. PHASE I MULTIVARIATE LOGIT ANALYSES

This appendix reports the detailed statistical results of our Phase I analyses. These include the following:

- Tenure track (tables C-1 through C-16).
- Tenure (tables C-17 through C-40).
- Academic rank (tables C-41 through C-64).

All reported coefficients and corresponding statistics are marginal relations (i.e., partial derivatives of outcome variables with respect to the corresponding independent variable).¹ Refer to Appendix A for detailed descriptions of the statistical models and to Appendix B for a list of variable acronyms and definitions. Descriptions of models are provided in Section 2 of this report and are summarized in table 2-3.²

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¹ All models were estimated using LIMDEP ver. 7.0. See Greene, 1995.

² Models labeled with the prefix "I" include the female-interaction variables.

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TABLE C-1. Maximum likelihood estimates for tenure track, logit model 1: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.75664E-01	3.98480E-02	6.918	0.0000		DEP6	3.18676E-03	5.93380E-03	0.537	0.5912	4.01300E-01
FEMALE	-3.27920E-02	6.85990E-03	-4.780	0.0000	3.67600E-01	DEP618	4.92288E-03	5.02280E-03	0.980	0.3270	4.61600E-01
YRPHD9	1.14633E-02	6.45630E-03	1.776	0.0758	5.06600E-01	MDEP	5.01488E-03	1.19410E-02	0.420	0.6745	3.68200E-01
TA	1.84405E-02	1.28640E-02	1.433	0.1517	1.16900E-01	BIO	-5.25260E-02	1.68170E-02	-3.123	0.0018	2.99200E-01
RA	2.63628E-02	1.18570E-02	2.223	0.0262	1.65000E-01	HEALTH	-7.25272E-03	1.96790E-02	-0.369	0.7125	7.82200E-02
FELLOW	3.67753E-02	2.25410E-02	1.631	0.1028	2.57300E-02	CHEMENG	1.47198E-01	7.72160E-02	1.906	0.0566	1.02300E-02
TRAIN	2.90009E-02	1.28420E-02	2.258	0.0239	1.03300E-01	ELECENG	7.31144E-02	3.95970E-02	1.846	0.0648	2.13800E-02
MPSOURC	3.34861E-02	1.32660E-02	2.524	0.0116	4.16000E-01	OTHENG	1.73437E-02	2.19030E-02	0.792	0.4285	7.37600E-02
TTD1	-8.62991E-04	1.44560E-03	-0.597	0.5505	8.60300E+00	COMP	3.97511E-02	4.02400E-02	0.988	0.3232	1.39800E-02
MTTD1	5.21297E-03	3.86010E-02	0.135	0.8926	2.50300E-02	MATH	3.66182E-02	2.10200E-02	1.742	0.0815	8.54100E-02
PDOCP	-6.38832E-02	8.10900E-03	-7.878	0.0000	3.80900E-01	PHYSICS	-7.56298E-02	1.95130E-02	-3.876	0.0001	5.25800E-02
MPDOCP	-5.86760E-02	1.85020E-02	-3.171	0.0015	5.07600E-02	CHEM	-3.22348E-02	2.00320E-02	-1.609	0.1076	6.18000E-02
FSWI	-8.80716E-03	7.13620E-03	-1.234	0.2172	3.68300E-01	EAOSCI	-5.35899E-02	2.04710E-02	-2.618	0.0089	4.40700E-02
MFSWI	-1.48414E-02	7.43850E-03	-1.995	0.0460	3.44900E-01	OPSCI	-4.65162E-02	5.12460E-02	-0.908	0.3640	3.34300E-03
BAINT	9.31167E-03	1.68910E-02	0.551	0.5814	8.11600E-02	PSYCH	-5.04768E-02	1.85260E-02	-2.725	0.0064	8.65200E-02
MBAINT	1.73017E-03	4.45540E-02	0.039	0.9690	1.29700E-02	ECON	4.79742E-02	3.25690E-02	1.473	0.1408	2.50300E-02
AGEPHD	-2.06290E-03	1.28150E-03	-1.610	0.1075	3.13800E+01	POLYSCI	6.15347E-02	3.55800E-02	1.729	0.0837	2.02600E-02
MAGEPHD	-7.43102E-02	8.24660E-02	-0.901	0.3675	3.54600E-03	SAD	2.61941E-02	2.31710E-02	1.130	0.2583	5.12700E-02
NATUPHD	-2.24693E-02	1.59000E-02	-1.413	0.1576	4.14400E-02	OSSCI	1.98522E-02	3.29900E-02	0.602	0.5473	1.80300E-02
PERMPHD	-3.53226E-02	1.84410E-02	-1.915	0.0554	4.26500E-02	WAVE97	8.21540E-02	1.88550E-02	4.357	0.0000	9.33100E-02
TEMPPHD	8.90013E-03	1.73970E-02	0.512	0.6089	8.41900E-02	WAVE95	8.26573E-02	1.82130E-02	4.538	0.0000	1.18100E-01
MCITPHD	5.45735E-02	3.00710E-02	1.815	0.0696	2.58400E-02	WAVE93	7.04092E-02	1.76870E-02	3.981	0.0001	1.20700E-01
HISPAN	3.23766E-02	1.67820E-02	1.929	0.0537	5.02500E-02	WAVE91	6.15010E-02	1.87060E-02	3.288	0.0010	7.89300E-02
BLACK	5.63661E-02	1.70500E-02	3.306	0.0010	5.90700E-02	WAVE89	2.89852E-02	1.67240E-02	1.733	0.0831	9.62500E-02
ASIAN	-2.33662E-02	1.16910E-02	-1.999	0.0456	1.12700E-01	WAVE87	1.92538E-02	1.64680E-02	1.169	0.2423	9.20000E-02
NATAMER	3.59394E-02	6.56640E-02	0.547	0.5842	3.64700E-03	WAVE85	-1.57592E-02	1.29610E-02	-1.216	0.2240	1.17000E-01
MARRIED	-3.30438E-03	8.26200E-03	-0.400	0.6892	7.29400E-01	WAVE83	1.14057E-02	1.28180E-02	0.890	0.3736	1.47600E-01
MMARRIED	2.26703E-02	1.92780E-02	1.176	0.2396	3.51600E-02						

NOTES: Dependent variable:TRAC; marginal effects: tenure track; 9870 observations; 7 iterations; log likelihood function = -3751.911.

TABLE C-2. Maximum likelihood estimates for tenure track, logit model 2: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.33909E-01	3.65790E-02	6.395	0.0000		WATEACH	1.31375E-01	7.37130E-03	17.822	0.0000	4.49500E-01
FEMALE	-3.18798E-02	6.19640E-03	-5.145	0.0000	3.67600E-01	WAOH	-1.05294E-02	8.25390E-03	-1.276	0.2021	1.27200E-01
YRPHD9	8.67043E-03	5.81360E-03	1.491	0.1359	5.06600E-01	EMPPRI	-2.63217E-02	6.49900E-03	-4.050	0.0001	2.74900E-01
TA	2.82160E-03	1.16410E-02	0.242	0.8085	1.16900E-01	MEMPPRI	-3.16163E-02	2.38620E-02	-1.325	0.1852	1.39200E-01
RA	2.60346E-02	1.06760E-02	2.438	0.0148	1.65000E-01	EMPRES	-5.12210E-03	7.26750E-03	-0.705	0.4809	3.06600E-01
FELLOW	3.22678E-02	2.02240E-02	1.596	0.1106	2.57300E-02	EMPDOC	4.99897E-02	1.36220E-02	3.670	0.0002	8.01400E-02
TRAIN	2.97740E-02	1.15470E-02	2.578	0.0099	1.03300E-01	MEMPCARN	1.23791E-02	2.34760E-02	0.527	0.5980	2.66600E-01
MPSOURC	3.31025E-02	1.20100E-02	2.756	0.0059	4.16000E-01	BIO	-4.59801E-02	1.52550E-02	-3.014	0.0026	2.99200E-01
TTD1	-5.53470E-04	1.30110E-03	-0.425	0.6706	8.60300E+00	HEALTH	-8.77188E-03	1.77470E-02	-0.494	0.6211	7.82200E-02
MTTD1	1.19471E-02	3.43300E-02	0.348	0.7278	2.50300E-02	CHEMENG	1.18883E-01	6.81100E-02	1.745	0.0809	1.02300E-02
PDOCP	-3.53691E-02	7.56450E-03	-4.676	0.0000	3.80900E-01	ELECENG	4.54459E-02	3.52310E-02	1.290	0.1971	2.13800E-02
MPDOCP	-4.39774E-02	1.70520E-02	-2.579	0.0099	5.07600E-02	OTHENG	-2.44361E-03	1.96570E-02	-0.124	0.9011	7.37600E-02
FSWI	-2.61453E-03	6.44200E-03	-0.406	0.6849	3.68300E-01	COMP	2.33321E-02	3.58660E-02	0.651	0.5153	1.39800E-02
MFSWI	-3.69200E-03	6.69690E-03	-0.551	0.5814	3.44900E-01	MATH	4.23002E-03	1.89800E-02	0.223	0.8236	8.54100E-02
BAINT	1.10676E-02	1.52500E-02	0.726	0.4680	8.11600E-02	PHYSICS	-7.25753E-02	1.76850E-02	-4.104	0.0000	5.25800E-02
MBAINT	2.87140E-03	4.01110E-02	0.072	0.9429	1.29700E-02	CHEM	-5.09472E-02	1.81680E-02	-2.804	0.0050	6.18000E-02
AGEPHD	-3.04931E-03	1.16060E-03	-2.627	0.0086	3.13800E+01	EAOSCI	-7.36905E-02	1.84870E-02	-3.986	0.0001	4.40700E-02
MAGEPHD	-1.14138E-01	7.39940E-02	-1.543	0.1230	3.54600E-03	OPSCI	-5.92570E-02	4.64340E-02	-1.276	0.2019	3.34300E-03
NATUPHD	-2.08903E-02	1.44180E-02	-1.449	0.1474	4.14400E-02	PSYCH	-5.52451E-02	1.68430E-02	-3.280	0.0010	8.65200E-02
PERMPHD	-2.69604E-02	1.66700E-02	-1.617	0.1058	4.26500E-02	ECON	1.38730E-02	2.90840E-02	0.477	0.6334	2.50300E-02
TEMPPHD	7.53793E-03	1.56150E-02	0.483	0.6293	8.41900E-02	POLYSCI	2.25385E-02	3.18280E-02	0.708	0.4789	2.02600E-02
MCITPHD	4.78741E-02	2.70380E-02	1.771	0.0766	2.58400E-02	SAD	2.15346E-03	2.09590E-02	0.103	0.9182	5.12700E-02
HISPAN	2.49333E-02	1.50950E-02	1.652	0.0986	5.02500E-02	OSSCI	2.90418E-03	2.95740E-02	0.098	0.9218	1.80300E-02
BLACK	4.34558E-02	1.53740E-02	2.827	0.0047	5.90700E-02	WAVE97	9.69513E-02	2.10950E-02	4.596	0.0000	9.33100E-02
ASIAN	-2.13019E-02	1.04720E-02	-2.034	0.0419	1.12700E-01	WAVE95	9.18002E-02	1.67020E-02	5.496	0.0000	1.18100E-01
NATAMER	3.30891E-02	5.86750E-02	0.564	0.5728	3.64700E-03	WAVE93	7.10378E-02	2.68580E-02	2.645	0.0082	1.20700E-01
MARRIED	-2.28622E-03	7.45260E-03	-0.307	0.7590	7.29400E-01	WAVE91	6.50386E-02	1.69880E-02	3.828	0.0001	7.89300E-02
MMARRIED	1.37270E-02	1.73770E-02	0.790	0.4296	3.51600E-02	WAVE89	4.04721E-02	1.51330E-02	2.675	0.0075	9.62500E-02
DEP6	1.40044E-03	5.35040E-03	0.262	0.7935	4.01300E-01	WAVE87	2.98502E-02	1.49150E-02	2.001	0.0454	9.20000E-02
DEP618	2.11665E-03	4.54350E-03	0.466	0.6413	4.61600E-01	WAVE85	-1.11386E-02	1.17810E-02	-0.945	0.3444	1.17000E-01
MDEP	5.33512E-03	1.08060E-02	0.494	0.6215	3.68200E-01	WAVE83	5.51456E-03	1.16500E-02	0.473	0.6360	1.47600E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 9870 observations; 7 iterations; log likelihood function = -3532.526.

TABLE C-3. Maximum likelihood estimates for tenure track, logit model 3: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	3.02471E-01	4.38390E-02	6.900	0.0000		DEP6	5.07396E-03	6.55290E-03	0.774	0.4388	3.92400E-01
FEMALE	-3.72055E-02	7.57160E-03	-4.914	0.0000	3.67600E-01	DEP618	5.36220E-03	5.53070E-03	0.970	0.3323	4.56700E-01
YRPHD9	1.29054E-02	7.11820E-03	1.813	0.0698	5.07500E-01	MDEP	7.65367E-03	1.31430E-02	0.582	0.5603	3.94700E-01
TA	2.09856E-02	1.42770E-02	1.470	0.1416	1.12600E-01	BIO	-5.84951E-02	1.84520E-02	-3.170	0.0015	2.93700E-01
RA	2.44105E-02	1.31820E-02	1.852	0.0641	1.51400E-01	HEALTH	-2.95637E-03	2.16120E-02	-0.137	0.8912	7.89500E-02
FELLOW	5.26754E-02	2.47680E-02	2.127	0.0334	2.65400E-02	CHEMENG	1.69760E-01	8.43510E-02	2.013	0.0442	9.81300E-03
TRAIN	3.68551E-02	1.42280E-02	2.590	0.0096	1.00500E-01	ELECENG	8.75344E-02	4.33330E-02	2.020	0.0434	2.07400E-02
MPSOURC	3.63469E-02	1.46620E-02	2.479	0.0132	4.45600E-01	OTHENG	2.72736E-02	2.40140E-02	1.136	0.2561	7.25900E-02
TTD1	-1.31954E-03	1.58620E-03	-0.832	0.4055	8.55300E+00	COMP	6.53087E-02	4.39760E-02	1.485	0.1375	1.46100E-02
MTTD1	-6.41499E-04	4.31240E-02	-0.015	0.9881	2.36400E-02	MATH	4.48535E-02	2.30170E-02	1.949	0.0513	9.16600E-02
PDOCP	-7.06914E-02	8.92070E-03	-7.924	0.0000	3.70200E-01	PHYSICS	-8.91525E-02	2.15310E-02	-4.141	0.0000	4.98400E-02
MPDOCP	-6.23114E-02	2.03880E-02	-3.056	0.0022	5.04000E-02	CHEM	-3.52198E-02	2.19860E-02	-1.602	0.1092	6.17800E-02
FSWI	-9.35799E-03	7.86230E-03	-1.190	0.2340	3.69100E-01	EAOSCI	-5.83383E-02	2.24820E-02	-2.595	0.0095	4.46000E-02
MFSWI	-2.05590E-02	8.19020E-03	-2.510	0.0121	3.38800E-01	OPSCI	-5.40148E-02	5.67180E-02	-0.952	0.3409	3.23400E-03
BAINT	3.84758E-03	1.85930E-02	0.207	0.8361	8.19600E-02	PSYCH	-5.80364E-02	2.03490E-02	-2.852	0.0043	8.48600E-02
MBAINT	1.45925E-03	4.94110E-02	0.030	0.9764	1.29300E-02	ECON	6.42643E-02	3.55540E-02	1.807	0.0707	2.65400E-02
AGEPHD	-2.19855E-03	1.40800E-03	-1.561	0.1184	3.13200E+01	POLYSCI	7.70782E-02	3.87980E-02	1.987	0.0470	2.16300E-02
MAGEPHD	-8.37943E-02	9.15760E-02	-0.915	0.3602	3.12200E-03	SAD	3.10824E-02	2.53890E-02	1.224	0.2209	5.24100E-02
NATUPHD	-2.73455E-02	1.75870E-02	-1.555	0.1200	4.04800E-02	OSSCI	2.41593E-02	3.61390E-02	0.669	0.5038	1.79500E-02
PERMPHD	-3.66707E-02	2.04660E-02	-1.792	0.0732	4.27100E-02	WAVE97	5.77651E-02	2.08410E-02	2.772	0.0056	8.38500E-02
TEMPPHD	1.21457E-02	1.92040E-02	0.632	0.5271	8.21800E-02	WAVE95	5.20325E-02	2.01410E-02	2.583	0.0098	1.02500E-01
MCITPHD	5.97261E-02	3.31860E-02	1.800	0.0719	2.46400E-02	WAVE93	4.12159E-02	1.95480E-02	2.108	0.0350	1.07500E-01
HISPAN	3.45858E-02	1.84770E-02	1.872	0.0612	4.91700E-02	WAVE91	4.88322E-02	2.05730E-02	2.374	0.0176	7.76100E-02
BLACK	5.99388E-02	1.87080E-02	3.204	0.0014	5.93200E-02	WAVE89	1.53892E-02	1.84470E-02	0.834	0.4041	9.62300E-02
ASIAN	-2.85204E-02	1.29250E-02	-2.207	0.0273	1.08900E-01	WAVE87	4.18961E-03	1.81520E-02	0.231	0.8175	9.13200E-02
NATAMER	4.04021E-02	7.20530E-02	0.561	0.5750	3.56800E-03	WAVE85	-1.77067E-02	1.41730E-02	-1.249	0.2115	1.28800E-01
MARRIED	-1.64114E-03	9.11160E-03	-0.180	0.8571	7.30500E-01	WAVE83	1.20840E-02	1.40160E-02	0.862	0.3886	1.62500E-01
MMARRIED	2.60082E-02	2.11590E-02	1.229	0.2190	3.73600E-02						

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 8968 observations; 6 iterations; log likelihood function = -3606.144.

TABLE C-4. Maximum likelihood estimates for tenure track, logit model 4: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.63602E-01	3.98270E-02	6.619	0.0000		WATEACH	1.47687E-01	7.82530E-03	18.873	0.0000	4.80500E-01
FEMALE	-3.59051E-02	6.73970E-03	-5.327	0.0000	3.67600E-01	WAOth	-3.26066E-02	9.23040E-03	-3.533	0.0004	1.07900E-01
YRPHD9	9.44962E-03	6.31470E-03	1.496	0.1345	5.07500E-01	EMPPRI	-3.35691E-02	7.07870E-03	-4.742	0.0000	2.73900E-01
TA	-2.54895E-04	1.27760E-02	-0.020	0.9841	1.12600E-01	MEMPPRI	-2.89130E-02	3.43940E-02	-0.841	0.4006	1.26200E-01
RA	2.25179E-02	1.17120E-02	1.923	0.0545	1.51400E-01	EMPRES	-8.18283E-03	7.85480E-03	-1.042	0.2975	3.12000E-01
FELLOW	4.52614E-02	2.17960E-02	2.077	0.0378	2.65400E-02	EMPDOC	5.11131E-02	1.46320E-02	3.493	0.0005	8.36300E-02
TRAIN	3.84195E-02	1.25870E-02	3.052	0.0023	1.00500E-01	MEMPCARN	-1.25523E-02	3.37570E-02	-0.372	0.7100	2.37300E-01
MPSOURC	3.66096E-02	1.30940E-02	2.796	0.0052	4.45600E-01	BIO	-5.17229E-02	1.64280E-02	-3.148	0.0016	2.93700E-01
TTD1	-8.85789E-04	1.41590E-03	-0.626	0.5316	8.55300E+00	HEALTH	-3.23086E-03	1.91610E-02	-0.169	0.8661	7.89500E-02
MTTD1	9.40107E-03	3.79260E-02	0.248	0.8042	2.36400E-02	CHEMENG	1.31055E-01	7.28380E-02	1.799	0.0720	9.81300E-03
PDOCP	-3.84187E-02	8.22520E-03	-4.671	0.0000	3.70200E-01	ELECENG	5.25026E-02	3.78300E-02	1.388	0.1652	2.07400E-02
MPDOCP	-4.53239E-02	1.85460E-02	-2.444	0.0145	5.04000E-02	OTHENG	2.56320E-03	2.11380E-02	0.121	0.9035	7.25900E-02
FSWI	-1.89469E-03	6.98520E-03	-0.271	0.7862	3.69100E-01	COMP	4.54930E-02	3.84380E-02	1.184	0.2366	1.46100E-02
MFSWI	-7.47827E-03	7.25720E-03	-1.030	0.3028	3.38800E-01	MATH	7.35202E-03	2.04010E-02	0.360	0.7186	9.16600E-02
BAINT	7.61594E-03	1.64920E-02	0.462	0.6442	8.19600E-02	PHYSICS	-8.89774E-02	1.92090E-02	-4.632	0.0000	4.98400E-02
MBAINT	3.56409E-04	4.40450E-02	0.008	0.9935	1.29300E-02	CHEM	-6.19285E-02	1.96290E-02	-3.155	0.0016	6.17800E-02
AGEPHD	-3.37748E-03	1.26500E-03	-2.670	0.0076	3.13200E+01	EAOSCI	-8.61160E-02	2.00020E-02	-4.305	0.0000	4.46000E-02
MAGEPHD	-1.36535E-01	8.14280E-02	-1.677	0.0936	3.12200E-03	OPSCI	-7.64342E-02	5.10420E-02	-1.497	0.1343	3.23400E-03
NATUPHD	-2.70660E-02	1.57690E-02	-1.716	0.0861	4.04800E-02	PSYCH	-6.47338E-02	1.82310E-02	-3.551	0.0004	8.48600E-02
PERMPHD	-2.94018E-02	1.82050E-02	-1.615	0.1063	4.27100E-02	ECON	2.41884E-02	3.11310E-02	0.777	0.4372	2.65400E-02
TEMPPHD	1.24328E-02	1.69550E-02	0.733	0.4634	8.21800E-02	POLYSCI	3.42665E-02	3.41310E-02	1.004	0.3154	2.16300E-02
MCITPHD	5.19620E-02	2.93700E-02	1.769	0.0769	2.46400E-02	SAD	3.77599E-03	2.25930E-02	0.167	0.8673	5.24100E-02
HISPAN	2.87633E-02	1.64140E-02	1.752	0.0797	4.91700E-02	OSSCI	2.54296E-03	3.19140E-02	0.080	0.9365	1.79500E-02
BLACK	4.54114E-02	1.66270E-02	2.731	0.0063	5.93200E-02	WAVE97	8.56575E-02	2.30310E-02	3.719	0.0002	8.38500E-02
ASIAN	-2.58223E-02	1.14010E-02	-2.265	0.0235	1.08900E-01	WAVE95	5.61443E-02	1.80760E-02	3.106	0.0019	1.02500E-01
NATAMER	4.47602E-02	6.29370E-02	0.711	0.4770	3.56800E-03	WAVE93	5.88398E-02	3.68080E-02	1.599	0.1099	1.07500E-01
MARRIED	-9.83646E-04	8.10880E-03	-0.121	0.9035	7.30500E-01	WAVE91	4.88320E-02	1.83790E-02	2.657	0.0079	7.76100E-02
MMARRIED	1.18667E-02	1.87530E-02	0.633	0.5269	3.73600E-02	WAVE89	2.78956E-02	1.64580E-02	1.695	0.0901	9.62300E-02
DEP6	3.19182E-03	5.80910E-03	0.549	0.5827	3.92400E-01	WAVE87	1.28675E-02	1.61960E-02	0.794	0.4269	9.13200E-02
DEP618	1.73303E-03	4.93280E-03	0.351	0.7253	4.56700E-01	WAVE85	-1.20979E-02	1.26770E-02	-0.954	0.3399	1.28800E-01
MDEP	8.36176E-03	1.17170E-02	0.714	0.4754	3.94700E-01	WAVE83	5.62016E-03	1.25480E-02	0.448	0.6542	1.62500E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track: 8968 observations; 7 iterations; log likelihood function = -3334.886.

TABLE C-5. Maximum likelihood estimates for tenure track, logit model I-1: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.60162E-01	3.97020E-02	6.553	0.0000		MARRIED	1.68682E-02	1.12680E-02	1.497	0.1344	7.29400E-01
FEMALE	1.09936E-02	1.22630E-02	0.897	0.3700	3.67600E-01	MMARRIED	2.96785E-02	1.91970E-02	1.546	0.1221	3.51600E-02
FMARRIED	-3.59041E-02	1.53870E-02	-2.333	0.0196	2.27300E-01	DEP6	9.35340E-03	6.96780E-03	1.342	0.1795	4.01300E-01
FDEP6	-2.02000E-02	9.92290E-03	-2.036	0.0418	1.08700E-01	DEP618	1.37522E-02	5.94510E-03	2.313	0.0207	4.61600E-01
FDEP618	-2.90694E-02	8.60020E-03	-3.380	0.0007	1.08100E-01	MDEP	2.60614E-03	1.17130E-02	0.223	0.8239	3.68200E-01
YRPHD9	1.14747E-02	6.41550E-03	1.789	0.0737	5.06600E-01	BIO	-5.11570E-02	1.67280E-02	-3.058	0.0022	2.99200E-01
TA	1.77113E-02	1.27970E-02	1.384	0.1664	1.16900E-01	HEALTH	-6.01578E-03	1.95830E-02	-0.307	0.7587	7.82200E-02
RA	2.73350E-02	1.17930E-02	2.318	0.0205	1.65000E-01	CHEMENG	1.49355E-01	7.66280E-02	1.949	0.0513	1.02300E-02
FELLOW	3.59087E-02	2.23950E-02	1.603	0.1088	2.57300E-02	ELECENG	7.48928E-02	3.93520E-02	1.903	0.0570	2.13800E-02
TRAIN	2.89492E-02	1.27730E-02	2.266	0.0234	1.03300E-01	OTHENG	1.57324E-02	2.17770E-02	0.722	0.4700	7.37600E-02
MPSOURC	3.37287E-02	1.32010E-02	2.555	0.0106	4.16000E-01	COMP	4.29865E-02	4.00150E-02	1.074	0.2827	1.39800E-02
TTD1	-6.59697E-04	1.43650E-03	-0.459	0.6461	8.60300E+00	MATH	3.87303E-02	2.09050E-02	1.853	0.0639	8.54100E-02
MTTD1	4.79857E-03	3.83990E-02	0.125	0.9006	2.50300E-02	PHYSICS	-7.32915E-02	1.94040E-02	-3.777	0.0002	5.25800E-02
PDOCP	-6.35873E-02	8.06340E-03	-7.886	0.0000	3.80900E-01	CHEM	-2.98238E-02	1.99410E-02	-1.496	0.1348	6.18000E-02
MPDOCP	-5.72921E-02	1.83890E-02	-3.116	0.0018	5.07600E-02	EAOSCI	-5.23125E-02	2.03560E-02	-2.570	0.0102	4.40700E-02
FSWI	-9.15427E-03	7.08900E-03	-1.291	0.1966	3.68300E-01	OPSCI	-4.90032E-02	5.08500E-02	-0.964	0.3352	3.34300E-03
MFSWI	-1.53459E-02	7.39190E-03	-2.076	0.0379	3.44900E-01	PSYCH	-4.83225E-02	1.84290E-02	-2.622	0.0087	8.65200E-02
BAINT	9.21731E-03	1.67820E-02	0.549	0.5828	8.11600E-02	ECON	4.94634E-02	3.23410E-02	1.529	0.1262	2.50300E-02
MBAINT	4.97347E-03	4.42910E-02	0.112	0.9106	1.29700E-02	POLYSCI	6.13643E-02	3.53240E-02	1.737	0.0824	2.02600E-02
AGEPHD	-2.49072E-03	1.27310E-03	-1.956	0.0504	3.13800E+01	SAD	2.87110E-02	2.30500E-02	1.246	0.2129	5.12700E-02
MAGEPHD	-8.53719E-02	8.20610E-02	-1.040	0.2982	3.54600E-03	OSSCI	2.18916E-02	3.27910E-02	0.668	0.5044	1.80300E-02
NATUPHD	-2.04669E-02	1.57660E-02	-1.298	0.1942	4.14400E-02	WAVE97	8.46460E-02	1.87450E-02	4.516	0.0000	9.33100E-02
PERMPHD	-3.39377E-02	1.83420E-02	-1.850	0.0643	4.26500E-02	WAVE95	8.43735E-02	1.81180E-02	4.657	0.0000	1.18100E-01
TEMPPHD	9.03003E-03	1.72630E-02	0.523	0.6009	8.41900E-02	WAVE93	7.19237E-02	1.75930E-02	4.088	0.0000	1.20700E-01
MCITPHD	5.14857E-02	2.98580E-02	1.724	0.0847	2.58400E-02	WAVE91	6.46875E-02	1.85940E-02	3.479	0.0005	7.89300E-02
HISPAN	3.31834E-02	1.66640E-02	1.991	0.0465	5.02500E-02	WAVE89	3.10161E-02	1.66430E-02	1.864	0.0624	9.62500E-02
BLACK	5.71680E-02	1.69350E-02	3.376	0.0007	5.90700E-02	WAVE87	2.22644E-02	1.63890E-02	1.359	0.1743	9.20000E-02
ASIAN	-2.36130E-02	1.15830E-02	-2.039	0.0415	1.12700E-01	WAVE85	-1.38581E-02	1.29000E-02	-1.074	0.2827	1.17000E-01
NATAMER	3.47594E-02	6.51100E-02	0.534	0.5934	3.64700E-03	WAVE83	1.33611E-02	1.27540E-02	1.048	0.2948	1.47600E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 9870 observations; 7 iterations; log likelihood function = -3736.716.

TABLE C-6. Maximum likelihood estimates for tenure track, logit model I-2: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.23492E-01	3.64020E-02	6.139	0.0000		MDEP	2.85612E-03	1.05860E-02	0.270	0.7873	3.68200E-01
FEMALE	3.21815E-03	1.10760E-02	0.291	0.7714	3.67600E-01	WATEACH	1.29969E-01	7.34130E-03	17.704	0.0000	4.49500E-01
FMARRIED	-2.64377E-02	1.39320E-02	-1.898	0.0577	2.27300E-01	WAOTH	-1.12511E-02	8.20860E-03	-1.371	0.1705	1.27200E-01
FDEP6	-1.86144E-02	8.96240E-03	-2.077	0.0378	1.08700E-01	EMPPRI	-2.59198E-02	6.46580E-03	-4.009	0.0001	2.74900E-01
FDEP618	-2.51949E-02	7.78500E-03	-3.236	0.0012	1.08100E-01	MEMPPRI	-3.07549E-02	2.36420E-02	-1.301	0.1933	1.39200E-01
YRPHD9	8.76735E-03	5.77890E-03	1.517	0.1292	5.06600E-01	EMPRES	-4.73015E-03	7.22730E-03	-0.654	0.5128	3.06600E-01
TA	2.88081E-03	1.15850E-02	0.249	0.8036	1.16900E-01	EMPDOC	4.85046E-02	1.35290E-02	3.585	0.0003	8.01400E-02
RA	2.71163E-02	1.06190E-02	2.554	0.0107	1.65000E-01	MEMPCARN	1.31102E-02	2.32580E-02	0.564	0.5730	2.66600E-01
FELLOW	3.15796E-02	2.00990E-02	1.571	0.1161	2.57300E-02	BIO	-4.49393E-02	1.51840E-02	-2.960	0.0031	2.99200E-01
TRAIN	2.98628E-02	1.14870E-02	2.600	0.0093	1.03300E-01	HEALTH	-7.70638E-03	1.76630E-02	-0.436	0.6626	7.82200E-02
MPSOURC	3.31507E-02	1.19540E-02	2.773	0.0056	4.16000E-01	CHEMENG	1.21644E-01	6.76430E-02	1.798	0.0721	1.02300E-02
TTD1	-3.91629E-04	1.29230E-03	-0.303	0.7619	8.60300E+00	ELECENG	4.71793E-02	3.50460E-02	1.346	0.1782	2.13800E-02
MTTD1	1.14984E-02	3.41620E-02	0.337	0.7364	2.50300E-02	OTHENG	-4.10676E-03	1.95610E-02	-0.210	0.8337	7.37600E-02
PDOCP	-3.56938E-02	7.52410E-03	-4.744	0.0000	3.80900E-01	COMP	2.55391E-02	3.56650E-02	0.716	0.4739	1.39800E-02
MPDOCP	-4.28711E-02	1.69800E-02	-2.525	0.0116	5.07600E-02	MATH	6.00778E-03	1.88840E-02	0.318	0.7504	8.54100E-02
FSWI	-2.85831E-03	6.40390E-03	-0.446	0.6554	3.68300E-01	PHYSICS	-7.06327E-02	1.75960E-02	-4.014	0.0001	5.25800E-02
MFSWI	-4.18450E-03	6.65830E-03	-0.628	0.5297	3.44900E-01	CHEM	-4.87998E-02	1.80890E-02	-2.698	0.0070	6.18000E-02
BAINT	1.03194E-02	1.51630E-02	0.681	0.4961	8.11600E-02	EAOSCI	-7.24759E-02	1.83970E-02	-3.940	0.0001	4.40700E-02
MBAINT	5.28979E-03	3.98960E-02	0.133	0.8945	1.29700E-02	OPSCI	-6.17289E-02	4.60700E-02	-1.340	0.1803	3.34300E-03
AGEPHD	-3.40633E-03	1.15280E-03	-2.955	0.0031	3.13800E+01	PSYCH	-5.34120E-02	1.67660E-02	-3.186	0.0014	8.65200E-02
MAGEPHD	-1.23999E-01	7.35630E-02	-1.686	0.0919	3.54600E-03	ECON	1.41403E-02	2.88720E-02	0.490	0.6243	2.50300E-02
NATUPHD	-1.91060E-02	1.43050E-02	-1.336	0.1817	4.14400E-02	POLYSCI	2.28490E-02	3.16460E-02	0.722	0.4703	2.02600E-02
PERMPHD	-2.55413E-02	1.65810E-02	-1.540	0.1235	4.26500E-02	SAD	4.67211E-03	2.08750E-02	0.224	0.8229	5.12700E-02
TEMPPHD	8.09973E-03	1.55100E-02	0.522	0.6015	8.41900E-02	OSSCI	4.66897E-03	2.94010E-02	0.159	0.8738	1.80300E-02
MCITPHD	4.49600E-02	2.68600E-02	1.674	0.0942	2.58400E-02	WAVE97	9.70193E-02	2.09620E-02	4.628	0.0000	9.33100E-02
HISPAN	2.61298E-02	1.50010E-02	1.742	0.0815	5.02500E-02	WAVE95	9.18698E-02	1.66160E-02	5.529	0.0000	1.18100E-01
BLACK	4.36497E-02	1.52620E-02	2.860	0.0042	5.90700E-02	WAVE93	7.10202E-02	2.66460E-02	2.665	0.0077	1.20700E-01
ASIAN	-2.15484E-02	1.03890E-02	-2.074	0.0381	1.12700E-01	WAVE91	6.66230E-02	1.68820E-02	3.946	0.0001	7.89300E-02
NATAMER	3.19475E-02	5.81620E-02	0.549	0.5828	3.64700E-03	WAVE89	4.15508E-02	1.50660E-02	2.758	0.0058	9.62500E-02
MARRIED	1.26042E-02	1.01580E-02	1.241	0.2147	7.29400E-01	WAVE87	3.14494E-02	1.48450E-02	2.118	0.0341	9.20000E-02
MMARRIED	1.95274E-02	1.73230E-02	1.127	0.2596	3.51600E-02	WAVE85	-9.92259E-03	1.17290E-02	-0.846	0.3976	1.17000E-01
DEP6	6.93302E-03	6.23260E-03	1.112	0.2660	4.01300E-01	WAVE83	7.16862E-03	1.16020E-02	0.618	0.5366	1.47600E-01
DEP618	9.64011E-03	5.32580E-03	1.810	0.0703	4.61600E-01						

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 9870 observations; 7 iterations; log likelihood function = -3519.499.

TABLE C-7. Maximum likelihood estimates for tenure track, logit model I-3: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.85494E-01	4.36900E-02	6.535	0.0000		MARRIED	2.05385E-02	1.24520E-02	1.649	0.0991	7.30500E-01
FEMALE	1.25055E-02	1.35400E-02	0.924	0.3557	3.67600E-01	MMARRIED	3.40723E-02	2.10650E-02	1.617	0.1058	3.73600E-02
FMARRIED	-3.97851E-02	1.69600E-02	-2.346	0.0190	2.27300E-01	DEP6	1.26745E-02	7.70020E-03	1.646	0.0998	3.92400E-01
FDEP6	-2.43266E-02	1.09460E-02	-2.222	0.0263	1.05400E-01	DEP618	1.56924E-02	6.55190E-03	2.395	0.0166	4.56700E-01
FDEP618	-3.39767E-02	9.49220E-03	-3.579	0.0003	1.04600E-01	MDEP	4.96832E-03	1.29000E-02	0.385	0.7001	3.94700E-01
YRPHD9	1.28646E-02	7.07620E-03	1.818	0.0691	5.07500E-01	BIO	-5.65551E-02	1.83600E-02	-3.080	0.0021	2.93700E-01
TA	1.99722E-02	1.42060E-02	1.406	0.1598	1.12600E-01	HEALTH	-1.00215E-03	2.15230E-02	-0.047	0.9629	7.89500E-02
RA	2.55993E-02	1.31190E-02	1.951	0.0510	1.51400E-01	CHEMENG	1.72055E-01	8.37120E-02	2.055	0.0399	9.81300E-03
FELLOW	5.17014E-02	2.46130E-02	2.101	0.0357	2.65400E-02	ELECENG	9.05620E-02	4.30880E-02	2.102	0.0356	2.07400E-02
TRAIN	3.71396E-02	1.41580E-02	2.623	0.0087	1.00500E-01	OTHENG	2.60883E-02	2.38820E-02	1.092	0.2747	7.25900E-02
MPSOURC	3.69154E-02	1.45950E-02	2.529	0.0114	4.45600E-01	COMP	6.94291E-02	4.37510E-02	1.587	0.1125	1.46100E-02
TTD1	-1.02292E-03	1.57570E-03	-0.649	0.5162	8.55300E+00	MATH	4.78634E-02	2.28930E-02	2.091	0.0366	9.16600E-02
MTTD1	1.43058E-03	4.29020E-02	0.033	0.9734	2.36400E-02	PHYSICS	-8.57976E-02	2.14200E-02	-4.005	0.0001	4.98400E-02
PDOCP	-7.06036E-02	8.87430E-03	-7.956	0.0000	3.70200E-01	CHEM	-3.15987E-02	2.19010E-02	-1.443	0.1491	6.17800E-02
MPDOCP	-6.16594E-02	2.02590E-02	-3.044	0.0023	5.04000E-02	EAOSCI	-5.64378E-02	2.23590E-02	-2.524	0.0116	4.46000E-02
FSWI	-9.74233E-03	7.81380E-03	-1.247	0.2125	3.69100E-01	OPSCI	-5.70492E-02	5.62200E-02	-1.015	0.3102	3.23400E-03
MFSWI	-2.12629E-02	8.14200E-03	-2.612	0.0090	3.38800E-01	PSYCH	-5.47776E-02	2.02540E-02	-2.705	0.0068	8.48600E-02
BAINT	3.52224E-03	1.84700E-02	0.191	0.8488	8.19600E-02	ECON	6.68499E-02	3.53140E-02	1.893	0.0584	2.65400E-02
MBAINT	4.75427E-03	4.91450E-02	0.097	0.9229	1.29300E-02	POLYSCI	7.76761E-02	3.85220E-02	2.016	0.0438	2.16300E-02
AGEPHD	-2.73319E-03	1.39820E-03	-1.955	0.0506	3.13200E+01	SAD	3.39168E-02	2.52550E-02	1.343	0.1793	5.24100E-02
MAGEPHD	-9.63443E-02	9.12460E-02	-1.056	0.2910	3.12200E-03	OSSCI	2.71991E-02	3.59370E-02	0.757	0.4491	1.79500E-02
NATUPHD	-2.50164E-02	1.74540E-02	-1.433	0.1518	4.04800E-02	WAVE97	6.06350E-02	2.07370E-02	2.924	0.0035	8.38500E-02
PERMPHD	-3.53034E-02	2.03570E-02	-1.734	0.0829	4.27100E-02	WAVE95	5.44273E-02	2.00420E-02	2.716	0.0066	1.02500E-01
TEMPPHD	1.16428E-02	1.90560E-02	0.611	0.5412	8.21800E-02	WAVE93	4.30210E-02	1.94520E-02	2.212	0.0270	1.07500E-01
MCITPHD	5.66526E-02	3.29590E-02	1.719	0.0856	2.46400E-02	WAVE91	5.32815E-02	2.04720E-02	2.603	0.0093	7.76100E-02
HISPAN	3.46083E-02	1.83510E-02	1.886	0.0593	4.91700E-02	WAVE89	1.80521E-02	1.83630E-02	0.983	0.3256	9.62300E-02
BLACK	6.02840E-02	1.85840E-02	3.244	0.0012	5.93200E-02	WAVE87	7.90984E-03	1.80740E-02	0.438	0.6617	9.13200E-02
ASIAN	-2.86676E-02	1.28110E-02	-2.238	0.0252	1.08900E-01	WAVE85	-1.53265E-02	1.41130E-02	-1.086	0.2775	1.28800E-01
NATAMER	4.00333E-02	7.14890E-02	0.560	0.5755	3.56800E-03	WAVE83	1.43939E-02	1.39490E-02	1.032	0.3021	1.62500E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 8968 observations; 6 iterations; log likelihood function = -3589.457.

TABLE C-8. Maximum likelihood estimates for tenure track, logit model I-4: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.51958E-01	3.95990E-02	6.363	0.0000		MDEP	5.58354E-03	1.14670E-02	0.487	0.6263	3.94700E-01
FEMALE	3.41976E-03	1.20550E-02	0.284	0.7767	3.67600E-01	WATEACH	1.46067E-01	7.79250E-03	18.745	0.0000	4.80500E-01
FMARRIED	-2.87188E-02	1.51340E-02	-1.898	0.0577	2.27300E-01	WAOTH	-3.33855E-02	9.17870E-03	-3.637	0.0003	1.07900E-01
FDEP6	-2.26325E-02	9.70380E-03	-2.332	0.0197	1.05400E-01	EMPPRI	-3.31161E-02	7.04170E-03	-4.703	0.0000	2.73900E-01
FDEP618	-2.85561E-02	8.45690E-03	-3.377	0.0007	1.04600E-01	MEMPPRI	-2.78928E-02	3.40100E-02	-0.820	0.4121	1.26200E-01
YRPHD9	9.59155E-03	6.27590E-03	1.528	0.1264	5.07500E-01	EMPRES	-7.66601E-03	7.80910E-03	-0.982	0.3263	3.12000E-01
TA	-3.67385E-04	1.27070E-02	-0.029	0.9769	1.12600E-01	EMPDOC	4.95843E-02	1.45240E-02	3.414	0.0006	8.36300E-02
RA	2.38903E-02	1.16480E-02	2.051	0.0403	1.51400E-01	MEMPCARN	-1.15697E-02	3.33940E-02	-0.346	0.7290	2.37300E-01
FELLOW	4.43198E-02	2.16480E-02	2.047	0.0406	2.65400E-02	BIO	-5.00473E-02	1.63500E-02	-3.061	0.0022	2.93700E-01
TRAIN	3.89136E-02	1.25210E-02	3.108	0.0019	1.00500E-01	HEALTH	-1.52139E-03	1.90770E-02	-0.080	0.9364	7.89500E-02
MPSOURC	3.67898E-02	1.30290E-02	2.824	0.0048	4.45600E-01	CHEMENG	1.34322E-01	7.23110E-02	1.858	0.0632	9.81300E-03
TTD1	-6.44874E-04	1.40450E-03	-0.459	0.6461	8.55300E+00	ELECENG	5.57753E-02	3.76580E-02	1.481	0.1386	2.07400E-02
MTTD1	1.10000E-02	3.77520E-02	0.291	0.7708	2.36400E-02	OTHENG	1.49387E-03	2.10320E-02	0.071	0.9434	7.25900E-02
PDOCP	-3.89272E-02	8.17840E-03	-4.760	0.0000	3.70200E-01	COMP	4.84667E-02	3.82420E-02	1.267	0.2050	1.46100E-02
MPDOCP	-4.50996E-02	1.84340E-02	-2.447	0.0144	5.04000E-02	MATH	1.00020E-02	2.02880E-02	0.493	0.6220	9.16600E-02
FSWI	-2.14900E-03	6.94390E-03	-0.309	0.7570	3.69100E-01	PHYSICS	-8.60235E-02	1.91100E-02	-4.501	0.0000	4.98400E-02
MFSWI	-8.11657E-03	7.21380E-03	-1.125	0.2605	3.38800E-01	CHEM	-5.83888E-02	1.95450E-02	-2.987	0.0028	6.17800E-02
BAINT	6.46218E-03	1.63870E-02	0.394	0.6933	8.19600E-02	EAOSCI	-8.41048E-02	1.98980E-02	-4.227	0.0000	4.46000E-02
MBAINT	3.12125E-03	4.38540E-02	0.071	0.9433	1.29300E-02	OPSCI	-7.90951E-02	5.04850E-02	-1.567	0.1172	3.23400E-03
AGEPHD	-3.81064E-03	1.25470E-03	-3.037	0.0024	3.13200E+01	PSYCH	-6.17012E-02	1.81470E-02	-3.400	0.0007	8.48600E-02
MAGEPHD	-1.45653E-01	8.11190E-02	-1.796	0.0726	3.12200E-03	ECON	2.53379E-02	3.09010E-02	0.820	0.4122	2.65400E-02
NATUPHD	-2.49795E-02	1.56460E-02	-1.597	0.1104	4.04800E-02	POLYSCI	3.54718E-02	3.39450E-02	1.045	0.2960	2.16300E-02
PERMPHD	-2.79367E-02	1.80980E-02	-1.544	0.1227	4.27100E-02	SAD	7.23473E-03	2.24950E-02	0.322	0.7478	5.24100E-02
TEMPPHD	1.24551E-02	1.68420E-02	0.740	0.4596	8.21800E-02	OSSCI	5.36320E-03	3.17340E-02	0.169	0.8658	1.79500E-02
MCITPHD	4.91513E-02	2.91480E-02	1.686	0.0918	2.46400E-02	WAVE97	8.55665E-02	2.28750E-02	3.741	0.0002	8.38500E-02
HISPAN	2.95126E-02	1.63090E-02	1.810	0.0704	4.91700E-02	WAVE95	5.63763E-02	1.79720E-02	3.137	0.0017	1.02500E-01
BLACK	4.52210E-02	1.65000E-02	2.741	0.0061	5.93200E-02	WAVE93	5.87127E-02	3.64450E-02	1.611	0.1072	1.07500E-01
ASIAN	-2.59426E-02	1.13100E-02	-2.294	0.0218	1.08900E-01	WAVE91	5.12277E-02	1.82700E-02	2.804	0.0051	7.76100E-02
NATAMER	4.32950E-02	6.24180E-02	0.694	0.4879	3.56800E-03	WAVE89	2.92762E-02	1.63800E-02	1.787	0.0739	9.62300E-02
MARRIED	1.49870E-02	1.10500E-02	1.356	0.1750	7.30500E-01	WAVE87	1.47379E-02	1.61210E-02	0.914	0.3606	9.13200E-02
MMARRIED	1.85686E-02	1.86890E-02	0.994	0.3205	3.73600E-02	WAVE85	-1.06323E-02	1.26210E-02	-0.842	0.3995	1.28800E-01
DEP6	1.01277E-02	6.76560E-03	1.497	0.1344	3.92400E-01	WAVE83	7.55427E-03	1.24890E-02	0.605	0.5453	1.62500E-01
DEP618	1.02659E-02	5.77670E-03	1.777	0.0756	4.56700E-01						

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 8968 observations; 7 iterations; log likelihood function = -3320.468.

TABLE C-9. Maximum likelihood estimates for tenure track, logit model 1: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.61190E-01	3.58020E-02	7.295	0.0000		MMARRIED	1.81627E-02	1.71260E-02	1.061	0.2889	4.11300E-02
FEMALE	-4.54237E-02	5.62920E-03	-8.069	0.0000	3.25500E-01	DEP6	-2.54045E-03	5.68630E-03	-0.447	0.6551	1.94200E-01
YRPHD15	8.92847E-03	5.17800E-03	1.724	0.0847	4.92900E-01	DEP618	2.87275E-03	3.70380E-03	0.776	0.4380	7.61900E-01
TA	5.00748E-03	1.41210E-02	0.355	0.7229	6.00700E-02	MDEP	5.24177E-03	9.62150E-03	0.545	0.5859	3.72500E-01
RA	1.49540E-02	1.34400E-02	1.113	0.2659	7.72700E-02	BIO	-4.93537E-02	1.41100E-02	-3.498	0.0005	3.10700E-01
FELLOW	3.93080E-02	2.77720E-02	1.415	0.1570	1.45200E-02	HEALTH	2.29817E-04	1.74170E-02	0.013	0.9895	6.28600E-02
TRAIN	2.91522E-02	1.42880E-02	2.040	0.0413	5.94900E-02	CHEMENG	-1.94288E-04	5.00430E-02	-0.004	0.9969	4.53200E-03
MPSOURC	1.75695E-02	1.57440E-02	1.116	0.2644	7.11500E-01	ELECENG	2.51869E-02	4.10220E-02	0.614	0.5392	9.99300E-03
TTD1	-5.75949E-04	1.17820E-03	-0.489	0.6250	8.17400E+00	OTHENG	3.18906E-02	2.42590E-02	1.315	0.1887	3.80000E-02
MTTD1	-5.99910E-03	3.25620E-02	-0.184	0.8538	1.76600E-02	COMP	-1.17649E-02	5.05660E-02	-0.233	0.8160	3.48600E-03
PDOCP	-3.28972E-02	6.34310E-03	-5.186	0.0000	3.23500E-01	MATH	4.62174E-02	1.85810E-02	2.487	0.0129	1.07400E-01
MPDOCP	-2.10251E-02	1.53130E-02	-1.373	0.1698	4.31100E-02	PHYSICS	-5.43677E-02	1.61510E-02	-3.366	0.0008	5.68200E-02
FSWI	-7.80966E-03	5.62800E-03	-1.388	0.1652	3.69000E-01	CHEM	-4.09372E-02	1.63400E-02	-2.505	0.0122	6.41400E-02
MFSWI	6.51453E-04	5.92240E-03	0.110	0.9124	3.43400E-01	EAOSCI	-1.20939E-02	1.89100E-02	-0.640	0.5225	4.35700E-02
BAINT	-1.14685E-02	1.45640E-02	-0.787	0.4310	7.80900E-02	OPSCI	2.28189E-02	6.88710E-02	0.331	0.7404	2.55600E-03
MBAINT	-9.59039E-04	3.94130E-02	-0.024	0.9806	9.99300E-03	PSYCH	-2.89557E-02	1.54770E-02	-1.871	0.0614	9.94700E-02
AGEPHD	-1.90120E-03	1.06090E-03	-1.792	0.0731	3.08700E+01	ECON	-1.74746E-02	2.01430E-02	-0.868	0.3856	3.21900E-02
MAGEPHD	-8.28506E-02	8.08220E-02	-1.025	0.3053	1.51100E-03	POLYSCI	3.81315E-02	2.54660E-02	1.497	0.1343	2.85800E-02
NATUPHD	-1.11712E-02	1.41790E-02	-0.788	0.4308	3.11400E-02	SAD	2.83513E-02	1.95670E-02	1.449	0.1474	5.83300E-02
PERMPHD	6.38944E-03	1.62820E-02	0.392	0.6947	4.32300E-02	OSSCI	4.86880E-02	3.05270E-02	1.595	0.1107	2.01000E-02
TEMPPHD	-5.94428E-03	1.59160E-02	-0.373	0.7088	5.78700E-02	WAVE97	8.39690E-03	1.85500E-02	0.453	0.6508	8.13400E-02
MCITPHD	1.56380E-02	2.59700E-02	0.602	0.5471	1.70800E-02	WAVE95	4.75688E-03	1.82080E-02	0.261	0.7939	8.83100E-02
HISPAN	1.94713E-02	1.88800E-02	1.031	0.3024	2.85800E-02	WAVE93	3.71752E-03	1.82570E-02	0.204	0.8387	1.01400E-01
BLACK	4.01870E-02	1.69570E-02	2.370	0.0178	4.43900E-02	WAVE91	4.85148E-03	1.58670E-02	0.306	0.7598	7.77400E-02
ASIAN	-1.46028E-02	1.06290E-02	-1.374	0.1695	7.93600E-02	WAVE89	-3.20912E-03	1.11640E-02	-0.287	0.7738	1.44600E-01
MRACE	-3.72230E-02	5.16340E-02	-0.721	0.4710	1.97500E-03	WAVE87	1.00526E-03	1.11850E-02	0.090	0.9284	1.42500E-01
NATAMER	6.14939E-02	6.81730E-02	0.902	0.3670	3.48600E-03	WAVE85	-3.15922E-02	1.07160E-02	-2.948	0.0032	1.30300E-01
MARRIED	-7.08837E-03	6.85380E-03	-1.034	0.3010	7.54100E-01	WAVE83	-1.59348E-02	1.20830E-02	-1.319	0.1873	1.26800E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 8906 observations; 6 iterations; log likelihood function = -2385.866.

TABLE C-10. Maximum likelihood estimates for tenure track, logit model 2: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.21813E-01	3.19480E-02	6.943	0.0000		WATEACH	6.84284E-02	5.77670E-03	11.846	0.0000	4.91400E-01
FEMALE	-4.06645E-02	5.02360E-03	-8.095	0.0000	3.25500E-01	WAOTH	-4.86331E-03	5.94700E-03	-0.818	0.4135	1.65200E-01
YRPHD15	6.11674E-03	4.53710E-03	1.348	0.1776	4.92900E-01	EMPPRI	-2.47112E-02	5.10300E-03	-4.842	0.0000	2.58400E-01
TA	-9.25663E-04	1.23680E-02	-0.075	0.9403	6.00700E-02	MEMPPRI	-1.64883E-02	1.86270E-02	-0.885	0.3761	1.31900E-01
RA	1.16496E-02	1.17350E-02	0.993	0.3208	7.72700E-02	EMPRES	-2.10505E-02	5.65880E-03	-3.720	0.0002	2.94600E-01
FELLOW	3.47887E-02	2.40540E-02	1.446	0.1481	1.45200E-02	EMPDOC	2.30366E-02	1.07390E-02	2.145	0.0320	9.31900E-02
TRAIN	2.85092E-02	1.24490E-02	2.290	0.0220	5.94900E-02	MEMPCARN	-5.75684E-03	1.88100E-02	-0.306	0.7596	2.35200E-01
MPSOURC	1.82773E-02	1.38320E-02	1.321	0.1864	7.11500E-01	BIO	-5.06849E-02	1.24810E-02	-4.061	0.0001	3.10700E-01
TTD1	-6.01697E-04	1.03440E-03	-0.582	0.5608	8.17400E+00	HEALTH	-5.25447E-03	1.52600E-02	-0.344	0.7306	6.28600E-02
MTTD1	7.59457E-04	2.84870E-02	0.027	0.9787	1.76600E-02	CHEMENG	-1.37726E-02	4.31720E-02	-0.319	0.7497	4.53200E-03
PDOCP	-1.60728E-02	5.69300E-03	-2.823	0.0048	3.23500E-01	ELECENG	1.08014E-02	3.56500E-02	0.303	0.7619	9.99300E-03
MPDOCP	-1.93587E-02	1.33990E-02	-1.445	0.1485	4.31100E-02	OTHENG	1.52536E-02	2.11010E-02	0.723	0.4697	3.80000E-02
FSWI	-3.49664E-03	4.93070E-03	-0.709	0.4782	3.69000E-01	COMP	-2.04063E-02	4.39410E-02	-0.464	0.6424	3.48600E-03
MFSWI	5.94732E-03	5.19890E-03	1.144	0.2527	3.43400E-01	MATH	2.12459E-02	1.62910E-02	1.304	0.1922	1.07400E-01
BAINT	-1.10006E-02	1.25520E-02	-0.876	0.3808	7.80900E-02	PHYSICS	-5.49634E-02	1.41970E-02	-3.871	0.0001	5.68200E-02
MBAINT	-7.98063E-03	3.43820E-02	-0.232	0.8165	9.99300E-03	CHEM	-5.30221E-02	1.44460E-02	-3.670	0.0002	6.41400E-02
AGEPHD	-2.05312E-03	9.34760E-04	-2.196	0.0281	3.08700E+01	EAOSCI	-2.62662E-02	1.65190E-02	-1.590	0.1118	4.35700E-02
MAGEPHD	-8.96433E-02	7.13790E-02	-1.256	0.2092	1.51100E-03	OPSCI	8.57616E-03	5.99960E-02	0.143	0.8863	2.55600E-03
NATUPHD	-9.48440E-03	1.24790E-02	-0.760	0.4472	3.11400E-02	PSYCH	-3.64196E-02	1.36600E-02	-2.666	0.0077	9.94700E-02
PERMPHD	4.63218E-03	1.41180E-02	0.328	0.7428	4.32300E-02	ECON	-3.33625E-02	1.76940E-02	-1.886	0.0594	3.21900E-02
TEMPPHD	-3.47392E-03	1.38540E-02	-0.251	0.8020	5.78700E-02	POLYSCI	1.26573E-02	2.22620E-02	0.569	0.5697	2.85800E-02
MCITPHD	1.93274E-02	2.25980E-02	0.855	0.3924	1.70800E-02	SAD	6.96213E-03	1.71780E-02	0.405	0.6853	5.83300E-02
HISPAN	1.57155E-02	1.64740E-02	0.954	0.3401	2.85800E-02	OSSCI	1.64960E-02	2.66470E-02	0.619	0.5359	2.01000E-02
BLACK	3.08644E-02	1.47320E-02	2.095	0.0362	4.43900E-02	WAVE97	2.73631E-02	1.88680E-02	1.450	0.1470	8.13400E-02
ASIAN	-1.55630E-02	9.26360E-03	-1.680	0.0930	7.93600E-02	WAVE95	2.07869E-02	1.60140E-02	1.298	0.1943	8.83100E-02
MRACE	-1.57741E-02	4.62460E-02	-0.341	0.7330	1.97500E-03	WAVE93	1.66256E-02	2.34160E-02	0.710	0.4777	1.01400E-01
NATAMER	5.86944E-02	6.07940E-02	0.965	0.3343	3.48600E-03	WAVE91	1.60875E-02	1.38910E-02	1.158	0.2468	7.77400E-02
MARRIED	-1.49114E-03	6.01670E-03	-0.248	0.8043	7.54100E-01	WAVE89	4.73374E-03	9.81410E-03	0.482	0.6296	1.44600E-01
MMARRIED	1.87258E-02	1.49810E-02	1.250	0.2113	4.11300E-02	WAVE87	8.97792E-03	9.83330E-03	0.913	0.3612	1.42500E-01
DEP6	-5.91140E-04	4.96100E-03	-0.119	0.9052	1.94200E-01	WAVE85	-2.53897E-02	9.44170E-03	-2.689	0.0072	1.30300E-01
DEP618	1.99572E-03	3.25360E-03	0.613	0.5396	7.61900E-01	WAVE83	-1.34404E-02	1.06290E-02	-1.265	0.2060	1.26800E-01
MDEP	4.97253E-03	8.45220E-03	0.588	0.5563	3.72500E-01						

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 8906 observations; 7 iterations; log likelihood function = -2260.540.

TABLE C-11. Maximum likelihood estimates for tenure track, logit model 3: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.89041E-01	3.86040E-02	7.487	0.0000		MMARRIED	2.05583E-02	1.83150E-02	1.122	0.2617	4.31200E-02
FEMALE	-4.91128E-02	6.06310E-03	-8.100	0.0000	3.24900E-01	DEP6	-1.84863E-03	6.11860E-03	-0.302	0.7626	1.91400E-01
YRPHD15	1.02442E-02	5.56510E-03	1.841	0.0657	4.94000E-01	DEP618	3.06423E-03	3.98640E-03	0.769	0.4421	7.56900E-01
TA	1.00079E-02	1.52970E-02	0.654	0.5130	5.62400E-02	MDEP	7.51022E-03	1.03370E-02	0.727	0.4675	3.91500E-01
RA	2.07780E-02	1.45310E-02	1.430	0.1528	7.12400E-02	BIO	-5.39061E-02	1.51070E-02	-3.568	0.0004	3.09500E-01
FELLOW	4.77681E-02	2.99180E-02	1.597	0.1104	1.34900E-02	HEALTH	2.79472E-03	1.86890E-02	0.150	0.8811	6.27900E-02
TRAIN	3.39994E-02	1.54710E-02	2.198	0.0280	5.34600E-02	CHEMENG	1.30521E-03	5.34880E-02	0.024	0.9805	4.79100E-03
MPSOURC	1.97709E-02	1.70200E-02	1.162	0.2454	7.36500E-01	ELECENG	2.75642E-02	4.38660E-02	0.628	0.5298	9.96100E-03
TTD1	-6.49922E-04	1.26160E-03	-0.515	0.6065	8.11600E+00	OTHENG	3.49332E-02	2.59450E-02	1.346	0.1782	3.84600E-02
MTTD1	-5.00307E-03	3.48540E-02	-0.144	0.8859	1.80300E-02	COMP	-8.27750E-03	5.42390E-02	-0.153	0.8787	3.40400E-03
PDOCP	-3.71279E-02	6.82170E-03	-5.443	0.0000	3.15600E-01	MATH	4.88766E-02	1.98760E-02	2.459	0.0139	1.11300E-01
MPDOCP	-2.45182E-02	1.64890E-02	-1.487	0.1370	4.22400E-02	PHYSICS	-6.52910E-02	1.73460E-02	-3.764	0.0002	5.30800E-02
FSWI	-8.32348E-03	6.04010E-03	-1.378	0.1682	3.71300E-01	CHEM	-4.71718E-02	1.75310E-02	-2.691	0.0071	6.33000E-02
MFSWI	3.20416E-04	6.37260E-03	0.050	0.9599	3.40900E-01	EAOSCI	-1.72403E-02	2.02510E-02	-0.851	0.3946	4.24900E-02
BAINT	-1.80039E-02	1.55890E-02	-1.155	0.2481	7.89300E-02	OPSCI	2.82557E-02	7.36290E-02	0.384	0.7012	2.64800E-03
MBAINT	-3.17406E-03	4.22250E-02	-0.075	0.9401	1.04700E-02	PSYCH	-3.49938E-02	1.65640E-02	-2.113	0.0346	9.64600E-02
AGEPHD	-2.36693E-03	1.13930E-03	-2.077	0.0378	3.08100E+01	ECON	-1.68411E-02	2.15490E-02	-0.782	0.4345	3.34100E-02
MAGEPHD	-9.53122E-02	8.69950E-02	-1.096	0.2733	1.38700E-03	POLYSCI	4.18549E-02	2.72370E-02	1.537	0.1244	2.92500E-02
NATUPHD	-9.67629E-03	1.52750E-02	-0.633	0.5264	3.07700E-02	SAD	3.31273E-02	2.09340E-02	1.582	0.1136	5.95100E-02
PERMPHD	1.17836E-02	1.74360E-02	0.676	0.4992	4.30000E-02	OSSCI	5.61911E-02	3.26480E-02	1.721	0.0852	2.08000E-02
TEMPPHD	2.77334E-04	1.70080E-02	0.016	0.9870	5.85000E-02	WAVE97	-9.06487E-03	2.00980E-02	-0.451	0.6520	7.33800E-02
MCITPHD	2.15538E-02	2.79700E-02	0.771	0.4410	1.67700E-02	WAVE95	-1.40212E-02	1.97070E-02	-0.711	0.4768	7.91800E-02
HISPAN	2.30013E-02	2.02580E-02	1.135	0.2562	2.82400E-02	WAVE93	-1.70608E-02	1.95910E-02	-0.871	0.3838	9.04000E-02
BLACK	4.53846E-02	1.82430E-02	2.488	0.0129	4.30000E-02	WAVE91	-4.79286E-03	1.70240E-02	-0.282	0.7783	7.71700E-02
ASIAN	-1.92129E-02	1.14240E-02	-1.682	0.0926	7.66600E-02	WAVE89	-1.25016E-02	1.19550E-02	-1.046	0.2957	1.42500E-01
MRACE	-3.96121E-02	5.52520E-02	-0.717	0.4734	2.14300E-03	WAVE87	-7.04549E-03	1.19800E-02	-0.588	0.5565	1.42200E-01
NATAMER	4.44365E-02	7.22650E-02	0.615	0.5386	3.02600E-03	WAVE85	-3.41421E-02	1.14440E-02	-2.983	0.0029	1.41300E-01
MARRIED	-5.45231E-03	7.36590E-03	-0.740	0.4592	7.55000E-01	WAVE83	-1.78841E-02	1.29100E-02	-1.385	0.1660	1.37600E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 7931 observations; 6 iterations; log likelihood function = -2309.642.

TABLE C-12. Maximum likelihood estimates for tenure track, logit model 4: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.41214E-01	3.36400E-02	7.170	0.0000		WATEACH	7.55976E-02	5.98280E-03	12.636	0.0000	5.18900E-01
FEMALE	-4.30168E-02	5.26860E-03	-8.165	0.0000	3.24900E-01	WAOTH	-1.52481E-02	6.31040E-03	-2.416	0.0157	1.46300E-01
YRPHD15	7.11887E-03	4.72090E-03	1.508	0.1316	4.94000E-01	EMPPRI	-2.97907E-02	5.33620E-03	-5.583	0.0000	2.53400E-01
TA	5.42067E-03	1.30020E-02	0.417	0.6767	5.62400E-02	MEMPPRI	-3.20544E-02	2.47510E-02	-1.295	0.1953	1.19700E-01
RA	1.91227E-02	1.22910E-02	1.556	0.1198	7.12400E-02	EMPRES	-2.42223E-02	5.89490E-03	-4.109	0.0000	2.97400E-01
FELLOW	4.69887E-02	2.50540E-02	1.876	0.0607	1.34900E-02	EMPDOC	2.51725E-02	1.10890E-02	2.270	0.0232	9.87300E-02
TRAIN	3.66803E-02	1.30210E-02	2.817	0.0049	5.34600E-02	MEMPCARN	-5.32712E-03	2.49020E-02	-0.214	0.8306	2.11800E-01
MPSOURC	2.21216E-02	1.44710E-02	1.529	0.1263	7.36500E-01	BIO	-5.43979E-02	1.29300E-02	-4.207	0.0000	3.09500E-01
TTD1	-6.92060E-04	1.07990E-03	-0.641	0.5216	8.11600E+00	HEALTH	-8.77589E-04	1.58510E-02	-0.055	0.9559	6.27900E-02
MTTD1	1.78609E-03	2.94770E-02	0.061	0.9517	1.80300E-02	CHEMENG	-1.13531E-02	4.44380E-02	-0.255	0.7984	4.79100E-03
PDOCP	-1.77095E-02	5.95330E-03	-2.975	0.0029	3.15600E-01	ELECENG	1.06228E-02	3.68200E-02	0.289	0.7730	9.96100E-03
MPDOCP	-2.05607E-02	1.40170E-02	-1.467	0.1424	4.22400E-02	OTHENG	1.47610E-02	2.17670E-02	0.678	0.4977	3.84600E-02
FSWI	-3.08021E-03	5.12300E-03	-0.601	0.5477	3.71300E-01	COMP	-1.48587E-02	4.56210E-02	-0.326	0.7447	3.40400E-03
MFSWI	6.21258E-03	5.42240E-03	1.146	0.2519	3.40900E-01	MATH	1.87438E-02	1.68230E-02	1.114	0.2652	1.11300E-01
BAINT	-1.78698E-02	1.29350E-02	-1.382	0.1671	7.89300E-02	PHYSICS	-6.73601E-02	1.47780E-02	-4.558	0.0000	5.30800E-02
MBAINT	-7.57882E-03	3.56090E-02	-0.213	0.8315	1.04700E-02	CHEM	-6.15275E-02	1.50420E-02	-4.090	0.0000	6.33000E-02
AGEPHD	-2.51142E-03	9.79410E-04	-2.564	0.0103	3.08100E+01	EAOSCI	-3.64406E-02	1.70880E-02	-2.133	0.0330	4.24900E-02
MAGEPHD	-1.08760E-01	7.53070E-02	-1.444	0.1487	1.38700E-03	OPSCI	1.37493E-02	6.19610E-02	0.222	0.8244	2.64800E-03
NATUPHD	-7.84990E-03	1.30580E-02	-0.601	0.5477	3.07700E-02	PSYCH	-4.32375E-02	1.41410E-02	-3.058	0.0022	9.64600E-02
PERMPHD	9.16403E-03	1.45630E-02	0.629	0.5292	4.30000E-02	ECON	-3.32632E-02	1.83050E-02	-1.817	0.0692	3.34100E-02
TEMPPHD	6.43925E-03	1.43150E-02	0.450	0.6528	5.85000E-02	POLYSCI	1.34009E-02	2.30080E-02	0.582	0.5603	2.92500E-02
MCITPHD	2.43514E-02	2.35870E-02	1.032	0.3019	1.67700E-02	SAD	9.95787E-03	1.77550E-02	0.561	0.5749	5.95100E-02
HISPAN	1.74903E-02	1.70970E-02	1.023	0.3063	2.82400E-02	OSSCI	1.80967E-02	2.75220E-02	0.658	0.5108	2.08000E-02
BLACK	3.43197E-02	1.53250E-02	2.239	0.0251	4.30000E-02	WAVE97	2.03067E-02	1.97320E-02	1.029	0.3034	7.33800E-02
ASIAN	-2.08421E-02	9.62700E-03	-2.165	0.0304	7.66600E-02	WAVE95	-3.90305E-05	1.67100E-02	-0.002	0.9981	7.91800E-02
MRACE	-1.24988E-02	4.79760E-02	-0.261	0.7945	2.14300E-03	WAVE93	-7.33099E-03	2.85940E-02	-0.256	0.7977	9.04000E-02
NATAMER	2.02394E-02	6.07260E-02	0.333	0.7389	3.02600E-03	WAVE91	3.65714E-03	1.44170E-02	0.254	0.7998	7.71700E-02
MARRIED	2.09506E-03	6.26450E-03	0.334	0.7381	7.55000E-01	WAVE89	-5.90149E-03	1.01640E-02	-0.581	0.5615	1.42500E-01
MMARRIED	2.07957E-02	1.54750E-02	1.344	0.1790	4.31200E-02	WAVE87	-1.66603E-04	1.02020E-02	-0.016	0.9870	1.42200E-01
DEP6	8.15390E-04	5.17530E-03	0.158	0.8748	1.91400E-01	WAVE85	-2.66259E-02	9.76340E-03	-2.727	0.0064	1.41300E-01
DEP618	2.39120E-03	3.40030E-03	0.703	0.4819	7.56900E-01	WAVE83	-1.45413E-02	1.09930E-02	-1.323	0.1859	1.37600E-01
MDEP	8.13207E-03	8.81060E-03	0.923	0.3560	3.91500E-01						

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 7931 observations; 7 iterations; log likelihood function = -2150.902.

TABLE C-13. Maximum likelihood estimates for tenure track, logit model I-1: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.45090E-01	3.56890E-02	6.867	0.0000		MARRIED	1.66613E-02	9.75910E-03	1.707	0.0878	7.54100E-01
FEMALE	-6.92392E-03	1.06590E-02	-0.650	0.5160	3.25500E-01	MMARRIED	2.69248E-02	1.70410E-02	1.580	0.1141	4.11300E-02
FMARRIED	-3.69847E-02	1.28470E-02	-2.879	0.0040	1.93800E-01	DEP6	-6.11995E-03	6.41200E-03	-0.954	0.3399	1.94200E-01
FDEP6	7.27258E-03	1.13580E-02	0.640	0.5220	4.33400E-02	DEP618	7.07512E-03	4.19790E-03	1.685	0.0919	7.61900E-01
FDEP618	-1.74805E-02	5.85940E-03	-2.983	0.0029	1.61900E-01	MDEP	1.64914E-03	9.60700E-03	0.172	0.8637	3.72500E-01
YRPHD15	8.86347E-03	5.12690E-03	1.729	0.0838	4.92900E-01	BIO	-4.82480E-02	1.39680E-02	-3.454	0.0006	3.10700E-01
TA	6.46395E-03	1.40010E-02	0.462	0.6443	6.00700E-02	HEALTH	2.17168E-04	1.72300E-02	0.013	0.9899	6.28600E-02
RA	1.58876E-02	1.33130E-02	1.193	0.2327	7.72700E-02	CHEMENG	4.79044E-03	4.95800E-02	0.097	0.9230	4.53200E-03
FELLOW	4.02389E-02	2.75170E-02	1.462	0.1437	1.45200E-02	ELECENG	2.46955E-02	4.05940E-02	0.608	0.5430	9.99300E-03
TRAIN	3.02658E-02	1.41620E-02	2.137	0.0326	5.94900E-02	OTHENG	3.13160E-02	2.39970E-02	1.305	0.1919	3.80000E-02
MPSOURC	1.86902E-02	1.56030E-02	1.198	0.2310	7.11500E-01	COMP	-1.03834E-02	5.01750E-02	-0.207	0.8361	3.48600E-03
TTD1	-4.63913E-04	1.16450E-03	-0.398	0.6904	8.17400E+00	MATH	4.62049E-02	1.83780E-02	2.514	0.0119	1.07400E-01
MTTD1	-6.97184E-03	3.23240E-02	-0.216	0.8292	1.76600E-02	PHYSICS	-5.41600E-02	1.59790E-02	-3.389	0.0007	5.68200E-02
PDOCP	-3.33240E-02	6.28520E-03	-5.302	0.0000	3.23500E-01	CHEM	-4.02795E-02	1.61720E-02	-2.491	0.0128	6.41400E-02
MPDOCP	-1.90250E-02	1.51730E-02	-1.254	0.2099	4.31100E-02	EAOSCI	-1.07524E-02	1.87210E-02	-0.574	0.5657	4.35700E-02
FSWI	-7.76941E-03	5.57140E-03	-1.395	0.1632	3.69000E-01	OPSCI	1.97480E-02	6.80940E-02	0.290	0.7718	2.55600E-03
MFSWI	4.92000E-04	5.85870E-03	0.084	0.9331	3.43400E-01	PSYCH	-2.76492E-02	1.53120E-02	-1.806	0.0710	9.94700E-02
BAINT	-1.29894E-02	1.43800E-02	-0.903	0.3664	7.80900E-02	ECON	-1.53921E-02	1.99540E-02	-0.771	0.4405	3.21900E-02
MBAINT	1.84505E-03	3.89930E-02	0.047	0.9623	9.99300E-03	POLYSCI	3.89528E-02	2.51970E-02	1.546	0.1221	2.85800E-02
AGEPHD	-2.26039E-03	1.04970E-03	-2.153	0.0313	3.08700E+01	SAD	3.00403E-02	1.93560E-02	1.552	0.1207	5.83300E-02
MAGEPHD	-9.60877E-02	8.00420E-02	-1.200	0.2300	1.51100E-03	OSSCI	4.84316E-02	3.01620E-02	1.606	0.1083	2.01000E-02
NATUPHD	-1.03177E-02	1.40520E-02	-0.734	0.4628	3.11400E-02	WAVE97	1.03409E-02	1.84130E-02	0.562	0.5744	8.13400E-02
PERMPHD	1.14006E-02	1.61320E-02	0.707	0.4797	4.32300E-02	WAVE95	5.28307E-03	1.80440E-02	0.293	0.7697	8.83100E-02
TEMPPHD	-4.60400E-03	1.56910E-02	-0.293	0.7692	5.78700E-02	WAVE93	5.15498E-03	1.81010E-02	0.285	0.7758	1.01400E-01
MCITPHD	1.51627E-02	2.57450E-02	0.589	0.5559	1.70800E-02	WAVE91	5.38454E-03	1.57310E-02	0.342	0.7321	7.77400E-02
HISPAN	1.98330E-02	1.87050E-02	1.060	0.2890	2.85800E-02	WAVE89	-2.28572E-03	1.10640E-02	-0.207	0.8363	1.44600E-01
BLACK	4.06880E-02	1.67660E-02	2.427	0.0152	4.43900E-02	WAVE87	1.86941E-03	1.10740E-02	0.169	0.8659	1.42500E-01
ASIAN	-1.48455E-02	1.05290E-02	-1.410	0.1586	7.93600E-02	WAVE85	-3.05823E-02	1.06270E-02	-2.878	0.0040	1.30300E-01
MRACE	-3.39525E-02	5.09950E-02	-0.666	0.5055	1.97500E-03	WAVE83	-1.43198E-02	1.19670E-02	-1.197	0.2315	1.26800E-01
NATAMER	6.41192E-02	6.73980E-02	0.951	0.3414	3.48600E-03						

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 8606 observations; 6 iterations; log likelihood function = -2374.220.

TABLE C-14. Maximum likelihood estimates for tenure track, logit model I-2: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.09986E-01	3.18430E-02	6.594	0.0000		DEP618	5.76526E-03	3.69220E-03	1.561	0.1184	7.61900E-01
FEMALE	-8.89880E-03	9.34920E-03	-0.952	0.3412	3.25500E-01	MDEP	1.79039E-03	8.45260E-03	0.212	0.8323	3.72500E-01
FMARRIED	-2.95481E-02	1.12770E-02	-2.620	0.0088	1.93800E-01	WATEACH	6.76623E-02	5.73220E-03	11.804	0.0000	4.91400E-01
FDEP6	5.93157E-03	9.93260E-03	0.597	0.5504	4.33400E-02	WAOth	-5.01257E-03	5.90250E-03	-0.849	0.3958	1.65200E-01
FDEP618	-1.57410E-02	5.17110E-03	-3.044	0.0023	1.61900E-01	EMPPRI	-2.41858E-02	5.06240E-03	-4.778	0.0000	2.58400E-01
YRPHD15	5.95720E-03	4.49890E-03	1.324	0.1855	4.92900E-01	MEMPPRI	-1.59793E-02	1.84050E-02	-0.868	0.3853	1.31900E-01
TA	7.96624E-04	1.22920E-02	0.065	0.9483	6.00700E-02	EMPRES	-2.06576E-02	5.60640E-03	-3.685	0.0002	2.94600E-01
RA	1.24278E-02	1.16400E-02	1.068	0.2857	7.72700E-02	EMPDOc	2.26500E-02	1.06470E-02	2.127	0.0334	9.31900E-02
FELLOW	3.49556E-02	2.38420E-02	1.466	0.1426	1.45200E-02	MEMPCARN	-5.47652E-03	1.85940E-02	-0.295	0.7684	2.35200E-01
TRAIN	2.93691E-02	1.23610E-02	2.376	0.0175	5.94900E-02	BIO	-4.93875E-02	1.23720E-02	-3.992	0.0001	3.10700E-01
MPSOURC	1.89142E-02	1.37230E-02	1.378	0.1681	7.11500E-01	HEALTH	-4.62839E-03	1.51220E-02	-0.306	0.7596	6.28600E-02
TTD1	-4.82044E-04	1.02370E-03	-0.471	0.6377	8.17400E+00	CHEMENG	-9.74485E-03	4.28000E-02	-0.228	0.8199	4.53200E-03
MTTD1	-3.63308E-04	2.82720E-02	-0.013	0.9898	1.76600E-02	ELECENG	1.01340E-02	3.52770E-02	0.287	0.7739	9.99300E-03
PDOCP	-1.65746E-02	5.64880E-03	-2.934	0.0033	3.23500E-01	OTHENG	1.45507E-02	2.09140E-02	0.696	0.4866	3.80000E-02
MPDOCP	-1.72355E-02	1.33330E-02	-1.293	0.1961	4.31100E-02	COMP	-1.94342E-02	4.36910E-02	-0.445	0.6565	3.48600E-03
FSWI	-3.71540E-03	4.88820E-03	-0.760	0.4472	3.69000E-01	MATH	2.13069E-02	1.61300E-02	1.321	0.1865	1.07400E-01
MFSWI	5.77857E-03	5.15230E-03	1.122	0.2621	3.43400E-01	PHYSICS	-5.48646E-02	1.40590E-02	-3.902	0.0001	5.68200E-02
BAINT	-1.24478E-02	1.24080E-02	-1.003	0.3158	7.80900E-02	CHEM	-5.19026E-02	1.43340E-02	-3.621	0.0003	6.41400E-02
MBAINT	-5.42439E-03	3.40920E-02	-0.159	0.8736	9.99300E-03	EAOSCI	-2.52211E-02	1.63810E-02	-1.540	0.1237	4.35700E-02
AGEPHD	-2.36964E-03	9.26420E-04	-2.558	0.0105	3.08700E+01	OPSCI	7.63472E-03	5.94660E-02	0.128	0.8978	2.55600E-03
MAGEPHD	-9.92348E-02	7.06060E-02	-1.405	0.1599	1.51100E-03	PSYCH	-3.55177E-02	1.35280E-02	-2.626	0.0087	9.94700E-02
NATUPHD	-9.38483E-03	1.23630E-02	-0.759	0.4478	3.11400E-02	ECON	-3.12302E-02	1.75630E-02	-1.778	0.0754	3.21900E-02
PERMPHD	9.31367E-03	1.40250E-02	0.664	0.5066	4.32300E-02	POLYSCI	1.33002E-02	2.20570E-02	0.603	0.5465	2.85800E-02
TEMPPHD	-2.26015E-03	1.36810E-02	-0.165	0.8688	5.78700E-02	SAD	9.07489E-03	1.70270E-02	0.533	0.5941	5.83300E-02
MCITPHD	1.86379E-02	2.24280E-02	0.831	0.4060	1.70800E-02	OSSCI	1.68467E-02	2.63790E-02	0.639	0.5231	2.01000E-02
HISPAN	1.66589E-02	1.63710E-02	1.018	0.3089	2.85800E-02	WAVE97	2.76370E-02	1.87010E-02	1.478	0.1395	8.13400E-02
BLACK	3.17056E-02	1.45900E-02	2.173	0.0298	4.43900E-02	WAVE95	2.07654E-02	1.59020E-02	1.306	0.1916	8.83100E-02
ASIAN	-1.58255E-02	9.18750E-03	-1.723	0.0850	7.93600E-02	WAVE93	1.71749E-02	2.31800E-02	0.741	0.4587	1.01400E-01
MRACE	-1.48541E-02	4.54900E-02	-0.327	0.7440	1.97500E-03	WAVE91	1.61072E-02	1.37900E-02	1.168	0.2428	7.77400E-02
NATAMER	6.08732E-02	6.00820E-02	1.013	0.3110	3.48600E-03	WAVE89	5.34905E-03	9.74420E-03	0.549	0.5830	1.44600E-01
MARRIED	1.70985E-02	8.55270E-03	1.999	0.0456	7.54100E-01	WAVE87	9.68208E-03	9.75420E-03	0.993	0.3209	1.42500E-01
MMARRIED	2.50338E-02	1.48780E-02	1.683	0.0925	4.11300E-02	WAVE85	-2.46129E-02	9.38620E-03	-2.622	0.0087	1.30300E-01
DEP6	-3.62266E-03	5.60650E-03	-0.646	0.5182	1.94200E-01	WAVE83	-1.20425E-02	1.05560E-02	-1.141	0.2539	1.26800E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 8606 observations; 7 iterations; log likelihood function = -2249.571.

TABLE C-15. Maximum likelihood estimates for tenure track, logit model I-3: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.72265E-01	3.84900E-02	7.074	0.0000		MARRIED	1.92523E-02	1.04680E-02	1.839	0.0659	7.55000E-01
FEMALE	-7.52178E-03	1.14610E-02	-0.656	0.5116	3.24900E-01	MMARRIED	2.97546E-02	1.82070E-02	1.634	0.1022	4.31200E-02
FMARRIED	-3.84191E-02	1.37990E-02	-2.784	0.0054	1.93500E-01	DEP6	-5.42048E-03	6.89570E-03	-0.786	0.4318	1.91400E-01
FDEP6	7.01878E-03	1.22520E-02	0.573	0.5667	4.26200E-02	DEP618	8.03804E-03	4.50420E-03	1.785	0.0743	7.56900E-01
FDEP618	-2.06142E-02	6.30290E-03	-3.271	0.0011	1.58700E-01	MDEP	3.23208E-03	1.03300E-02	0.313	0.7544	3.91500E-01
YRPHD15	1.02844E-02	5.51080E-03	1.866	0.0620	4.94000E-01	BIO	-5.29494E-02	1.49530E-02	-3.541	0.0004	3.09500E-01
TA	1.18848E-02	1.51700E-02	0.783	0.4334	5.62400E-02	HEALTH	2.17136E-03	1.84880E-02	0.117	0.9065	6.27900E-02
RA	2.21485E-02	1.43970E-02	1.538	0.1240	7.12400E-02	CHEMENG	6.33729E-03	5.29840E-02	0.120	0.9048	4.79100E-03
FELLOW	4.88978E-02	2.96590E-02	1.649	0.0992	1.34900E-02	ELECENG	2.76645E-02	4.34200E-02	0.637	0.5240	9.96100E-03
TRAIN	3.55184E-02	1.53390E-02	2.316	0.0206	5.34600E-02	OTHENG	3.42353E-02	2.56630E-02	1.334	0.1822	3.84600E-02
MPSOURC	2.16270E-02	1.68680E-02	1.282	0.1998	7.36500E-01	COMP	-8.49047E-03	5.38250E-02	-0.158	0.8747	3.40400E-03
TTD1	-4.97819E-04	1.24730E-03	-0.399	0.6898	8.11600E+00	MATH	4.85227E-02	1.96570E-02	2.469	0.0136	1.11300E-01
MTTD1	-5.06602E-03	3.45960E-02	-0.146	0.8836	1.80300E-02	PHYSICS	-6.48529E-02	1.71640E-02	-3.778	0.0002	5.30800E-02
PDOCP	-3.76280E-02	6.76190E-03	-5.565	0.0000	3.15600E-01	CHEM	-4.69904E-02	1.73510E-02	-2.708	0.0068	6.33000E-02
MPDOCP	-2.19982E-02	1.63520E-02	-1.345	0.1785	4.22400E-02	EAOSCI	-1.63470E-02	2.00360E-02	-0.816	0.4146	4.24900E-02
FSWI	-8.30249E-03	5.97920E-03	-1.389	0.1650	3.71300E-01	OPSCI	2.52028E-02	7.27930E-02	0.346	0.7292	2.64800E-03
MFSWI	2.13726E-04	6.30340E-03	0.034	0.9730	3.40900E-01	PSYCH	-3.36779E-02	1.63860E-02	-2.055	0.0399	9.64600E-02
BAINT	-1.97098E-02	1.54100E-02	-1.279	0.2009	7.89300E-02	ECON	-1.49467E-02	2.13530E-02	-0.700	0.4839	3.34100E-02
MBAINT	-8.69819E-04	4.17670E-02	-0.021	0.9834	1.04700E-01	POLYSCI	4.22807E-02	2.69430E-02	1.569	0.1166	2.92500E-02
AGEPHD	-2.78220E-03	1.12800E-03	-2.467	0.0136	3.08100E+01	SAD	3.47974E-02	2.07030E-02	1.681	0.0928	5.95100E-02
MAGEPHD	-1.11559E-01	8.62370E-02	-1.294	0.1958	1.38700E-03	OSSCI	5.52851E-02	3.22500E-02	1.714	0.0865	2.08000E-02
NATUPHD	-8.69216E-03	1.51460E-02	-0.574	0.5660	3.07700E-02	WAVE97	-6.64445E-03	1.99590E-02	-0.333	0.7392	7.33800E-02
PERMPHD	1.77169E-02	1.72930E-02	1.025	0.3056	4.30000E-02	WAVE95	-1.35409E-02	1.95180E-02	-0.694	0.4878	7.91800E-02
TEMPPHD	1.65318E-03	1.67740E-02	0.099	0.9215	5.85000E-02	WAVE93	-1.53609E-02	1.94420E-02	-0.790	0.4295	9.04000E-02
MCITPHD	2.01856E-02	2.77510E-02	0.727	0.4670	1.67700E-02	WAVE91	-4.03994E-03	1.68870E-02	-0.239	0.8109	7.71700E-02
HISPAN	2.30773E-02	2.00630E-02	1.150	0.2500	2.82400E-02	WAVE89	-1.11717E-02	1.18500E-02	-0.943	0.3458	1.42500E-01
BLACK	4.61473E-02	1.80340E-02	2.559	0.0105	4.30000E-02	WAVE87	-5.85054E-03	1.18590E-02	-0.493	0.6218	1.42200E-01
ASIAN	-1.93826E-02	1.13200E-02	-1.712	0.0869	7.66600E-02	WAVE85	-3.29771E-02	1.13490E-02	-2.906	0.0037	1.41300E-01
MRACE	-3.63153E-02	5.45370E-02	-0.666	0.5055	2.14300E-03	WAVE83	-1.59067E-02	1.27840E-02	-1.244	0.2134	1.37600E-01
NATAMER	4.73363E-02	7.14550E-02	0.662	0.5077	3.02600E-03						

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 7931 observations; 6 iterations; log likelihood function = -2297.290.

TABLE C-16. Maximum likelihood estimates for tenure track, logit model I-4: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	2.29949E-01	3.35110E-02	6.862	0.0000		DEP618	6.80737E-03	3.84060E-03	1.772	0.0763	7.56900E-01
FEMALE	-9.70851E-03	9.73820E-03	-0.997	0.3188	3.24900E-01	MDEP	4.28972E-03	8.81550E-03	0.487	0.6265	3.91500E-01
FMARRIED	-2.88870E-02	1.17350E-02	-2.462	0.0138	1.93500E-01	WATEACH	7.46583E-02	5.93710E-03	12.575	0.0000	5.18900E-01
FDEP6	3.98920E-03	1.03720E-02	0.385	0.7005	4.26200E-02	WAOth	-1.57313E-02	6.26190E-03	-2.512	0.0120	1.46300E-01
FDEP618	-1.84948E-02	5.40600E-03	-3.421	0.0006	1.58700E-01	EMPPRI	-2.90661E-02	5.29320E-03	-5.491	0.0000	2.53400E-01
YRPHD15	7.05958E-03	4.67990E-03	1.508	0.1314	4.94000E-01	MEMPPRI	-3.07650E-02	2.43220E-02	-1.265	0.2059	1.19700E-01
TA	7.66296E-03	1.29210E-02	0.593	0.5532	5.62400E-02	EMPRES	-2.38812E-02	5.84040E-03	-4.089	0.0000	2.97400E-01
RA	2.02566E-02	1.21920E-02	1.661	0.0966	7.12400E-02	EMPDOc	2.45591E-02	1.09950E-02	2.234	0.0255	9.87300E-02
FELLOW	4.72257E-02	2.48200E-02	1.903	0.0571	1.34900E-02	MEMPCARN	-5.39838E-03	2.44690E-02	-0.221	0.8254	2.11800E-01
TRAIN	3.79512E-02	1.29300E-02	2.935	0.0033	5.34600E-02	BIO	-5.33414E-02	1.28140E-02	-4.163	0.0000	3.09500E-01
MPSOURC	2.34122E-02	1.43580E-02	1.631	0.1030	7.36500E-01	HEALTH	-7.27492E-04	1.57070E-02	-0.046	0.9631	6.27900E-02
TTD1	-5.35695E-04	1.06820E-03	-0.501	0.6160	8.11600E+00	CHEMENG	-7.54904E-03	4.40470E-02	-0.171	0.8639	4.79100E-03
MTTD1	1.34893E-03	2.92290E-02	0.046	0.9632	1.80300E-02	ELECENG	1.04175E-02	3.64340E-02	0.286	0.7749	9.96100E-03
PDOCP	-1.82621E-02	5.90810E-03	-3.091	0.0020	3.15600E-01	OTHENG	1.39539E-02	2.15720E-02	0.647	0.5177	3.84600E-02
MPDOCP	-1.80740E-02	1.39680E-02	-1.294	0.1957	4.22400E-02	COMP	-1.55800E-02	4.52840E-02	-0.344	0.7308	3.40400E-03
FSWI	-3.46293E-03	5.07590E-03	-0.682	0.4951	3.71300E-01	MATH	1.81165E-02	1.66470E-02	1.088	0.2765	1.11300E-01
MFSWI	6.10435E-03	5.37220E-03	1.136	0.2558	3.40900E-01	PHYSICS	-6.71283E-02	1.46360E-02	-4.587	0.0000	5.30800E-02
BAINT	-1.95457E-02	1.27930E-02	-1.528	0.1266	7.89300E-02	CHEM	-6.12134E-02	1.49250E-02	-4.101	0.0000	6.33000E-02
MBAINT	-5.74715E-03	3.52770E-02	-0.163	0.8706	1.04700E-02	EAOSCI	-3.60394E-02	1.69210E-02	-2.130	0.0332	4.24900E-02
AGEPHD	-2.87355E-03	9.70730E-04	-2.960	0.0031	3.08100E+01	OPSCI	1.32040E-02	6.13080E-02	0.215	0.8295	2.64800E-03
MAGEPHD	-1.21093E-01	7.42940E-02	-1.630	0.1031	1.38700E-03	PSYCH	-4.24898E-02	1.39990E-02	-3.035	0.0024	9.64600E-02
NATUPHD	-8.06777E-03	1.29160E-02	-0.625	0.5322	3.07700E-02	ECON	-3.14806E-02	1.81690E-02	-1.733	0.0832	3.34100E-02
PERMPHD	1.48570E-02	1.44960E-02	1.025	0.3054	4.30000E-02	POLYSCI	1.31914E-02	2.27710E-02	0.579	0.5624	2.92500E-02
TEMPPHD	7.52331E-03	1.41310E-02	0.532	0.5944	5.85000E-02	SAD	1.21655E-02	1.75960E-02	0.691	0.4893	5.95100E-02
MCITPHD	2.30355E-02	2.34470E-02	0.982	0.3259	1.67700E-02	OSSCI	1.80087E-02	2.72280E-02	0.661	0.5084	2.08000E-02
HISPAN	1.84551E-02	1.69940E-02	1.086	0.2775	2.82400E-02	WAVE97	2.04131E-02	1.95680E-02	1.043	0.2969	7.33800E-02
BLACK	3.53932E-02	1.51720E-02	2.333	0.0197	4.30000E-02	WAVE95	-1.11674E-04	1.65900E-02	-0.007	0.9946	7.91800E-02
ASIAN	-2.11373E-02	9.54660E-03	-2.214	0.0268	7.66600E-02	WAVE93	-6.38852E-03	2.81760E-02	-0.227	0.8206	9.04000E-02
MRACE	-1.21754E-02	4.70090E-02	-0.259	0.7956	2.14300E-03	WAVE91	3.65711E-03	1.43150E-02	0.255	0.7984	7.71700E-02
NATAMER	2.37868E-02	6.01170E-02	0.396	0.6924	3.02600E-03	WAVE89	-4.95366E-03	1.00880E-02	-0.491	0.6234	1.42500E-01
MARRIED	2.02885E-02	8.88590E-03	2.283	0.0224	7.55000E-01	WAVE87	9.99334E-04	1.01150E-02	0.099	0.9213	1.42200E-01
MMARRIED	2.70705E-02	1.53400E-02	1.765	0.0776	4.31200E-02	WAVE85	-2.57214E-02	9.70350E-03	-2.651	0.0080	1.41300E-01
DEP6	-1.68920E-03	5.85200E-03	-0.289	0.7729	1.91400E-01	WAVE83	-1.27833E-02	1.09130E-02	-1.171	0.2414	1.37600E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 7931 observations; 7 iterations; log likelihood function = -2139.038.

TABLE C-17. Maximum likelihood estimates for tenure, logit model 1: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	7.66684E-02	6.76740E-02	1.133	0.2573		MMARRIED	7.20612E-02	3.32420E-02	2.168	0.0302	3.51600E-02
FEMALE	-6.90980E-02	1.25060E-02	-5.525	0.0000	3.67600E-01	DEP6	1.04907E-02	9.88450E-03	1.061	0.2885	4.01300E-01
YRPHD9	1.21689E-01	1.12640E-02	10.803	0.0000	5.06600E-01	DEP618	2.48756E-02	7.97240E-03	3.120	0.0018	4.61600E-01
TA	2.66883E-02	2.15840E-02	1.236	0.2163	1.16900E-01	MDEP	-3.26270E-02	2.12170E-02	-1.538	0.1241	3.68200E-01
RA	-1.01230E-02	2.04980E-02	-0.494	0.6214	1.65000E-01	BIO	-2.27125E-01	2.68320E-02	-8.465	0.0000	2.99200E-01
FELLOW	1.09974E-01	3.84300E-02	2.862	0.0042	2.57300E-02	HEALTH	-5.80661E-02	3.05970E-02	-1.898	0.0577	7.82200E-02
TRAIN	-1.63415E-02	2.38880E-02	-0.684	0.4939	1.03300E-01	CHEMENG	1.36721E-01	5.95570E-02	2.296	0.0217	1.02300E-02
MPSOURC	4.35578E-02	2.27790E-02	1.912	0.0559	4.16000E-01	ELECENG	5.32276E-02	4.35790E-02	1.221	0.2219	2.13800E-02
TTD1	-3.10362E-03	2.52030E-03	-1.231	0.2182	8.60300E+00	OTHENG	3.31984E-03	3.10750E-02	0.107	0.9149	7.37600E-02
MTTD1	9.36791E-02	5.80490E-02	1.614	0.1066	2.50300E-02	COMP	1.09403E-01	5.14720E-02	2.125	0.0336	1.39800E-02
PDOCP	-2.73494E-01	-1.42270E-02	19.224	0.0000	3.80900E-01	MATH	5.24533E-02	3.06670E-02	1.710	0.0872	8.54100E-02
MPDOCP	-1.17854E-01	3.25290E-02	-3.623	0.0003	5.07600E-02	PHYSICS	-1.94573E-01	3.45520E-02	-5.631	0.0000	5.25800E-02
FSWI	5.40625E-04	1.27470E-02	0.042	0.9662	3.68300E-01	CHEM	-7.23279E-02	3.29980E-02	-2.192	0.0284	6.18000E-02
MFSWI	-6.57096E-02	1.37620E-02	-4.775	0.0000	3.44900E-01	EAOSCI	-5.38586E-02	3.43410E-02	-1.568	0.1168	4.40700E-02
BAINT	-1.79622E-02	2.87470E-02	-0.625	0.5321	8.11600E-02	OPSCI	-6.45989E-02	9.51110E-02	-0.679	0.4970	3.34300E-03
MBAINT	-1.34410E-01	6.91370E-02	-1.944	0.0519	1.29700E-02	PSYCH	-1.17394E-01	2.96910E-02	-3.954	0.0001	8.65200E-02
AGEPHD	3.96007E-03	2.22150E-03	1.783	0.0747	3.13800E+01	ECON	4.68351E-02	4.17010E-02	1.123	0.2614	2.50300E-02
MAGEPHD	-1.37423E-02	1.29070E-01	-0.106	0.9152	3.54600E-03	POLYSCI	7.47495E-03	4.41380E-02	0.169	0.8655	2.02600E-02
NATUPHD	-6.37864E-02	3.01980E-02	-2.112	0.0347	4.14400E-02	SAD	-2.65226E-02	3.32550E-02	-0.798	0.4251	5.12700E-02
PERMPHD	-4.47906E-02	3.29480E-02	-1.359	0.1740	4.26500E-02	OSSCI	-3.08127E-02	4.56700E-02	-0.675	0.4999	1.80300E-02
TEMPPHD	6.92665E-02	2.79900E-02	2.475	0.0133	8.41900E-02	WAVE97	-1.59257E-01	3.17580E-02	-5.015	0.0000	9.33100E-02
MCITPHD	3.14914E-02	4.71130E-02	0.668	0.5039	2.58400E-02	WAVE95	-2.09692E-01	3.09250E-02	-6.781	0.0000	1.18100E-01
HISPAN	7.93177E-02	2.59310E-02	3.059	0.0022	5.02500E-02	WAVE93	-1.66009E-01	3.02790E-02	-5.483	0.0000	1.20700E-01
BLACK	2.41386E-03	2.36190E-02	0.102	0.9186	5.90700E-02	WAVE91	-8.28609E-02	3.19210E-02	-2.596	0.0094	7.89300E-02
ASIAN	-8.96375E-03	2.13970E-02	-0.419	0.6753	1.12700E-01	WAVE89	-8.64705E-02	2.99730E-02	-2.885	0.0039	9.62500E-02
MRACE	1.38478E-01	1.56880E-01	0.883	0.3774	1.31700E-03	WAVE87	-6.39979E-02	2.95300E-02	-2.167	0.0302	9.20000E-02
NATAMER	-5.27274E-02	8.94800E-02	-0.589	0.5557	3.64700E-03	WAVE85	-5.94072E-02	2.39200E-02	-2.484	0.0130	1.17000E-01
MARRIED	-3.31604E-03	1.46650E-02	-0.226	0.8211	7.29400E-01	WAVE83	5.05212E-02	2.33080E-02	2.168	0.0302	1.47600E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 9870 observations; 5 iterations; log likelihood function = -5770.553.

TABLE C-18. Maximum likelihood estimates for tenure, logit model 2: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	4.55390E-02	7.02260E-02	0.648	0.5167		WATEACH	1.68797E-01	1.34430E-02	12.557	0.0000	4.49500E-01
FEMALE	-6.94884E-02	1.27720E-02	-5.440	0.0000	3.67600E-01	WAOTH	-7.10048E-02	1.91840E-02	-3.701	0.0002	1.27200E-01
YRPHD9	1.26713E-01	1.15130E-02	11.006	0.0000	5.06600E-01	EMPPRI	-1.35618E-01	1.35940E-02	-9.976	0.0000	2.74900E-01
TA	9.96432E-03	2.20340E-02	0.452	0.6511	1.16900E-01	MEMPPRI	5.68966E-02	4.98030E-02	1.142	0.2533	1.39200E-01
RA	-7.74103E-03	2.08940E-02	-0.370	0.7110	1.65000E-01	EMPRES	2.56406E-02	1.50950E-02	1.699	0.0894	3.06600E-01
FELLOW	1.07531E-01	3.93410E-02	2.733	0.0063	2.57300E-02	EMPDOC	9.00041E-02	2.22030E-02	4.054	0.0001	8.01400E-02
TRAIN	-7.20138E-03	2.44190E-02	-0.295	0.7681	1.03300E-01	MEMPCARN	-1.28228E-01	4.81420E-02	-2.664	0.0077	2.66600E-01
MPSOURC	4.97453E-02	2.32950E-02	2.135	0.0327	4.16000E-01	BIO	-2.09681E-01	2.75110E-02	-7.622	0.0000	2.99200E-01
TTD1	-1.98663E-03	2.56520E-03	-0.774	0.4387	8.60300E+00	HEALTH	-4.63340E-02	3.13650E-02	-1.477	0.1396	7.82200E-02
MTTD1	1.11966E-01	5.92820E-02	1.889	0.0589	2.50300E-02	CHEMENG	1.45620E-01	6.08350E-02	2.394	0.0167	1.02300E-02
PDOCP	-2.52043E-01	-1.46960E-02	17.150	0.0000	3.80900E-01	ELECENG	4.16406E-02	4.45600E-02	0.934	0.3501	2.13800E-02
MPDOCP	-1.02865E-01	3.33550E-02	-3.084	0.0020	5.07600E-02	OTHENG	-7.00540E-03	3.18020E-02	-0.220	0.8257	7.37600E-02
FSWI	6.49585E-03	1.30210E-02	0.499	0.6179	3.68300E-01	COMP	1.13513E-01	5.24460E-02	2.164	0.0304	1.39800E-02
MFSWI	-4.94564E-02	1.40940E-02	-3.509	0.0005	3.44900E-01	MATH	3.49428E-02	3.15070E-02	1.109	0.2674	8.54100E-02
BAINT	-1.31756E-02	2.96040E-02	-0.445	0.6563	8.11600E-02	PHYSICS	-1.84006E-01	3.52760E-02	-5.216	0.0000	5.25800E-02
MBAINT	-1.44891E-01	7.09600E-02	-2.042	0.0412	1.29700E-02	CHEM	-7.98009E-02	3.38460E-02	-2.358	0.0184	6.18000E-02
AGEPHD	2.45614E-03	2.27050E-03	1.082	0.2794	3.13800E+01	EAOSCI	-8.59428E-02	3.51410E-02	-2.446	0.0145	4.40700E-02
MAGEPHD	-7.79840E-02	1.32520E-01	-0.588	0.5562	3.54600E-03	OPSCI	-9.65434E-02	9.94360E-02	-0.971	0.3316	3.34300E-03
NATUPHD	-6.96484E-02	3.09020E-02	-2.254	0.0242	4.14400E-02	PSYCH	-1.03360E-01	3.05820E-02	-3.380	0.0007	8.65200E-02
PERMPHD	-3.78949E-02	3.37390E-02	-1.123	0.2614	4.26500E-02	ECON	3.65181E-02	4.26510E-02	0.856	0.3919	2.50300E-02
TEMPPHD	6.75516E-02	2.86800E-02	2.355	0.0185	8.41900E-02	POLYSCI	-1.08899E-02	4.53560E-02	-0.240	0.8103	2.02600E-02
MCITPHD	2.15062E-02	4.84150E-02	0.444	0.6569	2.58400E-02	SAD	-3.77514E-02	3.40820E-02	-1.108	0.2680	5.12700E-02
HISPAN	7.33150E-02	2.63760E-02	2.780	0.0054	5.02500E-02	OSSCI	-4.04075E-02	4.68950E-02	-0.862	0.3889	1.80300E-02
BLACK	-3.59561E-03	2.40190E-02	-0.150	0.8810	5.90700E-02	WAVE97	-1.03543E-01	4.19920E-02	-2.466	0.0137	9.33100E-02
ASIAN	-1.26763E-02	2.19320E-02	-0.578	0.5633	1.12700E-01	WAVE95	-1.88414E-01	3.19470E-02	-5.898	0.0000	1.18100E-01
MRACE	2.25271E-01	1.57160E-01	1.433	0.1517	1.31700E-03	WAVE93	-8.84079E-03	5.48290E-02	-0.161	0.8719	1.20700E-01
NATAMER	-5.84590E-02	9.12610E-02	-0.641	0.5218	3.64700E-03	WAVE91	-7.77342E-02	3.27210E-02	-2.376	0.0175	7.89300E-02
MARRIED	-5.06607E-03	1.49990E-02	-0.338	0.7355	7.29400E-01	WAVE89	-7.69218E-02	3.07270E-02	-2.503	0.0123	9.62500E-02
MMARRIED	6.12730E-02	3.39830E-02	1.803	0.0714	3.51600E-02	WAVE87	-5.22641E-02	3.02920E-02	-1.725	0.0845	9.20000E-02
DEP6	1.19531E-02	1.00740E-02	1.187	0.2354	4.01300E-01	WAVE85	-5.89658E-02	2.45750E-02	-2.399	0.0164	1.17000E-01
DEP618	2.28796E-02	8.13850E-03	2.811	0.0049	4.61600E-01	WAVE83	4.44333E-02	2.39360E-02	1.856	0.0634	1.47600E-01
MDEP	-3.34291E-02	2.16990E-02	-1.541	0.1234	3.68200E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured: 9870 observations; 5 iterations; log likelihood function = -5575.411.

TABLE C-19. Maximum likelihood estimates for tenure, logit model 3: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	7.50781E-02	7.28270E-02	1.031	0.3026		MMARRIED	7.20816E-02	3.46730E-02	2.079	0.0376	3.73600E-02
FEMALE	-7.35375E-02	1.32200E-02	-5.562	0.0000	3.67600E-01	DEP6	1.31060E-02	1.07070E-02	1.224	0.2209	3.92400E-01
YRPHD9	1.39222E-01	1.20270E-02	11.575	0.0000	5.07500E-01	DEP618	2.86600E-02	8.77450E-03	3.266	0.0011	4.56700E-01
TA	3.09712E-02	2.35430E-02	1.316	0.1883	1.12600E-01	MDEP	-3.27034E-02	2.25300E-02	-1.452	0.1466	3.94700E-01
RA	-9.94479E-03	2.23760E-02	-0.444	0.6567	1.51400E-01	BIO	-2.47283E-01	2.89430E-02	-8.544	0.0000	2.93700E-01
FELLOW	7.30599E-02	4.06190E-02	1.799	0.0721	2.65400E-02	HEALTH	-8.47801E-02	3.31010E-02	-2.561	0.0104	7.89500E-02
TRAIN	-3.80299E-02	2.55140E-02	-1.491	0.1361	1.00500E-01	CHEMENG	1.68518E-01	6.99600E-02	2.409	0.0160	9.81300E-03
MPSOURC	3.27525E-02	2.45810E-02	1.332	0.1827	4.45600E-01	ELECENG	4.68136E-02	4.89460E-02	0.956	0.3389	2.07400E-02
TTD1	-2.45663E-03	2.70900E-03	-0.907	0.3645	8.55300E+00	OTHENG	-1.82135E-02	3.40510E-02	-0.535	0.5927	7.25900E-02
MTTD1	1.45223E-01	6.60820E-02	2.198	0.0280	2.36400E-02	COMP	4.37493E-02	5.53260E-02	0.791	0.4291	1.46100E-02
PDOCP	-2.96198E-01	-1.50680E-02	19.657	0.0000	3.70200E-01	MATH	2.14945E-02	3.28410E-02	0.654	0.5128	9.16600E-02
MPDOCP	-1.25059E-01	3.43480E-02	-3.641	0.0003	5.04000E-02	PHYSICS	-1.99606E-01	3.70560E-02	-5.387	0.0000	4.98400E-02
FSWI	3.42085E-03	1.35200E-02	0.253	0.8003	3.69100E-01	CHEM	-7.91696E-02	3.53490E-02	-2.240	0.0251	6.17800E-02
MFSWI	-6.36598E-02	1.44860E-02	-4.395	0.0000	3.38800E-01	EAOSCI	-6.86951E-02	3.68970E-02	-1.862	0.0626	4.46000E-02
BAINT	2.65142E-05	3.08580E-02	0.001	0.9993	8.19600E-02	OPSCI	-7.61101E-02	1.04030E-01	-0.732	0.4644	3.23400E-03
MBAINT	-1.65190E-01	7.64470E-02	-2.161	0.0307	1.29300E-02	PSYCH	-1.15105E-01	3.22100E-02	-3.574	0.0004	8.48600E-02
AGEPHD	4.64745E-03	2.38670E-03	1.947	0.0515	3.13200E+01	ECON	-6.31080E-03	4.44030E-02	-0.142	0.8870	2.65400E-02
MAGEPHD	-3.63376E-03	1.39880E-01	-0.026	0.9793	3.12200E-03	POLYSCI	-4.14418E-02	4.66450E-02	-0.888	0.3743	2.16300E-02
NATUPHD	-6.50776E-02	3.22450E-02	-2.018	0.0436	4.04800E-02	SAD	-4.72266E-02	3.59570E-02	-1.313	0.1890	5.24100E-02
PERMPHD	-5.99149E-02	3.52820E-02	-1.698	0.0895	4.27100E-02	OSSCI	-4.81839E-02	4.98430E-02	-0.967	0.3337	1.79500E-02
TEMPPHD	6.31790E-02	3.04430E-02	2.075	0.0380	8.21800E-02	WAVE97	-7.06886E-02	3.40640E-02	-2.075	0.0380	8.38500E-02
MCITPHD	3.57600E-02	5.05970E-02	0.707	0.4797	2.46400E-02	WAVE95	-1.09996E-01	3.32340E-02	-3.310	0.0009	1.02500E-01
HISPAN	9.22374E-02	2.82000E-02	3.271	0.0011	4.91700E-02	WAVE93	-8.10464E-02	3.23950E-02	-2.502	0.0124	1.07500E-01
BLACK	4.84211E-03	2.52100E-02	0.192	0.8477	5.93200E-02	WAVE91	-3.18410E-02	3.39220E-02	-0.939	0.3479	7.76100E-02
ASIAN	-1.60766E-04	2.29620E-02	-0.007	0.9944	1.08900E-01	WAVE89	-3.94589E-02	3.17100E-02	-1.244	0.2134	9.62300E-02
MRACE	1.17704E-01	1.59750E-01	0.737	0.4612	1.45000E-03	WAVE87	-7.46721E-03	3.13700E-02	-0.238	0.8119	9.13200E-02
NATAMER	-4.88855E-02	9.73450E-02	-0.502	0.6155	3.56800E-03	WAVE85	-6.25995E-02	2.46390E-02	-2.541	0.0111	1.28800E-01
MARRIED	-1.03703E-02	1.55840E-02	-0.665	0.5058	7.30500E-01	WAVE83	5.44869E-02	2.39420E-02	2.276	0.0229	1.62500E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured: 8968 observations; 5 iterations; log likelihood function = -5282.163.

TABLE C-20. Maximum likelihood estimates for tenure, logit model 4: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	-4.36216E-02	7.50100E-02	0.582	0.5609		WATEACH	-1.42221E-01	1.41830E-02	10.027	0.0000	4.80500E-01
FEMALE	-7.19385E-02	1.34230E-02	-5.359	0.0000	3.67600E-01	WAOTH	-2.11921E-02	2.11230E-02	-1.003	0.3157	1.07900E-01
YRPHD9	-1.41563E-01	1.22040E-02	11.600	0.0000	5.07500E-01	EMPPRI	-1.27643E-01	1.42520E-02	-8.956	0.0000	2.73900E-01
TA	-1.98738E-02	2.38990E-02	0.832	0.4057	1.12600E-01	MEMPPRI	-8.92185E-02	7.11880E-02	1.253	0.2101	1.26200E-01
RA	-7.70447E-03	2.26470E-02	-0.340	0.7337	1.51400E-01	EMPRES	-2.47951E-02	1.57210E-02	1.577	0.1148	3.12000E-01
FELLOW	-7.67916E-02	4.13500E-02	1.857	0.0633	2.65400E-02	EMPDOG	-9.40198E-02	2.32630E-02	4.042	0.0001	8.36300E-02
TRAIN	-2.56092E-02	2.59260E-02	-0.988	0.3233	1.00500E-01	MEMPCARN	-8.04200E-02	6.88100E-02	-1.169	0.2425	2.37300E-01
MPSOURC	-3.95022E-02	2.49440E-02	1.584	0.1133	4.45600E-01	BIO	-2.27037E-01	2.95100E-02	-7.693	0.0000	2.93700E-01
TTD1	-1.58128E-03	2.73400E-03	-0.578	0.5630	8.55300E+00	HEALTH	-7.51041E-02	3.36650E-02	-2.231	0.0257	7.89500E-02
MTTD1	-1.56767E-01	6.69280E-02	2.342	0.0192	2.36400E-02	CHEMENG	-1.79179E-01	7.11580E-02	2.518	0.0118	9.81300E-03
PDOCP	-2.75024E-01	-1.55090E-02	17.733	0.0000	3.70200E-01	ELECENG	-3.80516E-02	4.96050E-02	0.767	0.4430	2.07400E-02
MPDOCP	-1.10114E-01	3.50410E-02	-3.142	0.0017	5.04000E-02	OTHENG	-2.28051E-02	3.46300E-02	-0.659	0.5102	7.25900E-02
FSWI	-8.09436E-03	1.37320E-02	0.589	0.5556	3.69100E-01	COMP	-5.44602E-02	5.60920E-02	0.971	0.3316	1.46100E-02
MFSWI	-4.99676E-02	1.47500E-02	-3.388	0.0007	3.38800E-01	MATH	-1.48781E-02	3.35690E-02	0.443	0.6576	9.16600E-02
BAINT	-2.87330E-03	3.15210E-02	-0.091	0.9274	8.19600E-02	PHYSICS	-1.91658E-01	3.76530E-02	-5.090	0.0000	4.98400E-02
MBAINT	-1.77549E-01	7.76710E-02	-2.286	0.0223	1.29300E-02	CHEM	-8.27129E-02	3.61600E-02	-2.287	0.0222	6.17800E-02
AGEPHD	-3.19014E-03	2.41920E-03	1.319	0.1873	3.13200E+01	EAOSCI	-9.05807E-02	3.75240E-02	-2.414	0.0158	4.46000E-02
MAGEPHD	-5.96806E-02	1.42510E-01	-0.419	0.6754	3.12200E-03	OPSCI	-1.08760E-01	1.07010E-01	-1.016	0.3095	3.23400E-03
NATUPHD	-6.85749E-02	3.27060E-02	-2.097	0.0360	4.04800E-02	PSYCH	-1.05862E-01	3.29480E-02	-3.213	0.0013	8.48600E-02
PERMPHD	-4.92704E-02	3.58530E-02	-1.374	0.1694	4.27100E-02	ECON	-3.89843E-03	4.51850E-02	-0.086	0.9313	2.65400E-02
TEMPPHD	-6.03875E-02	3.10150E-02	1.947	0.0515	8.21800E-02	POLYSCI	-5.06751E-02	4.75450E-02	-1.066	0.2865	2.16300E-02
MCITPHD	-2.42278E-02	5.15690E-02	0.470	0.6385	2.46400E-02	SAD	-5.14218E-02	3.66590E-02	-1.403	0.1607	5.24100E-02
HISPAN	-8.45773E-02	2.85090E-02	2.967	0.0030	4.91700E-02	OSSCI	-5.73536E-02	5.07070E-02	-1.131	0.2580	1.79500E-02
BLACK	-1.41229E-03	2.54860E-02	-0.055	0.9558	5.93200E-02	WAVE97	-9.70389E-02	4.51870E-02	-2.148	0.0318	8.38500E-02
ASIAN	-5.69923E-03	2.33600E-02	-0.244	0.8073	1.08900E-01	WAVE95	-1.05018E-01	3.39430E-02	-3.094	0.0020	1.02500E-01
MRACE	-2.01702E-01	1.60620E-01	1.256	0.2092	1.45000E-03	WAVE93	-2.16252E-02	7.44490E-02	0.290	0.7715	1.07500E-01
NATAMER	-5.71797E-02	9.83690E-02	-0.581	0.5611	3.56800E-03	WAVE91	-3.20468E-02	3.45370E-02	-0.928	0.3535	7.76100E-02
MARRIED	-1.09378E-02	1.58260E-02	-0.691	0.4895	7.30500E-01	WAVE89	-3.43532E-02	3.22960E-02	-1.064	0.2875	9.62300E-02
MMARRIED	-6.22331E-02	3.51710E-02	1.769	0.0768	3.73600E-02	WAVE87	-3.09666E-03	3.19480E-02	-0.097	0.9228	9.13200E-02
DEP6	-1.45339E-02	1.08250E-02	1.343	0.1794	3.92400E-01	WAVE85	-6.29629E-02	2.51340E-02	-2.505	0.0122	1.28800E-01
DEP618	-2.58730E-02	8.88640E-03	2.912	0.0036	4.56700E-01	WAVE83	-4.44630E-02	2.44240E-02	1.820	0.0687	1.62500E-01
MDEP	-3.33333E-02	2.28830E-02	-1.457	0.1452	3.94700E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured: 8968 observations; 5 iterations; log likelihood function = -5165.232.

TABLE C-21. Maximum likelihood estimates for tenure, logit model 5: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	1.01227E-01	8.01590E-02	1.263	0.2067		MMARRIED	5.90673E-02	3.74410E-02	1.578	0.1147	3.82600E-02
FEMALE	-5.94379E-02	1.42030E-02	-4.185	0.0000	3.54700E-01	DEP6	1.07101E-02	1.12570E-02	0.951	0.3414	3.94500E-01
YRPHD9	1.52652E-01	1.27980E-02	11.928	0.0000	5.11700E-01	DEP618	2.90521E-02	9.46220E-03	3.070	0.0021	4.67500E-01
TA	1.25906E-02	2.49700E-02	0.504	0.6141	1.14500E-01	MDEP	-4.03672E-02	2.41790E-02	-1.670	0.0950	3.88400E-01
RA	-3.16422E-02	2.35920E-02	-1.341	0.1799	1.51600E-01	BIO	-2.50115E-01	3.16980E-02	-7.891	0.0000	2.70400E-01
FELLOW	5.11888E-02	4.19410E-02	1.221	0.2223	2.71800E-02	HEALTH	-1.05277E-01	3.63680E-02	-2.895	0.0038	8.06100E-02
TRAIN	-6.28000E-02	2.64710E-02	-2.372	0.0177	9.84200E-02	CHEMENG	1.15668E-01	7.11770E-02	1.625	0.1041	1.13500E-02
MPSOURC	1.07185E-02	2.61840E-02	0.409	0.6823	4.46300E-01	ELECENG	9.31758E-03	5.12050E-02	0.182	0.8556	2.33500E-02
TTD1	-1.52405E-03	3.02360E-03	-0.504	0.6142	8.53300E+00	OTHENG	-3.95723E-02	3.68640E-02	-1.073	0.2831	7.87600E-02
MTTD1	1.74043E-01	7.12970E-02	2.441	0.0146	2.42700E-02	COMP	1.28131E-02	5.84400E-02	0.219	0.8265	1.60900E-02
PDOCP	-2.84068E-01	-1.59900E-02	17.765	0.0000	3.38800E-01	MATH	-5.46251E-03	3.60000E-02	-0.152	0.8794	1.00100E-01
MPDOCP	-1.06414E-01	3.74690E-02	-2.840	0.0045	5.06600E-02	PHYSICS	-1.58389E-01	4.03830E-02	-3.922	0.0001	4.42000E-02
FSWI	1.28086E-02	1.43960E-02	0.890	0.3736	3.69700E-01	CHEM	-6.95466E-02	3.84750E-02	-1.808	0.0707	6.00300E-02
MFSWI	-4.87272E-02	1.54010E-02	-3.164	0.0016	3.24500E-01	EAOSCI	-4.28797E-02	4.14280E-02	-1.035	0.3007	4.27400E-02
BAINT	8.00880E-03	3.30370E-02	0.242	0.8085	8.06100E-02	OPSCI	-6.54928E-02	1.20290E-01	-0.544	0.5861	3.03400E-03
MBAINT	-1.96281E-01	8.14030E-02	-2.411	0.0159	1.31900E-02	PSYCH	-9.33983E-02	3.57170E-02	-2.615	0.0089	8.24500E-02
AGEPHD	7.29123E-03	2.66640E-03	2.734	0.0063	3.13100E+01	ECON	-4.77058E-02	4.73400E-02	-1.008	0.3136	2.94200E-02
MAGEPHD	8.12500E-02	1.45760E-01	0.557	0.5772	3.29800E-03	POLYSCI	-1.02436E-01	4.90070E-02	-2.090	0.0366	2.40100E-02
NATUPHD	-6.02490E-02	3.45590E-02	-1.743	0.0813	3.85200E-02	SAD	-8.27406E-02	3.90920E-02	-2.117	0.0343	5.63300E-02
PERMPHD	-4.44960E-02	3.79460E-02	-1.173	0.2410	4.03700E-02	OSSCI	-8.27587E-02	5.34930E-02	-1.547	0.1218	1.92600E-02
TEMPPHD	5.00884E-02	3.20630E-02	1.562	0.1182	8.43000E-02	WAVE97	-1.29029E-01	3.60930E-02	-3.575	0.0004	8.69400E-02
MCITPHD	-2.52943E-03	5.32460E-02	-0.048	0.9621	2.59900E-02	WAVE95	-1.63495E-01	3.51210E-02	-4.655	0.0000	1.06100E-01
HISPAN	8.15222E-02	2.98770E-02	2.729	0.0064	5.15800E-02	WAVE93	-1.28224E-01	3.44210E-02	-3.725	0.0002	1.09500E-01
BLACK	-3.21696E-02	2.61630E-02	-1.230	0.2189	6.39800E-02	WAVE91	-6.75337E-02	3.61460E-02	-1.868	0.0617	7.96800E-02
ASIAN	1.40468E-02	2.44580E-02	0.574	0.5658	1.04200E-01	WAVE89	-6.97703E-02	3.38800E-02	-2.059	0.0395	9.43300E-02
MRACE	1.65044E-02	1.55390E-01	0.106	0.9154	1.71500E-03	WAVE87	-1.28266E-02	3.36490E-02	-0.381	0.7031	8.86500E-02
NATAMER	-9.32621E-02	9.83940E-02	-0.948	0.3432	3.82600E-03	WAVE85	-5.78710E-02	2.69430E-02	-2.148	0.0317	1.21900E-01
MARRIED	-7.71657E-03	1.65470E-02	-0.466	0.6410	7.32500E-01	WAVE83	4.52649E-02	2.61190E-02	1.733	0.0831	1.63500E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7580 observations; 5 iterations; log likelihood function = -4344.955.

TABLE C-22. Maximum likelihood estimates for tenure, logit model 6: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	5.35310E-02	8.17900E-02	0.654	0.5128		WATEACH	5.54147E-02	1.51390E-02	3.660	0.0003	5.35100E-01
FEMALE	-5.44268E-02	1.43100E-02	-3.803	0.0001	3.54700E-01	WAOTH	3.86627E-02	2.43570E-02	1.587	0.1124	9.26100E-02
YRPHD9	1.54399E-01	1.28790E-02	11.989	0.0000	5.11700E-01	EMPPRI	-1.13678E-01	1.49760E-02	-7.591	0.0000	2.63200E-01
TA	1.55350E-02	2.51410E-02	0.618	0.5366	1.14500E-01	MEMPPRI	1.17611E-01	7.84270E-02	1.500	0.1337	1.26300E-01
RA	-2.90523E-02	2.36870E-02	-1.226	0.2200	1.51600E-01	EMPRES	4.96273E-02	1.68450E-02	2.946	0.0032	3.01200E-01
FELLOW	5.54792E-02	4.23500E-02	1.310	0.1902	2.71800E-02	EMPDOC	7.71865E-02	2.41340E-02	3.198	0.0014	9.06300E-02
TRAIN	-5.03996E-02	2.66870E-02	-1.889	0.0590	9.84200E-02	MEMPCARN	-4.26958E-02	7.50300E-02	-0.569	0.5693	2.39300E-01
MPSOURC	1.86476E-02	2.63370E-02	0.708	0.4789	4.46300E-01	BIO	-2.17924E-01	3.21450E-02	-6.779	0.0000	2.70400E-01
TTD1	-8.65115E-04	3.02240E-03	-0.286	0.7747	8.53300E+00	HEALTH	-8.96771E-02	3.67120E-02	-2.443	0.0146	8.06100E-02
MTTD1	1.76732E-01	7.15560E-02	2.470	0.0135	2.42700E-02	CHEMENG	1.44937E-01	7.21330E-02	2.009	0.0445	1.13500E-02
PDOCP	-2.77269E-01	-1.63590E-02	16.949	0.0000	3.38800E-01	ELECENG	2.44843E-02	5.15060E-02	0.475	0.6345	2.33500E-02
MPDOCP	-9.98071E-02	3.78320E-02	-2.638	0.0083	5.06600E-02	OTHENG	-2.13549E-02	3.72880E-02	-0.573	0.5668	7.87600E-02
FSWI	1.20968E-02	1.45070E-02	0.834	0.4044	3.69700E-01	COMP	4.47928E-02	5.89020E-02	0.760	0.4470	1.60900E-02
MFSWI	-4.19191E-02	1.55810E-02	-2.690	0.0071	3.24500E-01	MATH	1.79719E-02	3.65680E-02	0.491	0.6231	1.00100E-01
BAINT	-2.71532E-03	3.35010E-02	-0.081	0.9354	8.06100E-02	PHYSICS	-1.36049E-01	4.07690E-02	-3.337	0.0009	4.42000E-02
MBAINT	-2.12942E-01	8.17940E-02	-2.603	0.0092	1.31900E-02	CHEM	-3.86819E-02	3.92040E-02	-0.987	0.3238	6.00300E-02
AGEPHD	6.67853E-03	2.67310E-03	2.498	0.0125	3.13100E+01	EAOSCI	-3.33514E-02	4.18790E-02	-0.796	0.4258	4.27400E-02
MAGEPHD	7.31525E-02	1.46400E-01	0.500	0.6173	3.29800E-03	OPSCI	-7.05777E-02	1.21760E-01	-0.580	0.5622	3.03400E-03
NATUPHD	-5.96460E-02	3.46790E-02	-1.720	0.0854	3.85200E-02	PSYCH	-6.70240E-02	3.62720E-02	-1.848	0.0646	8.24500E-02
PERMPHD	-3.34231E-02	3.82410E-02	-0.874	0.3821	4.03700E-02	ECON	-1.28419E-02	4.79300E-02	-0.268	0.7888	2.94200E-02
TEMPPHD	4.61591E-02	3.24730E-02	1.421	0.1552	8.43000E-02	POLYSCI	-7.80612E-02	4.96720E-02	-1.572	0.1161	2.40100E-02
MCITPHD	-1.04819E-02	5.35430E-02	-0.196	0.8448	2.59900E-02	SAD	-6.10572E-02	3.95990E-02	-1.542	0.1231	5.63300E-02
HISPAN	7.21497E-02	2.99840E-02	2.406	0.0161	5.15800E-02	OSSCI	-7.58237E-02	5.38150E-02	-1.409	0.1588	1.92600E-02
BLACK	-3.58183E-02	2.62990E-02	-1.362	0.1732	6.39800E-02	WAVE97	-2.06718E-01	4.95990E-02	-4.168	0.0000	8.69400E-02
ASIAN	8.24444E-03	2.46630E-02	0.334	0.7382	1.04200E-01	WAVE95	-1.62983E-01	3.56130E-02	-4.577	0.0000	1.06100E-01
MRACE	7.08074E-02	1.55740E-01	0.455	0.6494	1.71500E-03	WAVE93	-5.64969E-02	8.10030E-02	-0.697	0.4855	1.09500E-01
NATAMER	-1.14174E-01	9.91250E-02	-1.152	0.2494	3.82600E-03	WAVE91	-6.82296E-02	3.64880E-02	-1.870	0.0615	7.96800E-02
MARRIED	-9.35508E-03	1.66640E-02	-0.561	0.5745	7.32500E-01	WAVE89	-7.12260E-02	3.41580E-02	-2.085	0.0371	9.43300E-02
MMARRIED	5.47982E-02	3.76650E-02	1.455	0.1457	3.82600E-02	WAVE87	-9.28805E-03	3.39690E-02	-0.273	0.7845	8.86500E-02
DEP6	1.36874E-02	1.12880E-02	1.213	0.2253	3.94500E-01	WAVE85	-5.97001E-02	2.72300E-02	-2.192	0.0284	1.21900E-01
DEP618	2.82622E-02	9.51150E-03	2.971	0.0030	4.67500E-01	WAVE83	3.89170E-02	2.64140E-02	1.473	0.1407	1.63500E-01
MDEP	-4.26357E-02	2.43350E-02	-1.752	0.0798	3.88400E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7580 observations; 5 iterations; log likelihood function = -4298.989.

TABLE C-23. Maximum likelihood estimates for tenure, logit model I-1: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	7.53821E-02	6.80310E-02	1.108	0.2678		MARRIED	4.78571E-03	1.99400E-02	0.240	0.8103	7.29400E-01
FEMALE	-3.53614E-02	2.20660E-02	-1.603	0.1090	3.67600E-01	MMARRIED	7.77518E-02	3.33740E-02	2.330	0.0198	3.51600E-02
FMARRIED	-1.25069E-02	2.77980E-02	-0.450	0.6528	2.27300E-01	DEP6	2.03577E-02	1.11990E-02	1.818	0.0691	4.01300E-01
FDEP6	-3.86517E-02	1.88360E-02	-2.052	0.0402	1.08700E-01	DEP618	3.19205E-02	8.94990E-03	3.567	0.0004	4.61600E-01
FDEP618	-3.09780E-02	1.58780E-02	-1.951	0.0511	1.08100E-01	MDEP	-3.88518E-02	2.13070E-02	-1.823	0.0682	3.68200E-01
YRPHD9	1.21490E-01	1.12700E-02	10.780	0.0000	5.06600E-01	BIO	-2.26504E-01	2.68480E-02	-8.437	0.0000	2.99200E-01
TA	2.56501E-02	2.16100E-02	1.187	0.2352	1.16900E-01	HEALTH	-5.69180E-02	3.06410E-02	-1.858	0.0632	7.82200E-02
RA	-9.30292E-03	2.05230E-02	-0.453	0.6503	1.65000E-01	CHEMENG	1.38794E-01	5.95980E-02	2.329	0.0199	1.02300E-02
FELLOW	1.09498E-01	3.84580E-02	2.847	0.0044	2.57300E-02	ELECENG	5.34018E-02	4.36330E-02	1.224	0.2210	2.13800E-02
TRAIN	-1.63994E-02	2.39040E-02	-0.686	0.4927	1.03300E-01	OTHENG	2.13664E-03	3.10940E-02	0.069	0.9452	7.37600E-02
MPSOURC	4.34114E-02	2.27880E-02	1.905	0.0568	4.16000E-01	COMP	1.11313E-01	5.15620E-02	2.159	0.0309	1.39800E-02
TTD1	-2.86414E-03	2.52030E-03	-1.136	0.2558	8.60300E+00	MATH	5.39418E-02	3.07060E-02	1.757	0.0790	8.54100E-02
MTTD1	9.49787E-02	5.79930E-02	1.638	0.1015	2.50300E-02	PHYSICS	-1.92426E-01	3.45750E-02	-5.565	0.0000	5.25800E-02
PDOCP	-2.74377E-01	-1.42530E-02	19.251	0.0000	3.80900E-01	CHEM	-7.15334E-02	3.30310E-02	-2.166	0.0303	6.18000E-02
MPDOCP	-1.18401E-01	3.25510E-02	-3.637	0.0003	5.07600E-02	EAOSCI	-5.29683E-02	3.43600E-02	-1.542	0.1232	4.40700E-02
FSWI	2.06781E-04	1.27550E-02	0.016	0.9871	3.68300E-01	OPSCI	-6.56438E-02	9.48880E-02	-0.692	0.4891	3.34300E-03
MFSWI	-6.55458E-02	1.37730E-02	-4.759	0.0000	3.44900E-01	PSYCH	-1.16551E-01	2.97180E-02	-3.922	0.0001	8.65200E-02
BAINT	-1.77656E-02	2.87580E-02	-0.618	0.5367	8.11600E-02	ECON	4.79751E-02	4.17330E-02	1.150	0.2503	2.50300E-02
MBAINT	-1.32824E-01	6.91040E-02	-1.922	0.0546	1.29700E-02	POLYSCI	7.57159E-03	4.41620E-02	0.171	0.8639	2.02600E-02
AGEPHD	3.47449E-03	2.22510E-03	1.562	0.1184	3.13800E+01	SAD	-2.50670E-02	3.32960E-02	-0.753	0.4515	5.12700E-02
MAGEPHD	-2.73311E-02	1.29280E-01	-0.211	0.8326	3.54600E-03	OSSCI	-2.92776E-02	4.57190E-02	-0.640	0.5219	1.80300E-02
NATUPHD	-6.20883E-02	3.02410E-02	-2.053	0.0401	4.14400E-02	WAVE97	-1.59584E-01	3.17890E-02	-5.020	0.0000	9.33100E-02
PERMPHD	-4.35290E-02	3.29540E-02	-1.321	0.1865	4.26500E-02	WAVE95	-2.10700E-01	3.09470E-02	-6.808	0.0000	1.18100E-01
TEMPPHD	7.02120E-02	2.80150E-02	2.506	0.0122	8.41900E-02	WAVE93	-1.67159E-01	3.03090E-02	-5.515	0.0000	1.20700E-01
MCITPHD	2.97817E-02	4.70900E-02	0.632	0.5271	2.58400E-02	WAVE91	-8.17728E-02	3.19380E-02	-2.560	0.0105	7.89300E-02
HISPAN	8.02204E-02	2.59610E-02	3.090	0.0020	5.02500E-02	WAVE89	-8.44548E-02	2.99980E-02	-2.815	0.0049	9.62500E-02
BLACK	3.81053E-03	2.36240E-02	0.161	0.8719	5.90700E-02	WAVE87	-6.20873E-02	2.95530E-02	-2.101	0.0357	9.20000E-02
ASIAN	-9.38513E-03	2.14160E-02	-0.438	0.6612	1.12700E-01	WAVE85	-5.76848E-02	2.39420E-02	-2.409	0.0160	1.17000E-01
MRACE	1.39930E-01	1.56470E-01	0.894	0.3712	1.31700E-03	WAVE83	5.41228E-02	2.33530E-02	2.318	0.0205	1.47600E-01
NATAMER	-5.25131E-02	8.94770E-02	-0.587	0.5573	3.64700E-03						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 9870 observations; 5 iterations; log likelihood function = -5765.246.

TABLE C-24. Maximum likelihood estimates for tenure, logit model I-2: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	4.48596E-02	7.05580E-02	0.636	0.5249		DEP618	2.91518E-02	9.14160E-03	3.189	0.0014	4.61600E-01
FEMALE	-4.07310E-02	2.25750E-02	-1.804	0.0712	3.67600E-01	MDEP	-3.88249E-02	2.17690E-02	-1.784	0.0745	3.68200E-01
FMARRIED	-7.99630E-03	2.83930E-02	-0.282	0.7782	2.27300E-01	WATEACH	1.68262E-01	1.34560E-02	12.505	0.0000	4.49500E-01
FDEP6	-3.75433E-02	1.91310E-02	-1.962	0.0497	1.08700E-01	WAOTH	-7.15395E-02	1.91980E-02	-3.726	0.0002	1.27200E-01
FDEP618	-2.66837E-02	1.61450E-02	-1.653	0.0984	1.08100E-01	EMPPRI	-1.35307E-01	1.35990E-02	-9.950	0.0000	2.74900E-01
YRPHD9	1.26620E-01	1.15180E-02	10.993	0.0000	5.06600E-01	MEMPPRI	5.89132E-02	4.98570E-02	1.182	0.2374	1.39200E-01
TA	9.10693E-03	2.20570E-02	0.413	0.6797	1.16900E-01	EMPRES	2.56179E-02	1.51000E-02	1.696	0.0898	3.06600E-01
RA	-7.05028E-03	2.09170E-02	-0.337	0.7361	1.65000E-01	EMPDOC	8.88940E-02	2.22170E-02	4.001	0.0001	8.01400E-02
FELLOW	1.06927E-01	3.93660E-02	2.716	0.0066	2.57300E-02	MEMPCARN	-1.28522E-01	4.82000E-02	-2.666	0.0077	2.66600E-01
TRAIN	-7.32677E-03	2.44280E-02	-0.300	0.7642	1.03300E-01	BIO	-2.09175E-01	2.75270E-02	-7.599	0.0000	2.99200E-01
MPSOURC	4.95394E-02	2.32970E-02	2.126	0.0335	4.16000E-01	HEALTH	-4.56216E-02	3.14100E-02	-1.452	0.1464	7.82200E-02
TTD1	-1.78675E-03	2.56520E-03	-0.697	0.4861	8.60300E+00	CHEMENG	1.47885E-01	6.08900E-02	2.429	0.0152	1.02300E-02
MTTD1	1.13309E-01	5.92340E-02	1.913	0.0558	2.50300E-02	ELECENG	4.16309E-02	4.46170E-02	0.933	0.3508	2.13800E-02
PDOCP	-2.53066E-01	-1.47210E-02	17.191	0.0000	3.80900E-01	OTHENG	-7.97606E-03	3.18170E-02	-0.251	0.8021	7.37600E-02
MPDOCP	-1.03687E-01	3.33920E-02	-3.105	0.0019	5.07600E-02	COMP	1.14969E-01	5.25250E-02	2.189	0.0286	1.39800E-02
FSWI	6.27098E-03	1.30270E-02	0.481	0.6303	3.68300E-01	MATH	3.61977E-02	3.15500E-02	1.147	0.2513	8.54100E-02
MFSWI	-4.92990E-02	1.41040E-02	-3.495	0.0005	3.44900E-01	PHYSICS	-1.82368E-01	3.52980E-02	-5.167	0.0000	5.25800E-02
BAINT	-1.31508E-02	2.96100E-02	-0.444	0.6569	8.11600E-02	CHEM	-7.91935E-02	3.38900E-02	-2.337	0.0195	6.18000E-02
MBAINT	-1.43672E-01	7.09430E-02	-2.025	0.0429	1.29700E-02	EAOSCI	-8.50042E-02	3.51600E-02	-2.418	0.0156	4.40700E-02
AGEPHD	2.03852E-03	2.27390E-03	0.896	0.3700	3.13800E+01	OPSCI	-9.72968E-02	9.91530E-02	-0.981	0.3265	3.34300E-03
MAGEPHD	-8.83756E-02	1.32620E-01	-0.666	0.5052	3.54600E-03	PSYCH	-1.02661E-01	3.06090E-02	-3.354	0.0008	8.65200E-02
NATUPHD	-6.80350E-02	3.09410E-02	-2.199	0.0279	4.14400E-02	ECON	3.70972E-02	4.26830E-02	0.869	0.3848	2.50300E-02
PERMPHD	-3.68158E-02	3.37380E-02	-1.091	0.2752	4.26500E-02	POLYSCI	-1.07632E-02	4.53790E-02	-0.237	0.8125	2.02600E-02
TEMPPHD	6.81763E-02	2.87070E-02	2.375	0.0176	8.41900E-02	SAD	-3.64779E-02	3.41340E-02	-1.069	0.2852	5.12700E-02
MCITPHD	1.98934E-02	4.84040E-02	0.411	0.6811	2.58400E-02	OSSCI	-3.89686E-02	4.69470E-02	-0.830	0.4065	1.80300E-02
HISPAN	7.43488E-02	2.64070E-02	2.816	0.0049	5.02500E-02	WAVE97	-1.05442E-01	4.20080E-02	-2.510	0.0121	9.33100E-02
BLACK	-2.17806E-03	2.40240E-02	-0.091	0.9278	5.90700E-02	WAVE95	-1.89113E-01	3.19570E-02	-5.918	0.0000	1.18100E-01
ASIAN	-1.30056E-02	2.19470E-02	-0.593	0.5535	1.12700E-01	WAVE93	-9.72308E-03	5.48770E-02	-0.177	0.8594	1.20700E-01
MRACE	2.26593E-01	1.56930E-01	1.444	0.1488	1.31700E-03	WAVE91	-7.64467E-02	3.27260E-02	-2.336	0.0195	7.89300E-02
NATAMER	-5.79675E-02	9.11520E-02	-0.636	0.5248	3.64700E-03	WAVE89	-7.49924E-02	3.07450E-02	-2.439	0.0147	9.62500E-02
MARRIED	7.74973E-04	2.03630E-02	0.038	0.9696	7.29400E-01	WAVE87	-5.04554E-02	3.03110E-02	-1.665	0.0960	9.20000E-02
MMARRIED	6.60911E-02	3.41060E-02	1.938	0.0527	3.51600E-02	WAVE85	-5.74118E-02	2.45920E-02	-2.335	0.0196	1.17000E-01
DEP6	2.18333E-02	1.14270E-02	1.911	0.0560	4.01300E-01	WAVE83	4.79130E-02	2.39770E-02	1.998	0.0457	1.47600E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured: 9870 observations; 5 iterations; log likelihood function = -5571.234.

TABLE C-25. Maximum likelihood estimates for tenure, logit model I-3: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	7.22261E-02	7.31640E-02	0.987	0.3236		MARRIED	5.57157E-04	2.12760E-02	0.026	0.9791	7.30500E-01
FEMALE	-3.59505E-02	2.34240E-02	-1.535	0.1248	3.67600E-01	MMARRIED	7.86505E-02	3.48330E-02	2.258	0.0240	3.73600E-02
FMARRIED	-1.81652E-02	2.94120E-02	-0.618	0.5368	2.27300E-01	DEP6	2.34543E-02	1.20970E-02	1.939	0.0525	3.92400E-01
FDEP6	-4.05293E-02	1.98170E-02	-2.045	0.0408	1.05400E-01	DEP618	3.54670E-02	9.83950E-03	3.605	0.0003	4.56700E-01
FDEP618	-3.03819E-02	1.69330E-02	-1.794	0.0728	1.04600E-01	MDEP	-3.88272E-02	2.25290E-02	-1.723	0.0848	3.94700E-01
YRPHD9	1.39084E-01	1.20340E-02	11.557	0.0000	5.07500E-01	BIO	-2.46606E-01	2.89690E-02	-8.513	0.0000	2.93700E-01
TA	2.98090E-02	2.35700E-02	1.265	0.2060	1.12600E-01	HEALTH	-8.37061E-02	3.31550E-02	-2.525	0.0116	7.89500E-02
RA	-9.05698E-03	2.24020E-02	-0.404	0.6860	1.51400E-01	CHEMENG	1.70813E-01	7.00240E-02	2.439	0.0147	9.81300E-03
FELLOW	7.24743E-02	4.06500E-02	1.783	0.0746	2.65400E-02	ELECENG	4.78234E-02	4.90400E-02	0.975	0.3295	2.07400E-02
TRAIN	-3.80866E-02	2.55340E-02	-1.492	0.1358	1.00500E-01	OTHENG	-1.91300E-02	3.40780E-02	-0.561	0.5746	7.25900E-02
MPSOURC	3.28435E-02	2.45940E-02	1.335	0.1817	4.45600E-01	COMP	4.57935E-02	5.54210E-02	0.826	0.4086	1.46100E-02
TTD1	-2.19343E-03	2.70970E-03	-0.809	0.4183	8.55300E+00	MATH	2.34237E-02	3.28960E-02	0.712	0.4764	9.16600E-02
MTTD1	1.47600E-01	6.60780E-02	2.234	0.0255	2.36400E-02	PHYSICS	-1.97408E-01	3.70900E-02	-5.322	0.0000	4.98400E-02
PDOCP	-2.97272E-01	-1.50970E-02	19.690	0.0000	3.70200E-01	CHEM	-7.78692E-02	3.53990E-02	-2.200	0.0278	6.17800E-02
MPDOCP	-1.26192E-01	3.43690E-02	-3.672	0.0002	5.04000E-02	EAOSCI	-6.74770E-02	3.69200E-02	-1.828	0.0676	4.46000E-02
FSWI	3.10773E-03	1.35290E-02	0.230	0.8183	3.69100E-01	OPSCI	-7.78678E-02	1.03660E-01	-0.751	0.4526	3.23400E-03
MFSWI	-6.36726E-02	1.44980E-02	-4.392	0.0000	3.38800E-01	PSYCH	-1.13587E-01	3.22500E-02	-3.522	0.0004	8.48600E-02
BAINT	1.67819E-04	3.08760E-02	0.005	0.9957	8.19600E-02	ECON	-4.69988E-03	4.44470E-02	-0.106	0.9158	2.65400E-02
MBAINT	-1.63207E-01	7.64570E-02	-2.135	0.0328	1.29300E-02	POLYSCI	-4.11510E-02	4.66680E-02	-0.882	0.3779	2.16300E-02
AGEPHD	4.12186E-03	2.39090E-03	1.724	0.0847	3.13200E+01	SAD	-4.55410E-02	3.60080E-02	-1.265	0.2060	5.24100E-02
MAGEPHD	-1.71061E-02	1.40140E-01	-0.122	0.9029	3.12200E-03	OSSCI	-4.63368E-02	4.99000E-02	-0.929	0.3531	1.79500E-02
NATUPHD	-6.28739E-02	3.22790E-02	-1.948	0.0514	4.04800E-02	WAVE97	-7.05383E-02	3.40990E-02	-2.069	0.0386	8.38500E-02
PERMPHD	-5.85026E-02	3.52950E-02	-1.658	0.0974	4.27100E-02	WAVE95	-1.10378E-01	3.32590E-02	-3.319	0.0009	1.02500E-01
TEMPPHD	6.36172E-02	3.04720E-02	2.088	0.0368	8.21800E-02	WAVE93	-8.20633E-02	3.24300E-02	-2.530	0.0114	1.07500E-01
MCITPHD	3.37234E-02	5.05760E-02	0.667	0.5049	2.46400E-02	WAVE91	-3.00576E-02	3.39320E-02	-0.886	0.3757	7.76100E-02
HISPAN	9.24788E-02	2.82210E-02	3.277	0.0011	4.91700E-02	WAVE89	-3.71566E-02	3.17440E-02	-1.171	0.2418	9.62300E-02
BLACK	5.99012E-03	2.52120E-02	0.238	0.8122	5.93200E-02	WAVE87	-5.22541E-03	3.14050E-02	-0.166	0.8679	9.13200E-02
ASIAN	-4.99691E-04	2.29750E-02	-0.022	0.9827	1.08900E-01	WAVE85	-6.06905E-02	2.46670E-02	-2.460	0.0139	1.28800E-01
MRACE	1.19352E-01	1.59370E-01	0.749	0.4539	1.45000E-03	WAVE83	5.79439E-02	2.39960E-02	2.415	0.0158	1.62500E-01
NATAMER	-4.80067E-02	9.73270E-02	-0.493	0.6218	3.56800E-03						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 8968 observations; 5 iterations; log likelihood function = -5277.009.

TABLE C-26. Maximum likelihood estimates for tenure, logit model I-4: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	4.19854E-02	7.53410E-02	0.557	0.5773		DEP618	3.22402E-02	9.97810E-03	3.231	0.0012	4.56700E-01
FEMALE	-3.94816E-02	2.38090E-02	-1.658	0.0973	3.67600E-01	MDEP	-3.88986E-02	2.28880E-02	-1.699	0.0892	3.94700E-01
FMARRIED	-1.18470E-02	2.98490E-02	-0.397	0.6914	2.27300E-01	WATEACH	1.41632E-01	1.42000E-02	9.974	0.0000	4.80500E-01
FDEP6	-4.13845E-02	2.00690E-02	-2.062	0.0392	1.05400E-01	WAOH	-2.20007E-02	2.11370E-02	-1.041	0.2980	1.07900E-01
FDEP618	-2.72796E-02	1.71510E-02	-1.591	0.1117	1.04600E-01	EMPPRI	-1.27499E-01	1.42600E-02	-8.941	0.0000	2.73900E-01
YRPHD9	1.41497E-01	1.22100E-02	11.588	0.0000	5.07500E-01	MEMPPRI	9.10539E-02	7.13610E-02	1.276	0.2020	1.26200E-01
TA	1.89842E-02	2.39240E-02	0.794	0.4275	1.12600E-01	EMPRES	2.48061E-02	1.57290E-02	1.577	0.1148	3.12000E-01
RA	-6.76631E-03	2.26730E-02	-0.298	0.7654	1.51400E-01	EMPDO	9.28537E-02	2.32820E-02	3.988	0.0001	8.36300E-02
FELLOW	7.61598E-02	4.13800E-02	1.841	0.0657	2.65400E-02	MEMPCARN	-8.05087E-02	6.89960E-02	-1.167	0.2433	2.37300E-01
TRAIN	-2.56846E-02	2.59410E-02	-0.990	0.3221	1.00500E-01	BIO	-2.26494E-01	2.95320E-02	-7.669	0.0000	2.93700E-01
MPSOURC	3.95480E-02	2.49510E-02	1.585	0.1130	4.45600E-01	HEALTH	-7.43673E-02	3.37150E-02	-2.206	0.0274	7.89500E-02
TTD1	-1.35325E-03	2.73490E-03	-0.495	0.6207	8.55300E+00	CHEMENG	1.81395E-01	7.12150E-02	2.547	0.0109	9.81300E-03
MTTD1	1.59048E-01	6.69090E-02	2.377	0.0175	2.36400E-02	ELECENG	3.87537E-02	4.96990E-02	0.780	0.4355	2.07400E-02
PDOCP	-2.76329E-01	-1.55370E-02	17.785	0.0000	3.70200E-01	OTHENG	-2.36428E-02	3.46480E-02	-0.682	0.4950	7.25900E-02
MPDOCP	-1.11428E-01	3.50660E-02	-3.178	0.0015	5.04000E-02	COMP	5.60943E-02	5.61810E-02	0.998	0.3181	1.46100E-02
FSWI	7.82828E-03	1.37400E-02	0.570	0.5689	3.69100E-01	MATH	1.65287E-02	3.36210E-02	0.492	0.6230	9.16600E-02
MFSWI	-5.00025E-02	1.47610E-02	-3.387	0.0007	3.38800E-01	PHYSICS	-1.89951E-01	3.76820E-02	-5.041	0.0000	4.98400E-02
BAINT	-2.93753E-03	3.15350E-02	-0.093	0.9258	8.19600E-02	CHEM	-8.16054E-02	3.62190E-02	-2.253	0.0243	6.17800E-02
MBAINT	-1.75809E-01	7.76870E-02	-2.263	0.0236	1.29300E-02	EAOSCI	-8.93028E-02	3.75450E-02	-2.379	0.0174	4.46000E-02
AGEPHD	2.72593E-03	2.42350E-03	1.125	0.2607	3.13200E+01	OPSCI	-1.10401E-01	1.06570E-01	-1.036	0.3002	3.23400E-03
MAGEPHD	-7.07808E-02	1.42720E-01	-0.496	0.6199	3.12200E-03	PSYCH	-1.04476E-01	3.29890E-02	-3.167	0.0015	8.48600E-02
NATUPHD	-6.65532E-02	3.27380E-02	-2.033	0.0421	4.04800E-02	ECON	-2.78267E-03	4.52350E-02	-0.062	0.9510	2.65400E-02
PERMPHD	-4.80525E-02	3.58570E-02	-1.340	0.1802	4.27100E-02	POLYSCI	-5.03237E-02	4.75650E-02	-1.058	0.2901	2.16300E-02
TEMPPHD	6.06580E-02	3.10510E-02	1.954	0.0508	8.21800E-02	SAD	-4.98633E-02	3.67190E-02	-1.358	0.1745	5.24100E-02
MCITPHD	2.22461E-02	5.15500E-02	0.432	0.6661	2.46400E-02	OSSCI	-5.54774E-02	5.07600E-02	-1.093	0.2744	1.79500E-02
HISPAN	8.50077E-02	2.85310E-02	2.979	0.0029	4.91700E-02	WAVE97	-9.85831E-02	4.52000E-02	-2.181	0.0292	8.38500E-02
BLACK	-1.79567E-04	2.54870E-02	-0.007	0.9944	5.93200E-01	WAVE95	-1.05309E-01	3.39590E-02	-3.101	0.0019	1.02500E-01
ASIAN	-5.90757E-03	2.33700E-02	-0.253	0.8004	1.08900E-01	WAVE93	2.06658E-02	7.46140E-02	0.277	0.7818	1.07500E-01
MRACE	2.03360E-01	1.60360E-01	1.268	0.2047	1.45000E-03	WAVE91	-3.01731E-02	3.45410E-02	-0.874	0.3824	7.76100E-02
NATAMER	-5.62257E-02	9.82530E-02	-0.572	0.5672	3.56800E-03	WAVE89	-3.21095E-02	3.23210E-02	-0.993	0.3205	9.62300E-02
MARRIED	-3.16801E-03	2.15850E-02	-0.147	0.8833	7.30500E-01	WAVE87	-9.66416E-04	3.19770E-02	-0.030	0.9759	9.13200E-02
MMARRIED	6.78739E-02	3.53290E-02	1.921	0.0547	3.73600E-02	WAVE85	-6.11406E-02	2.51570E-02	-2.430	0.0151	1.28800E-01
DEP6	2.55114E-02	1.22640E-02	2.080	0.0375	3.92400E-01	WAVE83	4.80611E-02	2.44740E-02	1.964	0.0496	1.62500E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 8968 observations; 5 iterations; log likelihood function = -5160.807.

TABLE C-27. Maximum likelihood estimates for tenure, logit model I-5: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	1.04103E-01	8.05500E-02	1.292	0.1962		MARRIED	-9.26455E-03	2.25270E-02	-0.411	0.6809	7.32500E-01
FEMALE	-5.46892E-02	2.49370E-02	-2.193	0.0283	3.54700E-01	MMARRIED	5.99359E-02	3.76310E-02	1.593	0.1112	3.82600E-02
FMARRIED	5.05226E-03	3.13860E-02	0.161	0.8721	2.15400E-01	DEP6	1.65368E-02	1.26040E-02	1.312	0.1895	3.94500E-01
FDEP6	-2.28462E-02	2.12570E-02	-1.075	0.2825	9.74900E-02	DEP618	2.92405E-02	1.04260E-02	2.805	0.0050	4.67500E-01
FDEP618	-9.41509E-04	1.92240E-02	-0.049	0.9609	9.61700E-02	MDEP	-4.23654E-02	2.42320E-02	-1.748	0.0804	3.88400E-01
YRPHD9	1.52585E-01	1.28000E-02	11.921	0.0000	5.11700E-01	BIO	-2.50235E-01	3.17100E-02	-7.891	0.0000	2.70400E-01
TA	1.21032E-02	2.49890E-02	0.484	0.6282	1.14500E-01	HEALTH	-1.06056E-01	3.64140E-02	-2.912	0.0036	8.06100E-02
RA	-3.15535E-02	2.35980E-02	-1.337	0.1812	1.51600E-01	CHEMENG	1.15696E-01	7.12070E-02	1.625	0.1042	1.13500E-02
FELLOW	5.07165E-02	4.19620E-02	1.209	0.2268	2.71800E-02	ELECENG	8.56302E-03	5.12530E-02	0.167	0.8673	2.33500E-02
TRAIN	-6.28767E-02	2.64780E-02	-2.375	0.0176	9.84200E-02	OTHENG	-3.98521E-02	3.68650E-02	-1.081	0.2797	7.87600E-02
MPSOURC	1.08074E-02	2.61790E-02	0.413	0.6797	4.46300E-01	COMP	1.22583E-02	5.84910E-02	0.210	0.8340	1.60900E-02
TTD1	-1.52617E-03	3.02760E-03	-0.504	0.6142	8.53300E+00	MATH	-5.57280E-03	3.60390E-02	-0.155	0.8771	1.00100E-01
MTTD1	1.74234E-01	7.13110E-02	2.443	0.0146	2.42700E-02	PHYSICS	-1.58300E-01	4.03880E-02	-3.920	0.0001	4.42000E-02
PDOCP	-2.84748E-01	-1.60110E-02	17.785	0.0000	3.38800E-01	CHEM	-7.02814E-02	3.85240E-02	-1.824	0.0681	6.00300E-02
MPDOCP	-1.07398E-01	3.74720E-02	-2.866	0.0042	5.06600E-02	EAOSCI	-4.26319E-02	4.14350E-02	-1.029	0.3035	4.27400E-02
FSWI	1.27373E-02	1.43990E-02	0.885	0.3764	3.69700E-01	OPSCI	-6.46060E-02	1.20170E-01	-0.538	0.5908	3.03400E-03
MFSWI	-4.85780E-02	1.54070E-02	-3.153	0.0016	3.24500E-01	PSYCH	-9.33986E-02	3.57400E-02	-2.613	0.0090	8.24500E-02
BAINT	7.93341E-03	3.30560E-02	0.240	0.8103	8.06100E-02	ECON	-4.84315E-02	4.73710E-02	-1.022	0.3066	2.94200E-02
MBAINT	-1.95942E-01	8.14250E-02	-2.406	0.0161	1.31900E-02	POLYSCI	-1.02515E-01	4.90180E-02	-2.091	0.0365	2.40100E-02
AGEPHD	7.17169E-03	2.67400E-03	2.682	0.0073	3.13100E+01	SAD	-8.25587E-02	3.91320E-02	-2.110	0.0349	5.63300E-02
MAGEPHD	7.87524E-02	1.45930E-01	0.540	0.5894	3.29800E-03	OSSCI	-8.24778E-02	5.35110E-02	-1.541	0.1232	1.92600E-02
NATUPHD	-5.95636E-02	3.45960E-02	-1.722	0.0851	3.85200E-02	WAVE97	-1.28986E-01	3.60880E-02	-3.574	0.0004	8.69400E-02
PERMPHD	-4.42800E-02	3.79520E-02	-1.167	0.2433	4.03700E-02	WAVE95	-1.63924E-01	3.51220E-02	-4.667	0.0000	1.06100E-01
TEMPPHD	5.05364E-02	3.20890E-02	1.575	0.1153	8.43000E-02	WAVE93	-1.29094E-01	3.44310E-02	-3.749	0.0002	1.09500E-01
MCITPHD	-2.90836E-03	5.32400E-02	-0.055	0.9564	2.59900E-02	WAVE91	-6.71477E-02	3.61370E-02	-1.858	0.0632	7.96800E-02
HISPAN	8.16714E-02	2.98860E-02	2.733	0.0063	5.15800E-02	WAVE89	-6.86730E-02	3.39030E-02	-2.026	0.0428	9.43300E-02
BLACK	-3.18673E-02	2.61640E-02	-1.218	0.2232	6.39800E-02	WAVE87	-1.22997E-02	3.36640E-02	-0.365	0.7148	8.86500E-02
ASIAN	1.42448E-02	2.44670E-02	0.582	0.5604	1.04200E-01	WAVE85	-5.73258E-02	2.69510E-02	-2.127	0.0334	1.21900E-01
MRACE	1.63306E-02	1.55410E-01	0.105	0.9163	1.71500E-03	WAVE83	4.63366E-02	2.61630E-02	1.771	0.0766	1.63500E-01
NATAMER	-9.37194E-02	9.83520E-02	-0.953	0.3406	3.82600E-03						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7580 observations; 5 iterations; log likelihood function = -4344.366.

TABLE C-28. Maximum likelihood estimates for tenure, logit model I-6: 8 or 9 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	5.75543E-02	8.21690E-02	0.700	0.4837		DEP618	2.85451E-02	1.05080E-02	2.717	0.0066	4.67500E-01
FEMALE	-5.36597E-02	2.51000E-02	-2.138	0.0325	3.54700E-01	MDEP	-4.41790E-02	2.43830E-02	-1.812	0.0700	3.88400E-01
FMARRIED	9.85968E-03	3.15470E-02	0.313	0.7546	2.15400E-01	WATEACH	5.55109E-02	1.51470E-02	3.665	0.0003	5.35100E-01
FDEP6	-2.16156E-02	2.13250E-02	-1.014	0.3108	9.74900E-02	WAOTH	3.84939E-02	2.43630E-02	1.580	0.1141	9.26100E-02
FDEP618	-3.37713E-04	1.92490E-02	-0.018	0.9860	9.61700E-02	EMPPRI	-1.13653E-01	1.49800E-02	-7.587	0.0000	2.63200E-01
YRPHD9	1.54331E-01	1.28810E-02	11.982	0.0000	5.11700E-01	MEMPPRI	1.16700E-01	7.84480E-02	1.488	0.1369	1.26300E-01
TA	1.52179E-02	2.51580E-02	0.605	0.5453	1.14500E-01	EMPRES	4.94326E-02	1.68490E-02	2.934	0.0034	3.01200E-01
RA	-2.89080E-02	2.36930E-02	-1.220	0.2224	1.51600E-01	EMPDOG	7.67996E-02	2.41440E-02	3.181	0.0015	9.06300E-02
FELLOW	5.50883E-02	4.23720E-02	1.300	0.1936	2.71800E-02	MEMPCARN	-4.11436E-02	7.50780E-02	-0.548	0.5837	2.39300E-01
TRAIN	-5.03820E-02	2.66950E-02	-1.887	0.0591	9.84200E-02	BIO	-2.18269E-01	3.21570E-02	-6.788	0.0000	2.70400E-01
MPSOURC	1.87328E-02	2.63310E-02	0.711	0.4768	4.46300E-01	HEALTH	-9.06452E-02	3.67600E-02	-2.466	0.0137	8.06100E-02
TTD1	-8.88371E-04	3.02630E-03	-0.294	0.7691	8.53300E+00	CHEMENG	1.44454E-01	7.21520E-02	2.002	0.0453	1.13500E-02
MTTD1	1.76824E-01	7.15670E-02	2.471	0.0135	2.42700E-02	ELECENG	2.33765E-02	5.15570E-02	0.453	0.6503	2.33500E-02
PDOCP	-2.77940E-01	-1.63780E-02	16.971	0.0000	3.38800E-01	OTHENG	-2.17968E-02	3.72890E-02	-0.585	0.5589	7.87600E-02
MPDOCP	-1.00766E-01	3.78360E-02	-2.663	0.0077	5.06600E-02	COMP	4.39205E-02	5.89610E-02	0.745	0.4563	1.60900E-02
FSWI	1.20509E-02	1.45100E-02	0.831	0.4062	3.69700E-01	MATH	1.74912E-02	3.66060E-02	0.478	0.6328	1.00100E-01
MFSWI	-4.17357E-02	1.55860E-02	-2.678	0.0074	3.24500E-01	PHYSICS	-1.36257E-01	4.07760E-02	-3.342	0.0008	4.42000E-02
BAINT	-2.86019E-03	3.35180E-02	-0.085	0.9320	8.06100E-02	CHEM	-3.97692E-02	3.92560E-02	-1.013	0.3110	6.00300E-02
MBAINT	-2.12660E-01	8.18240E-02	-2.599	0.0094	1.31900E-02	EAOSCI	-3.33620E-02	4.18890E-02	-0.796	0.4258	4.27400E-02
AGEPHD	6.59620E-03	2.68050E-03	2.461	0.0139	3.13100E+01	OPSCI	-6.96892E-02	1.21690E-01	-0.573	0.5669	3.03400E-03
MAGEPHD	7.14815E-02	1.46540E-01	0.488	0.6257	3.29800E-03	PSYCH	-6.73121E-02	3.62960E-02	-1.855	0.0637	8.24500E-02
NATUPHD	-5.92619E-02	3.47100E-02	-1.707	0.0878	3.85200E-02	ECON	-1.39068E-02	4.79640E-02	-0.290	0.7719	2.94200E-02
PERMPHD	-3.33070E-02	3.82450E-02	-0.871	0.3838	4.03700E-02	POLYSCI	-7.85059E-02	4.96790E-02	-1.580	0.1141	2.40100E-02
TEMPPHD	4.65344E-02	3.25000E-02	1.432	0.1522	8.43000E-02	SAD	-6.12352E-02	3.96400E-02	-1.545	0.1224	5.63300E-02
MCITPHD	-1.07092E-02	5.35410E-02	-0.200	0.8415	2.59900E-02	OSSCI	-7.57516E-02	5.38370E-02	-1.407	0.1594	1.92600E-02
HISPAN	7.22042E-02	2.99900E-02	2.408	0.0161	5.15800E-02	WAVE97	-2.07363E-01	4.95870E-02	-4.182	0.0000	8.69400E-02
BLACK	-3.56371E-02	2.63010E-02	-1.355	0.1754	6.39800E-02	WAVE95	-1.63418E-01	3.56130E-02	-4.589	0.0000	1.06100E-01
ASIAN	8.51094E-03	2.46720E-02	0.345	0.7301	1.04200E-01	WAVE93	-5.89724E-02	8.10550E-02	-0.728	0.4669	1.09500E-01
MRACE	7.06827E-02	1.55820E-01	0.454	0.6501	1.71500E-03	WAVE91	-6.78658E-02	3.64810E-02	-1.860	0.0628	7.96800E-02
NATAMER	-1.14502E-01	9.90850E-02	-1.156	0.2479	3.82600E-03	WAVE89	-7.02023E-02	3.41800E-02	-2.054	0.0400	9.43300E-02
MARRIED	-1.34000E-02	2.26900E-02	-0.591	0.5548	7.32500E-01	WAVE87	-8.93230E-03	3.39810E-02	-0.263	0.7927	8.86500E-02
MMARRIED	5.49505E-02	3.78600E-02	1.451	0.1467	3.82600E-02	WAVE85	-5.91773E-02	2.72390E-02	-2.173	0.0298	1.21900E-01
DEP6	1.94661E-02	1.26720E-02	1.536	0.1245	3.94500E-01	WAVE83	3.99857E-02	2.64590E-02	1.511	0.1307	1.63500E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 8968 observations; 5 iterations; log likelihood function = -5160.807.

TABLE C-29. Maximum likelihood estimates for tenure, logit model 1: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	5.96794E-01	6.43770E-02	9.270	0.0000		MMARRIED	1.95760E-02	2.95130E-02	0.663	0.5071	4.11300E-02
FEMALE	-8.54580E-02	1.06460E-02	-8.027	0.0000	3.25500E-01	DEP6	2.77144E-03	1.00020E-02	0.277	0.7817	1.94200E-01
YRPHD15	3.02131E-02	9.42390E-03	3.206	0.0014	4.92900E-01	DEP618	5.85489E-03	6.25430E-03	0.936	0.3492	7.61900E-01
TA	8.39008E-03	2.37470E-02	0.353	0.7239	6.00700E-02	MDEP	2.71933E-02	1.75630E-02	1.548	0.1215	3.72500E-01
RA	2.90792E-02	2.25380E-02	1.290	0.1970	7.72700E-02	BIO	-1.24591E-01	2.47800E-02	-5.028	0.0000	3.10700E-01
FELLOW	7.32544E-02	4.09550E-02	1.789	0.0737	1.45200E-02	HEALTH	-4.23627E-02	2.96570E-02	-1.428	0.1532	6.28600E-02
TRAIN	1.03285E-02	2.35550E-02	0.438	0.6610	5.94900E-02	CHEMENG	2.75236E-02	8.55580E-02	0.322	0.7477	4.53200E-03
MPSOURC	-1.19290E-02	2.57030E-02	-0.464	0.6426	7.11500E-01	ELECENG	3.24231E-02	5.98530E-02	0.542	0.5880	9.99300E-03
TTD1	-2.93335E-05	2.27290E-03	-0.013	0.9897	8.17400E+00	OTHENG	3.37711E-04	3.54920E-02	0.010	0.9924	3.80000E-02
MTTD1	-9.88447E-03	5.62070E-02	-0.176	0.8604	1.76600E-02	COMP	-9.17436E-03	7.94610E-02	-0.115	0.9081	3.48600E-03
PDOCP	-7.49864E-02	1.17410E-02	-6.387	0.0000	3.23500E-01	MATH	2.40502E-02	2.90110E-02	0.829	0.4071	1.07400E-01
MPDOCP	-4.82446E-02	2.79180E-02	-1.728	0.0840	4.31100E-02	PHYSICS	-1.84734E-01	2.88920E-02	-6.394	0.0000	5.68200E-02
FSWI	-1.75396E-02	1.04880E-02	-1.672	0.0945	3.69000E-01	CHEM	-1.27077E-01	2.92600E-02	-4.343	0.0000	6.41400E-02
MFSWI	-1.85147E-02	1.09440E-02	-1.692	0.0907	3.43400E-01	EAOSCI	-6.22809E-02	3.22450E-02	-1.931	0.0534	4.35700E-02
BAINT	-3.61298E-03	2.70420E-02	-0.134	0.8937	7.80900E-02	OPSCI	-1.16342E-01	8.70900E-02	-1.336	0.1816	2.55600E-03
MBAINT	6.41544E-02	7.14590E-02	0.898	0.3693	9.99300E-03	PSYCH	-1.07607E-01	2.70560E-02	-3.977	0.0001	9.94700E-02
AGEPHD	-4.88573E-03	2.01910E-03	-2.420	0.0155	3.08700E+01	ECON	-8.93480E-03	3.68220E-02	-0.243	0.8083	3.21900E-02
MAGEPHD	-1.18264E-01	1.44630E-01	-0.818	0.4135	1.51100E-03	POLYSCI	4.02332E-02	4.01710E-02	1.002	0.3166	2.85800E-02
NATUPHD	5.15132E-03	2.73770E-02	0.188	0.8508	3.11400E-02	SAD	3.50789E-02	3.18810E-02	1.100	0.2712	5.83300E-02
PERMPHD	-5.19754E-03	2.90700E-02	-0.179	0.8581	4.32300E-02	OSSCI	9.67593E-02	4.80710E-02	2.013	0.0441	2.01000E-02
TEMPPHD	1.83194E-02	2.85760E-02	0.641	0.5215	5.78700E-02	WAVE97	-2.14519E-01	3.18990E-02	-6.725	0.0000	8.13400E-02
MCITPHD	5.45567E-03	4.40200E-02	0.124	0.9014	1.70800E-02	WAVE95	-2.35307E-01	3.12270E-02	-7.535	0.0000	8.83100E-02
HISPAN	4.30506E-02	2.98920E-02	1.440	0.1498	2.85800E-02	WAVE93	-2.55673E-01	3.10720E-02	-8.228	0.0000	1.01400E-01
BLACK	3.78250E-02	2.38440E-02	1.586	0.1127	4.43900E-02	WAVE91	-1.46892E-01	2.78790E-02	-5.269	0.0000	7.77400E-02
ASIAN	-6.96908E-02	2.00110E-02	-3.483	0.0005	7.93600E-02	WAVE89	-1.21979E-01	2.16870E-02	-5.625	0.0000	1.44600E-01
MRACE	-1.46278E-01	1.00890E-01	-1.450	0.1471	1.97500E-03	WAVE87	-1.21793E-01	2.13700E-02	-5.699	0.0000	1.42500E-01
NATAMER	-7.13715E-02	7.21940E-02	-0.989	0.3229	3.48600E-03	WAVE85	-8.72094E-02	2.23920E-02	-3.895	0.0001	1.30300E-01
MARRIED	4.17540E-03	1.26590E-02	0.330	0.7415	7.54100E-01	WAVE83	-5.44132E-02	2.49060E-02	-2.185	0.0289	1.26800E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 8606 observations; 5 iterations; log likelihood function = -4528.253.

TABLE C-30. Maximum likelihood estimates for tenure, logit model 2: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	5.66393E-01	6.38220E-02	8.875	0.0000		WATEACH	1.51846E-01	1.13830E-02	13.339	0.0000	4.91400E-01
FEMALE	-8.43838E-02	1.04870E-02	-8.046	0.0000	3.25500E-01	WAOH	-9.14828E-02	1.29320E-02	-7.074	0.0000	1.65200E-01
YRPHD15	2.42658E-02	9.22890E-03	2.629	0.0086	4.92900E-01	EMPPRI	-1.49784E-01	-1.04750E-02	14.300	0.0000	2.58400E-01
TA	-3.70817E-03	2.33130E-02	-0.159	0.8736	6.00700E-02	MEMPPRI	-1.15396E-01	3.54480E-02	-3.255	0.0011	1.31900E-01
RA	2.36111E-02	2.20930E-02	1.069	0.2852	7.72700E-02	EMPRES	5.04651E-03	1.21350E-02	0.416	0.6775	2.94600E-01
FELLOW	7.31576E-02	4.00440E-02	1.827	0.0677	1.45200E-02	EMPDOC	9.98944E-02	2.02400E-02	4.936	0.0000	9.31900E-02
TRAIN	2.12985E-02	2.30190E-02	0.925	0.3548	5.94900E-02	MEMPCARN	-4.46141E-02	3.53200E-02	-1.263	0.2065	2.35200E-01
MPSOURC	-5.73443E-03	2.52820E-02	-0.227	0.8206	7.11500E-01	BIO	-1.07650E-01	2.42650E-02	-4.436	0.0000	3.10700E-01
TTD1	3.12080E-04	2.23860E-03	0.139	0.8891	8.17400E+00	HEALTH	-1.42044E-02	2.90710E-02	-0.489	0.6251	6.28600E-02
MTTD1	-2.41163E-03	5.45660E-02	-0.044	0.9648	1.76600E-02	CHEMENG	4.07327E-02	8.27840E-02	0.492	0.6227	4.53200E-03
PDOCP	-4.93745E-02	1.17870E-02	-4.189	0.0000	3.23500E-01	ELECENG	2.10221E-02	5.81430E-02	0.362	0.7177	9.99300E-03
MPDOCP	-3.84741E-02	2.74790E-02	-1.400	0.1615	4.31100E-02	OTHENG	-1.22160E-03	3.47260E-02	-0.035	0.9719	3.80000E-02
FSWI	-1.21340E-02	1.02670E-02	-1.182	0.2373	3.69000E-01	COMP	-7.66804E-03	7.78670E-02	-0.098	0.9216	3.48600E-03
MFSWI	-7.85272E-03	1.07350E-02	-0.732	0.4645	3.43400E-01	MATH	9.01799E-03	2.82520E-02	0.319	0.7496	1.07400E-01
BAINT	5.08540E-03	2.63710E-02	0.193	0.8471	7.80900E-02	PHYSICS	-1.71970E-01	2.82290E-02	-6.092	0.0000	5.68200E-02
MBAINT	6.03901E-02	6.98850E-02	0.864	0.3875	9.99300E-03	CHEM	-1.32010E-01	2.87900E-02	-4.585	0.0000	6.41400E-02
AGEPHD	-5.77165E-03	1.99470E-03	-2.894	0.0038	3.08700E+01	EAOSCI	-8.58098E-02	3.15160E-02	-2.723	0.0065	4.35700E-02
MAGEPHD	-1.47613E-01	1.42750E-01	-1.034	0.3011	1.51100E-03	OPSCI	-1.61139E-01	8.63800E-02	-1.865	0.0621	2.55600E-03
NATUPHD	-4.52016E-04	2.69580E-02	-0.017	0.9866	3.11400E-02	PSYCH	-9.35833E-02	2.65480E-02	-3.525	0.0004	9.94700E-02
PERMPHD	-9.42737E-03	2.82200E-02	-0.334	0.7383	4.32300E-02	ECON	-2.38815E-02	3.58900E-02	-0.665	0.5058	3.21900E-02
TEMPPHD	3.92504E-02	2.79960E-02	1.402	0.1609	5.78700E-02	POLYSCI	2.92270E-02	3.92290E-02	0.745	0.4563	2.85800E-02
MCITPHD	4.80692E-03	4.31980E-02	0.111	0.9114	1.70800E-02	SAD	2.30814E-02	3.12240E-02	0.739	0.4598	5.83300E-02
HISPAN	3.10730E-02	2.91990E-02	1.064	0.2873	2.85800E-02	OSSCI	5.29187E-02	4.67270E-02	1.132	0.2574	2.01000E-02
BLACK	3.95800E-02	2.31880E-02	1.707	0.0878	4.43900E-02	WAVE97	-7.34870E-02	3.66460E-02	-2.005	0.0449	8.13400E-02
ASIAN	-8.58824E-02	1.95990E-02	-4.382	0.0000	7.93600E-02	WAVE95	-2.16064E-01	3.08640E-02	-7.001	0.0000	8.83100E-02
MRACE	-1.17736E-01	9.86810E-02	-1.193	0.2328	1.97500E-03	WAVE93	-1.70452E-01	4.46670E-02	-3.816	0.0001	1.01400E-01
NATAMER	-1.05022E-01	7.27290E-02	-1.444	0.1487	3.48600E-03	WAVE91	-1.34652E-01	2.74280E-02	-4.909	0.0000	7.77400E-02
MARRIED	1.48154E-02	1.24460E-02	1.190	0.2339	7.54100E-01	WAVE89	-1.11452E-01	2.11980E-02	-5.258	0.0000	1.44600E-01
MMARRIED	1.77066E-02	2.88000E-02	0.615	0.5387	4.11300E-02	WAVE87	-1.09614E-01	2.09460E-02	-5.233	0.0000	1.42500E-01
DEP6	7.95272E-03	9.79150E-03	0.812	0.4167	1.94200E-01	WAVE85	-8.48100E-02	2.18920E-02	-3.874	0.0001	1.30300E-01
DEP618	6.10693E-03	6.13540E-03	0.995	0.3196	7.61900E-01	WAVE83	-5.13022E-02	2.43420E-02	-2.108	0.0351	1.26800E-01
MDEP	2.84638E-02	1.72250E-02	1.652	0.0985	3.72500E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 8606 observations; 5 iterations; log likelihood function = -4205.317.

TABLE C-31. Maximum likelihood estimates for tenure, logit model 3: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	4.49509E-01	5.98850E-02	7.506	0.0000		MMARRIED	7.17342E-03	2.57800E-02	0.278	0.7808	4.31200E-02
FEMALE	-8.81608E-02	9.50570E-03	-9.275	0.0000	3.24900E-01	DEP6	-3.44819E-03	9.18990E-03	-0.375	0.7075	1.91400E-01
YRPHD15	2.80356E-02	8.56430E-03	3.274	0.0011	4.94000E-01	DEP618	4.44497E-03	5.89850E-03	0.754	0.4511	7.56900E-01
TA	-1.88333E-02	2.34240E-02	-0.804	0.4214	5.62400E-02	MDEP	1.70288E-02	1.59540E-02	1.067	0.2858	3.91500E-01
RA	6.68417E-03	2.24490E-02	0.298	0.7659	7.12400E-02	BIO	-1.13351E-01	2.30920E-02	-4.909	0.0000	3.09500E-01
FELLOW	6.11684E-02	4.21130E-02	1.452	0.1464	1.34900E-02	HEALTH	-4.71500E-02	2.75790E-02	-1.710	0.0873	6.27900E-02
TRAIN	4.73335E-04	2.31780E-02	0.020	0.9837	5.34600E-02	CHEMENG	-2.16855E-02	7.40420E-02	-0.293	0.7696	4.79100E-03
MPSOURC	-1.02211E-02	2.53420E-02	-0.403	0.6867	7.36500E-01	ELECENG	6.54496E-02	6.54120E-02	1.001	0.3170	9.96100E-03
TTD1	-6.33804E-04	2.07570E-03	-0.305	0.7601	8.11600E+00	OTHENG	7.93825E-03	3.41620E-02	0.232	0.8163	3.84600E-02
MTTD1	-3.32381E-02	5.03810E-02	-0.660	0.5094	1.80300E-02	COMP	-3.51350E-02	7.60820E-02	-0.462	0.6442	3.40400E-03
PDOCP	-6.88868E-02	1.05760E-02	-6.513	0.0000	3.15600E-01	MATH	2.60619E-02	2.73430E-02	0.953	0.3405	1.11300E-01
MPDOCP	-3.23317E-02	2.60180E-02	-1.243	0.2140	4.22400E-02	PHYSICS	-1.31500E-01	2.70690E-02	-4.858	0.0000	5.30800E-02
FSWI	-1.89295E-02	9.43610E-03	-2.006	0.0449	3.71300E-01	CHEM	-9.38311E-02	2.71540E-02	-3.456	0.0006	6.33000E-02
MFSWI	-1.33655E-02	9.87780E-03	-1.353	0.1760	3.40900E-01	EAOSCI	-2.06027E-02	3.16150E-02	-0.652	0.5146	4.24900E-02
BAINT	1.94755E-02	2.45780E-02	0.792	0.4281	7.89300E-02	OPSCI	-1.43477E-01	7.41560E-02	-1.935	0.0530	2.64800E-03
MBAINT	5.23832E-02	6.34190E-02	0.826	0.4088	1.04700E-02	PSYCH	-6.98497E-02	2.54920E-02	-2.740	0.0061	9.64600E-02
AGEPHD	-2.15683E-03	1.85670E-03	-1.162	0.2454	3.08100E+01	ECON	-2.46817E-02	3.35400E-02	-0.736	0.4618	3.34100E-02
MAGEPHD	3.85034E-02	1.68110E-01	0.229	0.8188	1.38700E-03	POLYSCI	5.16514E-02	3.86490E-02	1.336	0.1814	2.92500E-02
NATUPHD	-8.67332E-03	2.48290E-02	-0.349	0.7269	3.07700E-02	SAD	2.04515E-02	2.99950E-02	0.682	0.4954	5.95100E-02
PERMPHD	-1.93886E-02	2.64930E-02	-0.732	0.4643	4.30000E-02	OSSCI	8.15410E-02	4.61960E-02	1.765	0.0775	2.08000E-02
TEMPPHD	-1.71562E-02	2.59450E-02	-0.661	0.5084	5.85000E-02	WAVE97	-6.03107E-02	2.98660E-02	-2.019	0.0435	7.33800E-02
MCITPHD	-1.11055E-02	4.05390E-02	-0.274	0.7841	1.67700E-02	WAVE95	-8.14790E-02	2.90380E-02	-2.806	0.0050	7.91800E-02
HISPAN	3.87272E-02	2.91330E-02	1.329	0.1837	2.82400E-02	WAVE93	-9.89955E-02	2.85890E-02	-3.463	0.0005	9.04000E-02
BLACK	4.24405E-02	2.38750E-02	1.778	0.0755	4.30000E-02	WAVE91	-5.52049E-02	2.49480E-02	-2.213	0.0269	7.71700E-02
ASIAN	-5.00231E-02	1.82310E-02	-2.744	0.0061	7.66600E-02	WAVE89	-2.96995E-02	1.86660E-02	-1.591	0.1116	1.42500E-01
MRACE	-1.27358E-01	8.14480E-02	-1.564	0.1179	2.14300E-03	WAVE87	-3.69273E-02	1.82620E-02	-2.022	0.0432	1.42200E-01
NATAMER	-3.84136E-02	7.46790E-02	-0.514	0.6070	3.02600E-03	WAVE85	-6.81711E-02	1.80800E-02	-3.771	0.0002	1.41300E-01
MARRIED	-5.66290E-03	1.15130E-02	-0.492	0.6228	7.55000E-01	WAVE83	-4.16157E-02	2.03540E-02	-2.045	0.0409	1.37600E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7931 observations; 5 iterations; log likelihood function = -3649.882.

TABLE C-32. Maximum likelihood estimates for tenure, logit model 4: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	4.09555E-01	5.83090E-02	7.024	0.0000		WATEACH	9.73385E-02	1.01150E-02	9.624	0.0000	5.18900E-01
FEMALE	-8.28418E-02	9.24880E-03	-8.957	0.0000	3.24900E-01	WAOth	-4.22867E-02	1.21130E-02	-3.491	0.0005	1.46300E-01
YRPHD15	2.46609E-02	8.27610E-03	2.980	0.0029	4.94000E-01	EMPPRI	-1.09820E-01	-9.15690E-03	11.993	0.0000	2.53400E-01
TA	-1.78504E-02	2.26180E-02	-0.789	0.4300	5.62400E-02	MEMPPRI	-9.60899E-02	4.39850E-02	-2.185	0.0289	1.19700E-01
RA	7.43547E-03	2.15920E-02	0.344	0.7306	7.12400E-02	EMPRES	8.84425E-03	1.05900E-02	0.835	0.4036	2.97400E-01
FELLOW	6.59432E-02	4.04790E-02	1.629	0.1033	1.34900E-02	EMPDOC	7.08224E-02	1.73300E-02	4.087	0.0000	9.87300E-02
TRAIN	1.39436E-02	2.22620E-02	0.626	0.5311	5.34600E-02	MEMPCARN	3.53278E-02	4.42040E-02	0.799	0.4242	2.11800E-01
MPSOURC	-9.52590E-04	2.45030E-02	-0.039	0.9690	7.36500E-01	BIO	-9.33252E-02	2.24500E-02	-4.157	0.0000	3.09500E-01
TTD1	-3.66684E-04	2.00300E-03	-0.183	0.8548	8.11600E+00	HEALTH	-2.75948E-02	2.67020E-02	-1.033	0.3014	6.27900E-02
MTTD1	-2.60494E-02	4.83320E-02	-0.539	0.5899	1.80300E-02	CHEMENG	-1.26247E-02	7.07560E-02	-0.178	0.8584	4.79100E-03
PDOCP	-5.13729E-02	1.04990E-02	-4.893	0.0000	3.15600E-01	ELECENG	6.08041E-02	6.24780E-02	0.973	0.3305	9.96100E-03
MPDOCP	-2.48569E-02	2.52500E-02	-0.984	0.3249	4.22400E-02	OTHENG	6.69165E-03	3.29450E-02	0.203	0.8391	3.84600E-02
FSWI	-1.47658E-02	9.12630E-03	-1.618	0.1057	3.71300E-01	COMP	-2.94224E-02	7.35210E-02	-0.400	0.6890	3.40400E-03
MFSWI	-4.92615E-03	9.59090E-03	-0.514	0.6075	3.40900E-01	MATH	1.93467E-02	2.64050E-02	0.733	0.4637	1.11300E-01
BAINT	1.59047E-02	2.35980E-02	0.674	0.5003	7.89300E-02	PHYSICS	-1.22419E-01	2.61370E-02	-4.684	0.0000	5.30800E-02
MBAINT	4.44496E-02	6.13070E-02	0.725	0.4684	1.04700E-02	CHEM	-8.98472E-02	2.64890E-02	-3.392	0.0007	6.33000E-02
AGEPHD	-2.77251E-03	1.79530E-03	-1.544	0.1225	3.08100E+01	EAOSCI	-3.47862E-02	3.04300E-02	-1.143	0.2530	4.24900E-02
MAGEPHD	9.84483E-03	1.62430E-01	0.061	0.9517	1.38700E-03	OPSCI	-1.65874E-01	7.22530E-02	-2.296	0.0217	2.64800E-03
NATUPHD	-8.68850E-03	2.40980E-02	-0.361	0.7184	3.07700E-02	PSYCH	-6.07718E-02	2.47230E-02	-2.458	0.0140	9.64600E-02
PERMPHD	-1.86335E-02	2.54100E-02	-0.733	0.4634	4.30000E-02	ECON	-2.64506E-02	3.24170E-02	-0.816	0.4145	3.34100E-02
TEMPPHD	-2.64450E-03	2.51650E-02	-0.105	0.9163	5.85000E-02	POLYSCI	4.13370E-02	3.72160E-02	1.111	0.2667	2.92500E-02
MCITPHD	-1.10643E-02	3.93790E-02	-0.281	0.7787	1.67700E-02	SAD	1.55521E-02	2.90010E-02	0.536	0.5918	5.95100E-02
HISPAN	2.84449E-02	2.79840E-02	1.016	0.3094	2.82400E-02	OSSCI	5.52206E-02	4.43950E-02	1.244	0.2136	2.08000E-02
BLACK	4.20034E-02	2.29530E-02	1.830	0.0673	4.30000E-02	WAVE97	-1.76231E-02	3.42720E-02	-0.514	0.6071	7.33800E-02
ASIAN	-5.98026E-02	1.76210E-02	-3.394	0.0007	7.66600E-02	WAVE95	-7.92177E-02	2.82120E-02	-2.808	0.0050	7.91800E-02
MRACE	-1.08567E-01	7.95550E-02	-1.365	0.1724	2.14300E-03	WAVE93	-1.09161E-01	5.01620E-02	-2.176	0.0295	9.04000E-02
NATAMER	-6.69219E-02	7.25820E-02	-0.922	0.3565	3.02600E-03	WAVE91	-5.42793E-02	2.42290E-02	-2.240	0.0251	7.71700E-02
MARRIED	2.15302E-03	1.11600E-02	0.193	0.8470	7.55000E-01	WAVE89	-2.86706E-02	1.80550E-02	-1.588	0.1123	1.42500E-01
MMARRIED	5.49562E-03	2.48510E-02	0.221	0.8250	4.31200E-02	WAVE87	-3.35595E-02	1.76990E-02	-1.896	0.0579	1.42200E-01
DEP6	1.87092E-04	8.91050E-03	0.021	0.9833	1.91400E-01	WAVE85	-6.60138E-02	1.75200E-02	-3.768	0.0002	1.41300E-01
DEP618	4.40667E-03	5.72010E-03	0.770	0.4411	7.56900E-01	WAVE83	-4.11048E-02	1.96880E-02	-2.088	0.0368	1.37600E-01
MDEP	1.70650E-02	1.54540E-02	1.104	0.2695	3.91500E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7931 observations; 6 iterations; log likelihood function = -3489.259.

TABLE C-33. Maximum likelihood estimates for tenure, logit model 5: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	0.3106157	4.69220E-02	6.620	0.0000		DEP6	-1.60813E-03	7.06720E-03	-0.228	0.8200	1.90900E-01
FEMALE	-4.11530E-02	7.66010E-03	-5.372	0.0000	3.10400E-01	DEP618	1.37444E-03	4.55230E-03	0.302	0.7627	7.65400E-01
YRPHD15	1.78630E-02	6.83230E-03	2.614	0.0089	4.98000E-01	MDEP	1.18978E-02	1.28120E-02	0.929	0.3531	3.90500E-01
TA	-2.72218E-02	1.84060E-02	-1.479	0.1391	5.60600E-02	BIO	-6.38580E-02	1.92080E-02	-3.325	0.0009	2.93300E-01
RA	-1.36999E-02	1.78880E-02	-0.766	0.4438	7.12600E-02	HEALTH	-5.16995E-02	2.21410E-02	-2.335	0.0195	6.38700E-02
FELLOW	1.68933E-02	3.17040E-02	0.533	0.5941	1.39500E-02	CHEMENG	-2.19022E-02	5.68980E-02	-0.385	0.7003	5.02000E-03
TRAIN	-2.74885E-02	1.79070E-02	-1.535	0.1248	5.31300E-02	ELECENG	4.47381E-02	5.49190E-02	0.815	0.4153	1.06000E-02
MPSOURC	-2.68167E-02	1.97890E-02	-1.355	0.1754	7.38000E-01	OTHENG	-1.96951E-02	2.62880E-02	-0.749	0.4537	4.10000E-02
TTD1	8.30104E-04	1.64740E-03	0.504	0.6143	8.06500E+00	COMP	-2.29906E-02	5.78610E-02	-0.397	0.6911	3.48600E-03
MTTD1	-1.12102E-02	3.69130E-02	-0.304	0.7614	1.81300E-02	MATH	-1.25936E-02	2.16760E-02	-0.581	0.5613	1.19500E-01
PDOCP	-3.40065E-02	8.53980E-03	-3.982	0.0001	2.97600E-01	PHYSICS	-6.82361E-02	2.24990E-02	-3.033	0.0024	5.00600E-02
MPDOCP	-7.96448E-03	2.16160E-02	-0.368	0.7125	4.21100E-02	CHEM	-5.03662E-02	2.25170E-02	-2.237	0.0253	6.09400E-02
FSWI	-1.01439E-02	7.58560E-03	-1.337	0.1811	3.69800E-01	EAOSCI	-9.21706E-04	2.71740E-02	-0.034	0.9729	4.33700E-02
MFSWI	-1.36451E-02	7.87010E-03	-1.734	0.0830	3.35700E-01	OPSCI	-1.38908E-01	4.94560E-02	-2.809	0.0050	2.78900E-03
BAINT	4.22779E-02	2.01320E-02	2.100	0.0357	7.64200E-02	PSYCH	-3.61785E-02	2.12950E-02	-1.699	0.0893	9.51100E-02
MBAINT	5.50367E-02	5.03610E-02	1.093	0.2745	1.06000E-02	ECON	-7.16122E-03	2.86530E-02	-0.250	0.8026	3.40300E-02
AGEPHD	-2.87798E-04	1.40990E-03	-0.204	0.8383	3.07500E+01	POLYSCI	1.15923E-02	3.06720E-02	0.378	0.7055	3.09600E-02
NATUPHD	7.54922E-03	2.10630E-02	0.358	0.7200	2.98400E-02	SAD	-1.04665E-02	2.39330E-02	-0.437	0.6619	6.26100E-02
PERMPHD	-2.85137E-02	2.04320E-02	-1.396	0.1629	4.22500E-02	OSSCI	2.82469E-02	3.68190E-02	0.767	0.4430	2.21700E-02
TEMPPHD	-1.71521E-02	2.04110E-02	-0.840	0.4007	5.73100E-02	WAVE97	-4.91662E-02	2.33350E-02	-2.107	0.0351	7.27900E-02
MCITPHD	-2.86800E-02	3.14660E-02	-0.911	0.3621	1.70100E-02	WAVE95	-6.78616E-02	2.25100E-02	-3.015	0.0026	7.85100E-02
HISPAN	1.58982E-02	2.25310E-02	0.706	0.4804	2.92800E-02	WAVE93	-7.97307E-02	2.19550E-02	-3.632	0.0003	9.00900E-02
BLACK	3.34852E-03	1.74620E-02	0.192	0.8479	4.51800E-02	WAVE91	-5.08790E-02	1.93870E-02	-2.624	0.0087	7.80900E-02
ASIAN	-3.28567E-02	1.46890E-02	-2.237	0.0253	7.29300E-02	WAVE89	-1.91718E-02	1.54990E-02	-1.237	0.2161	1.42500E-01
MRACE	-8.02148E-02	5.86150E-02	-1.369	0.1712	2.09200E-03	WAVE87	-3.30137E-02	1.48280E-02	-2.226	0.0260	1.43900E-01
NATAMER	-5.58122E-02	4.94120E-02	-1.130	0.2587	3.20700E-03	WAVE85	-3.58207E-02	1.51510E-02	-2.364	0.0181	1.37600E-01
MARRIED	-2.20535E-04	9.31400E-03	-0.024	0.9811	7.55800E-01	WAVE83	-2.81214E-02	1.70660E-02	-1.648	0.0994	1.37400E-01
MMARRIED	-1.30007E-02	1.96360E-02	-0.662	0.5079	4.49000E-02						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7171 observations; 6 iterations; log likelihood function = -2356.740.

TABLE C-34. Maximum likelihood estimates for tenure, logit model 6: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	0.2625844	4.45290E-02	5.897	0.0000		WATEACH	1.70978E-02	7.95200E-03	2.150	0.0315	5.50000E-01
FEMALE	-3.43582E-02	7.19730E-03	-4.774	0.0000	3.10400E-01	WAOHT	-2.58409E-02	1.00610E-02	-2.568	0.0102	1.35500E-01
YRPHD15	1.59555E-02	6.40050E-03	2.493	0.0127	4.98000E-01	EMPPRI	-7.52342E-02	-6.82530E-03	11.023	0.0000	2.45600E-01
TA	-2.13062E-02	1.72290E-02	-1.237	0.2162	5.60600E-02	MEMPPRI	-7.89953E-02	3.65320E-02	-2.162	0.0306	1.17800E-01
RA	-1.32868E-02	1.67210E-02	-0.795	0.4268	7.12600E-02	EMPRES	4.25829E-02	8.66430E-03	4.915	0.0000	2.88900E-01
FELLOW	1.39643E-02	2.95550E-02	0.472	0.6366	1.39500E-02	EMPDOE	4.44077E-02	1.26640E-02	3.507	0.0005	1.04300E-01
TRAIN	-2.16655E-02	1.67550E-02	-1.293	0.1960	5.31300E-02	MEMPCARN	5.77678E-02	3.72050E-02	1.553	0.1205	2.09900E-01
MPSOURC	-2.05136E-02	1.85640E-02	-1.105	0.2692	7.38000E-01	BIO	-3.31356E-02	1.82150E-02	-1.819	0.0689	2.93300E-01
TTD1	1.08138E-03	1.54930E-03	0.698	0.4852	8.06500E+00	HEALTH	-2.75115E-02	2.08300E-02	-1.321	0.1866	6.38700E-02
MTTD1	-9.16327E-03	3.45720E-02	-0.265	0.7910	1.81300E-02	CHEMENG	-3.65739E-04	5.31190E-02	-0.007	0.9945	5.02000E-03
PDOCP	-3.34748E-02	8.22650E-03	-4.069	0.0001	2.97600E-01	ELECENG	5.67092E-02	5.08810E-02	1.115	0.2650	1.06000E-02
MPDOCP	-3.36163E-03	2.03140E-02	-0.165	0.8686	4.21100E-02	OTHENG	-1.72482E-03	2.46890E-02	-0.070	0.9443	4.10000E-02
FSWI	-1.12939E-02	7.11070E-03	-1.588	0.1122	3.69800E-01	COMP	-4.65865E-03	5.40620E-02	-0.086	0.9313	3.48600E-03
MFSWI	-1.08349E-02	7.43730E-03	-1.457	0.1452	3.35700E-01	MATH	7.27534E-03	2.03870E-02	0.357	0.7212	1.19500E-01
BAINT	3.99073E-02	1.89270E-02	2.108	0.0350	7.64200E-02	PHYSICS	-4.22669E-02	2.11640E-02	-1.997	0.0458	5.00600E-02
MBAINT	4.92469E-02	4.76410E-02	1.034	0.3013	1.06000E-02	CHEM	-1.80889E-02	2.14580E-02	-0.843	0.3992	6.09400E-02
AGEPHD	-1.78446E-04	1.32310E-03	-0.135	0.8927	3.07500E+01	EAOSCI	1.01877E-02	2.54290E-02	0.401	0.6887	4.33700E-02
NATUPHD	9.19911E-03	1.97910E-02	0.465	0.6421	2.98400E-02	OPSCI	-1.39907E-01	4.63500E-02	-3.018	0.0025	2.78900E-03
PERMPHD	-2.76254E-02	1.91480E-02	-1.443	0.1491	4.22500E-02	PSYCH	-1.22060E-02	2.00450E-02	-0.609	0.5426	9.51100E-02
TEMPPHD	-1.07776E-02	1.93270E-02	-0.558	0.5771	5.73100E-02	ECON	1.37164E-02	2.68450E-02	0.511	0.6094	3.40300E-02
MCITPHD	-2.99458E-02	2.98320E-02	-1.004	0.3155	1.70100E-02	POLYSCI	2.81389E-02	2.86960E-02	0.981	0.3268	3.09600E-02
HISPAN	7.38662E-03	2.09240E-02	0.353	0.7241	2.92800E-02	SAD	9.73713E-03	2.25390E-02	0.432	0.6657	6.26100E-02
BLACK	6.99627E-03	1.62830E-02	0.430	0.6674	4.51800E-02	OSSCI	3.19558E-02	3.42060E-02	0.934	0.3502	2.21700E-02
ASIAN	-3.77022E-02	1.38320E-02	-2.726	0.0064	7.29300E-02	WAVE97	-3.36747E-02	2.65660E-02	-1.268	0.2050	7.27900E-02
MRACE	-7.88491E-02	5.54560E-02	-1.422	0.1551	2.09200E-03	WAVE95	-7.43660E-02	2.12490E-02	-3.500	0.0005	7.85100E-02
NATAMER	-6.10192E-02	4.63170E-02	-1.317	0.1877	3.20700E-03	WAVE93	-1.09473E-01	4.12110E-02	-2.656	0.0079	9.00900E-02
MARRIED	1.01557E-03	8.75400E-03	0.116	0.9076	7.55800E-01	WAVE91	-5.48444E-02	1.82540E-02	-3.005	0.0027	7.80900E-02
MMARRIED	-1.63611E-02	1.83420E-02	-0.892	0.3724	4.49000E-02	WAVE89	-2.12401E-02	1.44870E-02	-1.466	0.1426	1.42500E-01
DEP6	-1.01145E-03	6.62550E-03	-0.153	0.8787	1.90900E-01	WAVE87	-3.33089E-02	1.38730E-02	-2.401	0.0164	1.43900E-01
DEP618	2.27832E-03	4.28890E-03	0.531	0.5953	7.65400E-01	WAVE85	-3.46468E-02	1.41880E-02	-2.442	0.0146	1.37600E-01
MDEP	1.02743E-02	1.20180E-02	0.855	0.3926	3.90500E-01	WAVE83	-2.65656E-02	1.59730E-02	-1.663	0.0963	1.37400E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7171 observations; 6 iterations; log likelihood function = -2270.638.

TABLE C-35. Maximum likelihood estimates for tenure, logit model I-1: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	0.5796756	6.47240E-02	8.956	0.0000		MARRIED	4.58402E-02	1.73350E-02	2.644	0.0082	7.54100E-01
FEMALE	-1.16630E-02	1.94810E-02	-0.599	0.5494	3.25500E-01	MMARRIED	3.39813E-02	2.95610E-02	1.150	0.2503	4.11300E-02
FMARRIED	-7.63748E-02	2.39810E-02	-3.185	0.0015	1.93800E-01	DEP6	-1.25562E-02	1.09670E-02	-1.145	0.2522	1.94200E-01
FDEP6	5.72530E-02	2.25470E-02	2.539	0.0111	4.33400E-02	DEP618	1.36205E-02	6.86960E-03	1.983	0.0474	7.61900E-01
FDEP618	-4.40510E-02	1.14620E-02	-3.843	0.0001	1.61900E-01	MDEP	1.88869E-02	1.77860E-02	1.062	0.2883	3.72500E-01
YRPHD15	3.01710E-02	9.42620E-03	3.201	0.0014	4.92900E-01	BIO	-1.23454E-01	2.47620E-02	-4.986	0.0000	3.10700E-01
TA	1.01425E-02	2.37920E-02	0.426	0.6699	6.00700E-02	HEALTH	-4.13921E-02	2.96580E-02	-1.396	0.1628	6.28600E-02
RA	3.17205E-02	2.25670E-02	1.406	0.1598	7.72700E-02	CHEMENG	3.60099E-02	8.55530E-02	0.421	0.6738	4.53200E-03
FELLOW	7.24488E-02	4.09680E-02	1.768	0.0770	1.45200E-02	ELECENG	3.12752E-02	5.99150E-02	0.522	0.6017	9.99300E-03
TRAIN	1.23195E-02	2.35880E-02	0.522	0.6015	5.94900E-02	OTHENG	-4.04111E-04	3.54530E-02	-0.011	0.9909	3.80000E-02
MPSOURC	-1.04756E-02	2.57130E-02	-0.407	0.6837	7.11500E-01	COMP	-1.65995E-02	7.94270E-02	-0.209	0.8345	3.48600E-03
TTD1	2.74779E-04	2.26830E-03	0.121	0.9036	8.17400E+00	MATH	2.52397E-02	2.89880E-02	0.871	0.3839	1.07400E-01
MTTD1	-8.14957E-03	5.63480E-02	-0.145	0.8850	1.76600E-02	PHYSICS	-1.85332E-01	2.88750E-02	-6.418	0.0000	5.68200E-02
PDOCP	-7.63254E-02	1.17530E-02	-6.494	0.0000	3.23500E-01	CHEM	-1.26232E-01	2.92520E-02	-4.315	0.0000	6.41400E-02
MPDOCP	-4.40452E-02	2.79100E-02	-1.578	0.1145	4.31100E-02	EAOSCI	-6.02695E-02	3.22330E-02	-1.870	0.0615	4.35700E-02
FSWI	-1.73748E-02	1.04910E-02	-1.656	0.0977	3.69000E-01	OPSCI	-1.20979E-01	8.70110E-02	-1.390	0.1644	2.55600E-03
MFSWI	-1.93034E-02	1.09420E-02	-1.764	0.0777	3.43400E-01	PSYCH	-1.05632E-01	2.70400E-02	-3.906	0.0001	9.94700E-02
BAINT	-5.31375E-03	2.70290E-02	-0.197	0.8442	7.80900E-02	ECON	-5.19945E-03	3.68570E-02	-0.141	0.8878	3.21900E-02
MBAINT	6.80832E-02	7.14760E-02	0.953	0.3408	9.99300E-03	POLYSCI	4.30887E-02	4.01390E-02	1.073	0.2831	2.85800E-02
AGEPHD	-5.69232E-03	2.01860E-03	-2.820	0.0048	3.08700E+01	SAD	3.93676E-02	3.18570E-02	1.236	0.2166	5.83300E-02
MAGEPHD	-1.45109E-01	1.44680E-01	-1.003	0.3159	1.51100E-03	OSSCI	9.73779E-02	4.80120E-02	2.028	0.0425	2.01000E-02
NATUPHD	7.48375E-03	2.74140E-02	0.273	0.7849	3.11400E-02	WAVE97	-2.13504E-01	3.19460E-02	-6.683	0.0000	8.13400E-02
PERMPHD	4.38801E-03	2.91390E-02	0.151	0.8803	4.32300E-02	WAVE95	-2.36221E-01	3.12610E-02	-7.556	0.0000	8.83100E-02
TEMPPHD	2.10732E-02	2.85400E-02	0.738	0.4603	5.78700E-02	WAVE93	-2.55015E-01	3.11210E-02	-8.194	0.0000	1.01400E-01
MCITPHD	5.05861E-03	4.40960E-02	0.115	0.9087	1.70800E-02	WAVE91	-1.46332E-01	2.79080E-02	-5.243	0.0000	7.77400E-02
HISPAN	4.40235E-02	2.99300E-02	1.471	0.1413	2.85800E-02	WAVE89	-1.21601E-01	2.16850E-02	-5.608	0.0000	1.44600E-01
BLACK	3.86749E-02	2.38160E-02	1.624	0.1044	4.43900E-02	WAVE87	-1.21086E-01	2.13490E-02	-5.672	0.0000	1.42500E-01
ASIAN	-7.19869E-02	2.00230E-02	-3.595	0.0003	7.93600E-02	WAVE85	-8.57344E-02	2.23930E-02	-3.829	0.0001	1.30300E-01
MRACE	-1.37467E-01	1.00690E-01	-1.365	0.1722	1.97500E-03	WAVE83	-5.22146E-02	2.48960E-02	-2.097	0.0360	1.26800E-01
NATAMER	-6.80033E-02	7.23760E-02	-0.940	0.3474	3.48600E-03						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 8606 observations; 5 iterations; log likelihood function = -4508.984.

TABLE C-36. Maximum likelihood estimates for tenure, logit model I-2: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	0.5528930	6.41420E-02	8.62	0.0000		DEP618	1.43610E-02	6.74510E-03	2.129	0.0333	7.61900E-01
FEMALE	-1.34257E-02	1.90780E-02	-0.704	0.4816	3.25500E-01	MDEP	1.94487E-02	1.74380E-02	1.115	0.2647	3.72500E-01
FMARRIED	-6.86054E-02	2.35270E-02	-2.916	0.0036	1.93800E-01	WATEACH	1.52055E-01	1.13860E-02	13.354	0.0000	4.91400E-01
FDEP6	4.89777E-02	2.21850E-02	2.208	0.0273	4.33400E-02	WAOATH	-9.22410E-02	1.29430E-02	-7.127	0.0000	1.65200E-01
FDEP618	-4.65085E-02	1.12900E-02	-4.120	0.0000	1.61900E-01	EMPPRI	-1.48946E-01	-1.04770E-02	14.217	0.0000	2.58400E-01
YRPHD15	2.41415E-02	9.23000E-03	2.616	0.0089	4.92900E-01	MEMPPRI	-1.12578E-01	3.54930E-02	-3.172	0.0015	1.31900E-01
TA	-2.19301E-03	2.33680E-02	-0.094	0.9252	6.00700E-02	EMPRES	5.38654E-03	1.21290E-02	0.444	0.6570	2.94600E-01
RA	2.59557E-02	2.21140E-02	1.174	0.2405	7.72700E-02	EMPDOC	9.99812E-02	2.02610E-02	4.935	0.0000	9.31900E-02
FELLOW	7.21838E-02	4.00140E-02	1.804	0.0712	1.45200E-02	MEMPCARN	-4.65782E-02	3.53550E-02	-1.317	0.1877	2.35200E-01
TRAIN	2.31143E-02	2.30390E-02	1.003	0.3157	5.94900E-02	BIO	-1.06364E-01	2.42420E-02	-4.388	0.0000	3.10700E-01
MPSOURC	-4.64951E-03	2.52870E-02	-0.184	0.8541	7.11500E-01	HEALTH	-1.25093E-02	2.90890E-02	-0.430	0.6672	6.28600E-02
TTD1	6.59651E-04	2.23220E-03	0.296	0.7676	8.17400E+00	CHEMENG	4.93971E-02	8.29640E-02	0.595	0.5516	4.53200E-03
MTTD1	-4.30464E-04	5.46260E-02	-0.008	0.9937	1.76600E-02	ELECENG	1.92548E-02	5.81040E-02	0.331	0.7404	9.99300E-03
PDOCP	-5.04281E-02	1.17970E-02	-4.275	0.0000	3.23500E-01	OTHENG	-2.66484E-03	3.46780E-02	-0.077	0.9388	3.80000E-02
MPDOCP	-3.43093E-02	2.75060E-02	-1.247	0.2123	4.31100E-02	COMP	-1.47293E-02	7.77460E-02	-0.189	0.8497	3.48600E-03
FSWI	-1.24199E-02	1.02680E-02	-1.210	0.2265	3.69000E-01	MATH	9.40177E-03	2.82050E-02	0.333	0.7389	1.07400E-01
MFSWI	-8.36293E-03	1.07320E-02	-0.779	0.4358	3.43400E-01	PHYSICS	-1.72995E-01	2.81940E-02	-6.136	0.0000	5.68200E-02
BAINT	2.97495E-03	2.63420E-02	0.113	0.9101	7.80900E-02	CHEM	-1.31643E-01	2.87890E-02	-4.573	0.0000	6.41400E-02
MBAINT	6.38178E-02	6.98180E-02	0.914	0.3607	9.99300E-03	EAOSCI	-8.44745E-02	3.14820E-02	-2.683	0.0073	4.35700E-02
AGEPHD	-6.61558E-03	1.99260E-03	-3.320	0.0009	3.08700E+01	OPSCI	-1.63536E-01	8.63840E-02	-1.893	0.0583	2.55600E-03
MAGEPHD	-1.71849E-01	1.42910E-01	-1.203	0.2292	1.51100E-03	PSYCH	-9.15301E-02	2.65130E-02	-3.452	0.0006	9.94700E-02
NATUPHD	1.02746E-03	2.69350E-02	0.038	0.9696	3.11400E-02	ECON	-2.00538E-02	3.59440E-02	-0.558	0.5769	3.21900E-02
PERMPHD	6.85597E-04	2.82950E-02	0.024	0.9807	4.32300E-02	POLYSCI	3.10913E-02	3.91620E-02	0.794	0.4273	2.85800E-02
TEMPPHD	4.20448E-02	2.79350E-02	1.505	0.1323	5.78700E-02	SAD	2.77614E-02	3.12060E-02	0.890	0.3737	5.83300E-02
MCITPHD	4.49327E-03	4.32740E-02	0.104	0.9173	1.70800E-02	OSSCI	5.37062E-02	4.66890E-02	1.150	0.2500	2.01000E-02
HISPAN	3.28814E-02	2.92570E-02	1.124	0.2611	2.85800E-02	WAVE97	-7.36880E-02	3.66490E-02	-2.011	0.0444	8.13400E-02
BLACK	4.07974E-02	2.31620E-02	1.761	0.0782	4.43900E-02	WAVE95	-2.17564E-01	3.08990E-02	-7.041	0.0000	8.83100E-02
ASIAN	-8.82352E-02	1.96050E-02	-4.501	0.0000	7.93600E-02	WAVE93	-1.68574E-01	4.46910E-02	-3.772	0.0002	1.01400E-01
MRACE	-1.10425E-01	9.79610E-02	-1.127	0.2596	1.97500E-03	WAVE91	-1.34570E-01	2.74480E-02	-4.903	0.0000	7.77400E-02
NATAMER	-1.01274E-01	7.29290E-02	-1.389	0.1649	3.48600E-03	WAVE89	-1.10903E-01	2.12000E-02	-5.231	0.0000	1.44600E-01
MARRIED	5.24758E-02	1.70130E-02	3.084	0.0020	7.54100E-01	WAVE87	-1.09109E-01	2.09400E-02	-5.211	0.0000	1.42500E-01
MMARRIED	3.12526E-02	2.87890E-02	1.086	0.2777	4.11300E-02	WAVE85	-8.33591E-02	2.19050E-02	-3.805	0.0001	1.30300E-01
DEP6	-5.26904E-03	1.07550E-02	-0.490	0.6242	1.94200E-01	WAVE83	-4.85634E-02	2.43390E-02	-1.995	0.0460	1.26800E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 8606 observations; 5 iterations; log likelihood function = -4186.312.

TABLE C-37. Maximum likelihood estimates for tenure, logit model I-3: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	0.4276159	5.99740E-02	7.130	0.0000		MARRIED	3.87346E-02	1.59110E-02	2.435	0.0149	7.55000E-01
FEMALE	-1.50375E-02	1.76510E-02	-0.852	0.3943	3.24900E-01	MMARRIED	2.23145E-02	2.57730E-02	0.866	0.3866	4.31200E-02
FMARRIED	-7.81160E-02	2.15040E-02	-3.633	0.0003	1.93500E-01	DEP6	-1.92302E-02	1.00030E-02	-1.922	0.0546	1.91400E-01
FDEP6	5.67736E-02	2.02810E-02	2.799	0.0051	4.26200E-02	DEP618	1.22922E-02	6.51560E-03	1.887	0.0592	7.56900E-01
FDEP618	-3.92107E-02	1.00590E-02	-3.898	0.0001	1.58700E-01	MDEP	1.05249E-02	1.60970E-02	0.654	0.5132	3.91500E-01
YRPHD15	2.81580E-02	8.53990E-03	3.297	0.0010	4.94000E-01	BIO	-1.12467E-01	2.30070E-02	-4.888	0.0000	3.09500E-01
TA	-1.59811E-02	2.34050E-02	-0.683	0.4947	5.62400E-02	HEALTH	-4.71004E-02	2.74940E-02	-1.713	0.0867	6.27900E-02
RA	9.99652E-03	2.24000E-02	0.446	0.6554	7.12400E-02	CHEMENG	-1.24031E-02	7.39590E-02	-0.168	0.8668	4.79100E-03
FELLOW	6.06465E-02	4.19750E-02	1.445	0.1485	1.34900E-02	ELECENG	6.53740E-02	6.52440E-02	1.002	0.3164	9.96100E-03
TRAIN	3.08754E-03	2.31380E-02	0.133	0.8939	5.34600E-02	OTHENG	7.26678E-03	3.40380E-02	0.213	0.8309	3.84600E-02
MPSOURC	-7.38838E-03	2.52830E-02	-0.292	0.7701	7.36500E-01	COMP	-4.82549E-02	7.56660E-02	-0.638	0.5237	3.40400E-03
TTD1	-2.59285E-04	2.06320E-03	-0.126	0.9000	8.11600E+00	MATH	2.65463E-02	2.72300E-02	0.975	0.3296	1.11300E-01
MTTD1	-3.11263E-02	5.03390E-02	-0.618	0.5364	1.80300E-02	PHYSICS	-1.31623E-01	2.69640E-02	-4.881	0.0000	5.30800E-02
PDOCP	-7.02132E-02	1.05550E-02	-6.652	0.0000	3.15600E-01	CHEM	-9.36984E-02	2.70530E-02	-3.463	0.0005	6.33000E-02
MPDOCP	-2.80187E-02	2.59820E-02	-1.078	0.2809	4.22400E-02	EAOSCI	-1.92019E-02	3.14900E-02	-0.610	0.5420	4.24900E-02
FSWI	-1.86829E-02	9.40790E-03	-1.986	0.0471	3.71300E-01	OPSCI	-1.48204E-01	7.38850E-02	-2.006	0.0449	2.64800E-03
MFSWI	-1.37684E-02	9.84090E-03	-1.399	0.1618	3.40900E-01	PSYCH	-6.76214E-02	2.54000E-02	-2.662	0.0078	9.64600E-02
BAINT	1.66660E-02	2.44700E-02	0.681	0.4958	7.89300E-02	ECON	-2.25317E-02	3.34610E-02	-0.673	0.5007	3.34100E-02
MBAINT	5.64421E-02	6.32330E-02	0.893	0.3721	1.04700E-02	POLYSCI	5.43704E-02	3.85290E-02	1.411	0.1582	2.92500E-02
AGEPHD	-2.99002E-03	1.84840E-03	-1.618	0.1057	3.08100E+01	SAD	2.46890E-02	2.98830E-02	0.826	0.4087	5.95100E-02
MAGEPHD	8.45649E-03	1.67430E-01	0.051	0.9597	1.38700E-03	OSSCI	7.96340E-02	4.59380E-02	1.734	0.0830	2.08000E-02
NATUPHD	-6.84857E-03	2.47570E-02	-0.277	0.7821	3.07700E-02	WAVE97	-5.74003E-02	2.98430E-02	-1.923	0.0544	7.33800E-02
PERMPHD	-8.23525E-03	2.64980E-02	-0.311	0.7560	4.30000E-02	WAVE95	-8.11848E-02	2.89670E-02	-2.803	0.0051	7.91800E-02
TEMPPHD	-1.38724E-02	2.57960E-02	-0.538	0.5907	5.85000E-02	WAVE93	-9.66987E-02	2.85750E-02	-3.384	0.0007	9.04000E-02
MCITPHD	-1.25582E-02	4.05130E-02	-0.310	0.7566	1.67700E-02	WAVE91	-5.36570E-02	2.49370E-02	-2.152	0.0314	7.71700E-02
HISPAN	3.94563E-02	2.90350E-02	1.359	0.1742	2.82400E-02	WAVE89	-2.89165E-02	1.86150E-02	-1.553	0.1203	1.42500E-01
BLACK	4.39026E-02	2.37640E-02	1.847	0.0647	4.30000E-02	WAVE87	-3.58141E-02	1.81890E-02	-1.969	0.0490	1.42200E-01
ASIAN	-5.15478E-02	1.81870E-02	-2.834	0.0046	7.66600E-02	WAVE85	-6.67822E-02	1.80400E-02	-3.702	0.0002	1.41300E-01
MRACE	-1.18068E-01	8.09530E-02	-1.458	0.1447	2.14300E-03	WAVE83	-3.98688E-02	2.02870E-02	-1.965	0.0494	1.37600E-01
NATAMER	-3.41776E-02	7.45060E-02	-0.459	0.6464	3.02600E-03						

NOTES: Dependent variable: TENURED; Marginal effects: tenured; 7931 observations; 5 iterations; log likelihood function = -3628.246.

TABLE C-38. Maximum likelihood estimates for tenure, logit model I-4: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	0.3908669	5.84270E-02	6.690	0.0000		DEP618	1.19233E-02	6.32530E-03	1.885	0.0594	7.56900E-01
FEMALE	-1.46470E-02	1.70780E-02	-0.858	0.3911	3.24900E-01	MDEP	1.05988E-02	1.56000E-02	0.679	0.4969	3.91500E-01
FMARRIED	-7.13836E-02	2.08270E-02	-3.427	0.0006	1.93500E-01	WATEACH	9.69270E-02	1.00900E-02	9.607	0.0000	5.18900E-01
FDEP6	5.10803E-02	1.97250E-02	2.590	0.0096	4.26200E-02	WAOATH	-4.29306E-02	1.20900E-02	-3.551	0.0004	1.46300E-01
FDEP618	-3.79856E-02	9.79080E-03	-3.880	0.0001	1.58700E-01	EMPPRI	-1.08361E-01	-9.13780E-03	11.859	0.0000	2.53400E-01
YRPHD15	2.48463E-02	8.25450E-03	3.010	0.0026	4.94000E-01	MEMPPRI	-9.33877E-02	4.37520E-02	-2.135	0.0328	1.19700E-01
TA	-1.49413E-02	2.26160E-02	-0.661	0.5088	5.62400E-02	EMPRES	9.00165E-03	1.05550E-02	0.853	0.3938	2.97400E-01
RA	1.05453E-02	2.15500E-02	0.489	0.6246	7.12400E-02	EMPDOC	7.02342E-02	1.72960E-02	4.061	0.0001	9.87300E-02
FELLOW	6.47421E-02	4.03400E-02	1.605	0.1085	1.34900E-02	MEMPCARN	3.47496E-02	4.39280E-02	0.791	0.4289	2.11800E-01
TRAIN	1.61899E-02	2.22270E-02	0.728	0.4664	5.34600E-02	BIO	-9.25508E-02	2.23680E-02	-4.138	0.0000	3.09500E-01
MPSOURC	1.41739E-03	2.44450E-02	0.058	0.9538	7.36500E-01	HEALTH	-2.69348E-02	2.66430E-02	-1.011	0.3121	6.27900E-02
TTD1	8.96953E-06	1.99010E-03	0.005	0.9964	8.11600E+00	CHEMENG	-4.17291E-03	7.08120E-02	-0.059	0.9530	4.79100E-03
MTTD1	-2.46046E-02	4.82980E-02	-0.509	0.6105	1.80300E-02	ELECENG	6.02995E-02	6.22810E-02	0.968	0.3330	9.96100E-03
PDOCP	-5.25662E-02	1.04770E-02	-5.017	0.0000	3.15600E-01	OTHENG	4.95282E-03	3.28310E-02	0.151	0.8801	3.84600E-02
MPDOCP	-2.08596E-02	2.52620E-02	-0.826	0.4090	4.22400E-02	COMP	-4.35200E-02	7.29010E-02	-0.597	0.5505	3.40400E-03
FSWI	-1.48594E-02	9.10000E-03	-1.633	0.1025	3.71300E-01	MATH	1.90382E-02	2.62870E-02	0.724	0.4689	1.11300E-01
MFSWI	-5.10585E-03	9.55980E-03	-0.534	0.5933	3.40900E-01	PHYSICS	-1.22880E-01	2.60380E-02	-4.719	0.0000	5.30800E-02
BAINT	1.28359E-02	2.34910E-02	0.546	0.5848	7.89300E-02	CHEM	-9.01872E-02	2.63950E-02	-3.417	0.0006	6.33000E-02
MBAINT	4.91611E-02	6.11570E-02	0.804	0.4215	1.04700E-02	EAOSCI	-3.37543E-02	3.03120E-02	-1.114	0.2655	4.24900E-02
AGEPHD	-3.58629E-03	1.78720E-03	-2.007	0.0448	3.08100E+01	OPSCI	-1.68676E-01	7.21150E-02	-2.339	0.0193	2.64800E-03
MAGEPHD	-1.75434E-02	1.61460E-01	-0.109	0.9135	1.38700E-03	PSYCH	-5.89130E-02	2.46310E-02	-2.392	0.0168	9.64600E-02
NATUPHD	-7.46525E-03	2.39750E-02	-0.311	0.7555	3.07700E-02	ECON	-2.42433E-02	3.23930E-02	-0.748	0.4542	3.34100E-02
PERMPHD	-7.39926E-03	2.54360E-02	-0.291	0.7711	4.30000E-02	POLYSCI	4.30342E-02	3.71010E-02	1.160	0.2461	2.92500E-02
TEMPPHD	4.83859E-04	2.50160E-02	0.019	0.9846	5.85000E-02	SAD	2.02653E-02	2.89210E-02	0.701	0.4835	5.95100E-02
MCITPHD	-1.22586E-02	3.94110E-02	-0.311	0.7558	1.67700E-02	OSSCI	5.34165E-02	4.41990E-02	1.209	0.2268	2.08000E-02
HISPAN	3.00278E-02	2.79300E-02	1.075	0.2823	2.82400E-02	WAVE97	-1.72209E-02	3.41940E-02	-0.504	0.6145	7.33800E-02
BLACK	4.36959E-02	2.28650E-02	1.911	0.0560	4.30000E-02	WAVE95	-7.91354E-02	2.81650E-02	-2.810	0.0050	7.91800E-02
ASIAN	-6.14625E-02	1.75740E-02	-3.497	0.0005	7.66600E-02	WAVE93	-1.06871E-01	4.98900E-02	-2.142	0.0322	9.04000E-02
MRACE	-1.00722E-01	7.87380E-02	-1.279	0.2008	2.14300E-03	WAVE91	-5.30977E-02	2.42160E-02	-2.193	0.0283	7.71700E-02
NATAMER	-6.20915E-02	7.24390E-02	-0.857	0.3914	3.02600E-03	WAVE89	-2.77410E-02	1.80080E-02	-1.540	0.1235	1.42500E-01
MARRIED	4.25226E-02	1.54250E-02	2.757	0.0058	7.55000E-01	WAVE87	-3.23395E-02	1.76490E-02	-1.832	0.0669	1.42200E-01
MMARRIED	1.93592E-02	2.48170E-02	0.780	0.4354	4.31200E-02	WAVE85	-6.46143E-02	1.74910E-02	-3.694	0.0002	1.41300E-01
DEP6	-1.40423E-02	9.71780E-03	-1.445	0.1485	1.91400E-01	WAVE83	-3.92569E-02	1.96330E-02	-2.000	0.0456	1.37600E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7931 observations; 6 iterations; log likelihood function = -3469.034.

TABLE C-39. Maximum likelihood estimates for tenure, logit model I-5: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	0.2973643	4.68570E-02	6.346	0.0000		MARRIED	2.11793E-02	1.24780E-02	1.697	0.0896	7.55800E-01
FEMALE	-7.70508E-03	1.39970E-02	-0.550	0.5820	3.10400E-01	MMARRIED	-6.38680E-03	1.96520E-02	-0.325	0.7452	4.49000E-02
FMARRIED	-4.17919E-02	1.72060E-02	-2.429	0.0152	1.81100E-01	DEP6	-1.31525E-02	7.43930E-03	-1.768	0.0771	1.90900E-01
FDEP6	5.40333E-02	1.74000E-02	3.105	0.0019	4.01600E-02	DEP618	4.98632E-03	4.98060E-03	1.001	0.3168	7.65400E-01
FDEP618	-1.83021E-02	7.99290E-03	-2.290	0.0220	1.46600E-01	MDEP	9.77258E-03	1.28850E-02	0.758	0.4482	3.90500E-01
YRPHD15	1.74757E-02	6.78430E-03	2.576	0.0100	4.98000E-01	BIO	-6.28580E-02	1.90530E-02	-3.299	0.0010	2.93300E-01
TA	-2.57360E-02	1.82960E-02	-1.407	0.1595	5.60600E-02	HEALTH	-5.06823E-02	2.19850E-02	-2.305	0.0212	6.38700E-02
RA	-1.18855E-02	1.77530E-02	-0.669	0.5032	7.12600E-02	CHEMENG	-1.68273E-02	5.65940E-02	-0.297	0.7662	5.02000E-03
FELLOW	1.57539E-02	3.14700E-02	0.501	0.6167	1.39500E-02	ELECENG	4.47360E-02	5.45210E-02	0.821	0.4119	1.06000E-02
TRAIN	-2.65881E-02	1.77890E-02	-1.495	0.1350	5.31300E-02	OTHENG	-1.93881E-02	2.60740E-02	-0.744	0.4571	4.10000E-02
MPSOURC	-2.56752E-02	1.96470E-02	-1.307	0.1913	7.38000E-01	COMP	-3.61346E-02	5.73210E-02	-0.630	0.5284	3.48600E-03
TTD1	9.84264E-04	1.63700E-03	0.601	0.5477	8.06500E+00	MATH	-1.19050E-02	2.14890E-02	-0.554	0.5796	1.19500E-01
MTTD1	-9.57792E-03	3.68070E-02	-0.260	0.7947	1.81300E-02	PHYSICS	-6.76067E-02	2.23170E-02	-3.029	0.0025	5.00600E-02
PDOCP	-3.43196E-02	8.48950E-03	-4.043	0.0001	2.97600E-01	CHEM	-4.91914E-02	2.23330E-02	-2.203	0.0276	6.09400E-02
MPDOCP	-6.97394E-03	2.14670E-02	-0.325	0.7453	4.21100E-02	EAOSCI	7.41195E-04	2.69620E-02	0.027	0.9781	4.33700E-02
FSWI	-9.52282E-03	7.53080E-03	-1.265	0.2060	3.69800E-01	OPSCI	-1.40126E-01	4.91700E-02	-2.850	0.0044	2.78900E-03
MFSWI	-1.41301E-02	7.80310E-03	-1.811	0.0702	3.35700E-01	PSYCH	-3.46713E-02	2.11250E-02	-1.641	0.1007	9.51100E-02
BAINT	4.10310E-02	1.99600E-02	2.056	0.0398	7.64200E-02	ECON	-7.16058E-03	2.84170E-02	-0.252	0.8011	3.40300E-02
MBAINT	5.38642E-02	5.00410E-02	1.076	0.2818	1.06000E-02	POLYSCI	1.35009E-02	3.04470E-02	0.443	0.6575	3.09600E-02
AGEPHD	-6.14054E-04	1.40570E-03	-0.437	0.6622	3.07500E+01	SAD	-7.88835E-03	2.37450E-02	-0.332	0.7397	6.26100E-02
NATUPHD	8.69627E-03	2.09260E-02	0.416	0.6777	2.98400E-02	OSSCI	2.67224E-02	3.64920E-02	0.732	0.4640	2.21700E-02
PERMPHD	-2.38259E-02	2.03320E-02	-1.172	0.2413	4.22500E-02	WAVE97	-4.78430E-02	2.32010E-02	-2.062	0.0392	7.27900E-02
TEMPPHD	-1.58045E-02	2.01990E-02	-0.782	0.4340	5.73100E-02	WAVE95	-6.78191E-02	2.23380E-02	-3.036	0.0024	7.85100E-02
MCITPHD	-2.66431E-02	3.13000E-02	-0.851	0.3946	1.70100E-02	WAVE93	-7.81611E-02	2.18410E-02	-3.579	0.0004	9.00900E-02
HISPAN	1.66110E-02	2.23450E-02	0.743	0.4573	2.92800E-02	WAVE91	-5.00369E-02	1.93080E-02	-2.591	0.0096	7.80900E-02
BLACK	3.97946E-03	1.73340E-02	0.230	0.8184	4.51800E-02	WAVE89	-1.92153E-02	1.53940E-02	-1.248	0.2119	1.42500E-01
ASIAN	-3.32467E-02	1.45900E-02	-2.279	0.0227	7.29300E-02	WAVE87	-3.25800E-02	1.47140E-02	-2.214	0.0268	1.43900E-01
MRACE	-7.35887E-02	5.82790E-02	-1.263	0.2067	2.09200E-03	WAVE85	-3.49162E-02	1.50540E-02	-2.319	0.0204	1.37600E-01
NATAMER	-5.45500E-02	4.91170E-02	-1.111	0.2667	3.20700E-03	WAVE83	-2.74812E-02	1.69790E-02	-1.619	0.1056	1.37400E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7171 observations; 6 iterations; log likelihood function = -2345.119.

TABLE C-40. Maximum likelihood estimates for tenure, logit model I-6: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Constant	0.2523693	4.45380E-02	5.666	0.0000		MDEP	8.45339E-03	1.21130E-02	0.698	0.4853	3.90500E-01
FEMALE	-5.93006E-03	1.31480E-02	-0.451	0.6520	3.10400E-01	WATEACH	1.65805E-02	7.91280E-03	2.095	0.0361	5.50000E-01
FMARRIED	-3.53556E-02	1.62100E-02	-2.181	0.0292	1.81100E-01	WAOth	-2.58380E-02	1.00160E-02	-2.580	0.0099	1.35500E-01
FDEP6	4.70125E-02	1.64540E-02	2.857	0.0043	4.01600E-02	EMPPRI	-7.38630E-02	-6.79900E-03	10.864	0.0000	2.45600E-01
FDEP618	-1.58975E-02	7.54640E-03	-2.107	0.0352	1.46600E-01	MEMPPRI	-7.66356E-02	3.60570E-02	-2.125	0.0336	1.17800E-01
YRPHD15	1.58162E-02	6.36470E-03	2.485	0.0130	4.98000E-01	EMPRES	4.18208E-02	8.61380E-03	4.855	0.0000	2.88900E-01
TA	-2.01281E-02	1.71490E-02	-1.174	0.2405	5.60600E-02	EMPDOc	4.44483E-02	1.26090E-02	3.525	0.0004	1.04300E-01
RA	-1.18663E-02	1.66210E-02	-0.714	0.4753	7.12600E-02	MEMPCARN	5.69400E-02	3.66940E-02	1.552	0.1207	2.09900E-01
FELLOW	1.24553E-02	2.93520E-02	0.424	0.6713	1.39500E-02	BIO	-3.28837E-02	1.80860E-02	-1.818	0.0690	2.93300E-01
TRAIN	-2.12710E-02	1.66680E-02	-1.276	0.2019	5.31300E-02	HEALTH	-2.67148E-02	2.07260E-02	-1.289	0.1974	6.38700E-02
MPSOURC	-1.96763E-02	1.84580E-02	-1.066	0.2864	7.38000E-01	CHEMENG	3.33285E-03	5.28880E-02	0.063	0.9498	5.02000E-03
TTD1	1.18927E-03	1.54180E-03	0.771	0.4405	8.06500E+00	ELECENG	5.60013E-02	5.05640E-02	1.108	0.2681	1.06000E-02
MTTD1	-8.28270E-03	3.44850E-02	-0.240	0.8102	1.81300E-02	OTHENG	-2.10140E-03	2.45270E-02	-0.086	0.9317	4.10000E-02
PDOCP	-3.38348E-02	8.18470E-03	-4.134	0.0000	2.97600E-01	COMP	-1.62244E-02	5.37450E-02	-0.302	0.7628	3.48600E-03
MPDOCP	-2.65854E-03	2.02100E-02	-0.132	0.8954	4.21100E-02	MATH	7.05592E-03	2.02360E-02	0.349	0.7273	1.19500E-01
FSWI	-1.08449E-02	7.06970E-03	-1.534	0.1250	3.69800E-01	PHYSICS	-4.21511E-02	2.10340E-02	-2.004	0.0451	5.00600E-02
MFSWI	-1.12508E-02	7.38580E-03	-1.523	0.1277	3.35700E-01	CHEM	-1.81187E-02	2.12880E-02	-0.851	0.3947	6.09400E-02
BAINT	3.87517E-02	1.87900E-02	2.062	0.0392	7.64200E-02	EAOSCI	1.12354E-02	2.52630E-02	0.445	0.6565	4.33700E-02
MBAINT	4.94794E-02	4.74460E-02	1.043	0.2970	1.06000E-02	OPSCI	-1.40360E-01	4.61020E-02	-3.045	0.0023	2.78900E-03
AGEPHD	-4.57566E-04	1.32200E-03	-0.346	0.7293	3.07500E+01	PSYCH	-1.14311E-02	1.99130E-02	-0.574	0.5659	9.51100E-02
NATUPHD	1.04059E-02	1.96960E-02	0.528	0.5973	2.98400E-02	ECON	1.36765E-02	2.66920E-02	0.512	0.6084	3.40300E-02
PERMPHD	-2.37315E-02	1.90610E-02	-1.245	0.2131	4.22500E-02	POLYSCI	2.89094E-02	2.85200E-02	1.014	0.3108	3.09600E-02
TEMPPHD	-9.74360E-03	1.91680E-02	-0.508	0.6112	5.73100E-02	SAD	1.17407E-02	2.23980E-02	0.524	0.6002	6.26100E-02
MCITPHD	-2.80182E-02	2.97450E-02	-0.942	0.3462	1.70100E-02	OSSCI	2.98506E-02	3.39410E-02	0.879	0.3791	2.21700E-02
HISPAN	8.41455E-03	2.07940E-02	0.405	0.6857	2.92800E-02	WAVE97	-3.40301E-02	2.64160E-02	-1.288	0.1977	7.27900E-02
BLACK	7.56347E-03	1.61850E-02	0.467	0.6403	4.51800E-02	WAVE95	-7.39437E-02	2.11340E-02	-3.499	0.0005	7.85100E-02
ASIAN	-3.80692E-02	1.37660E-02	-2.766	0.0057	7.29300E-02	WAVE93	-1.07725E-01	4.07090E-02	-2.646	0.0081	9.00900E-02
MRACE	-7.26925E-02	5.53830E-02	-1.313	0.1893	2.09200E-03	WAVE91	-5.40749E-02	1.82050E-02	-2.970	0.0030	7.80900E-02
NATAMER	-5.97738E-02	4.60200E-02	-1.299	0.1940	3.20700E-03	WAVE89	-2.13215E-02	1.44090E-02	-1.480	0.1389	1.42500E-01
MARRIED	1.89786E-02	1.17790E-02	1.611	0.1071	7.55800E-01	WAVE87	-3.31555E-02	1.37930E-02	-2.404	0.0162	1.43900E-01
MMARRIED	-1.07559E-02	1.83840E-02	-0.585	0.5585	4.49000E-02	WAVE85	-3.38259E-02	1.41160E-02	-2.396	0.0166	1.37600E-01
DEP6	-1.07773E-02	6.99110E-03	-1.542	0.1232	1.90900E-01	WAVE83	-2.60617E-02	1.59140E-02	-1.638	0.1015	1.37400E-01
DEP618	5.44305E-03	4.70560E-03	1.157	0.2474	7.65400E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7171 observations; 6 iterations; log likelihood function = -2260.878.

TABLE C-41. Maximum likelihood estimates for rank, logit model 1: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Marginal effects: full-professor rank						MARRIED	3.17461E-02	1.53020E-02	2.075	0.0380	7.54052E-01
Constant	2.63774E-01	7.59068E-02	3.475	0.0005		MMARRIED	1.95180E-02	3.10558E-02	0.628	0.5297	4.05758E-02
FEMALE	-1.39376E-01	1.31178E-02	-10.625	0.0000	3.25513E-01	DEP6	-1.09997E-02	1.22564E-02	-0.897	0.3695	1.94945E-01
YRPHD15	6.72208E-02	1.10930E-02	6.060	0.0000	4.90989E-01	DEP618	8.97844E-03	7.57327E-03	1.186	0.2358	7.64819E-01
TA	-1.26823E-02	3.23139E-02	-0.392	0.6947	5.83702E-02	MDEP	3.72768E-02	2.05517E-02	1.814	0.0697	3.75496E-01
RA	3.49369E-02	3.01415E-02	1.159	0.2464	7.52578E-02	BIO	-1.34684E-01	2.58721E-02	-5.206	0.0000	3.11232E-01
FELLOW	4.94858E-02	5.36357E-02	0.923	0.3562	1.41675E-02	HEALTH	6.27623E-03	3.17805E-02	0.197	0.8434	6.24504E-02
TRAIN	1.80684E-03	3.35520E-02	0.054	0.9571	5.80301E-02	ENG	3.64793E-02	3.27726E-02	1.113	0.2657	5.24765E-02
MPSOURC	9.74303E-03	3.38014E-02	0.288	0.7732	7.19030E-01	MATHCOM	-6.71886E-02	2.80891E-02	-2.392	0.0168	1.11187E-01
TTD1	4.08276E-03	2.69517E-03	1.515	0.1298	8.19925E+00	PHYSOTH	-1.50283E-01	3.26606E-02	-4.601	0.0000	6.06370E-02
MTTD1	1.15678E-01	7.02351E-02	1.647	0.0996	1.60943E-02	CHEM	-5.34104E-02	3.23679E-02	-1.650	0.0989	6.49439E-02
PDOCP	-1.23855E-01	1.45324E-02	-8.523	0.0000	3.24039E-01	EAOSCI	-5.17697E-02	3.41260E-02	-1.517	0.1293	4.34093E-02
MPDOCP	-6.15517E-02	3.32952E-02	-1.849	0.0645	4.32959E-02	PSYCH	-1.13956E-01	2.89520E-02	-3.936	0.0001	9.95126E-02
FSWI	-1.02944E-02	1.21571E-02	-0.847	0.3971	3.69829E-01	ECON	2.02889E-02	3.77880E-02	0.537	0.5913	3.15086E-02
MFSWI	-2.96022E-02	1.32307E-02	-2.237	0.0253	3.42627E-01	POLYSCI	-2.95497E-02	3.98311E-02	-0.742	0.4582	2.83350E-02
BAINT	-2.01972E-02	3.28832E-02	-0.614	0.5391	7.97915E-02	SAD	-3.67865E-02	3.24717E-02	-1.133	0.2573	5.73501E-02
MBAINT	8.68201E-03	8.55695E-02	0.101	0.9192	8.84053E-03	OSSCI	-1.86690E-03	4.44215E-02	-0.042	0.9665	2.02879E-02
AGEPHD	-9.74237E-04	2.38554E-03	-0.408	0.6830	3.09349E+01	WAVE97	-2.36389E-01	3.93262E-02	-6.011	0.0000	7.79780E-02
NATUPHD	-3.27761E-02	3.27118E-02	-1.002	0.3164	3.23019E-02	WAVE95	-2.42949E-01	3.84540E-02	-6.318	0.0000	8.61385E-02
PERMPHD	-1.72377E-02	3.60295E-02	-0.478	0.6323	4.31826E-02	WAVE93	-2.41717E-01	3.81502E-02	-6.336	0.0000	9.89459E-02
TEMPPHD	1.01201E-01	3.46445E-02	2.921	0.0035	5.90502E-02	WAVE91	-1.29930E-01	3.16313E-02	-4.108	0.0000	7.62779E-02
MCITPHD	-6.70860E-02	5.42593E-02	-1.236	0.2163	1.70010E-02	WAVE89	-1.19859E-01	2.23960E-02	-5.352	0.0000	1.49722E-01
HISPAN	5.37060E-02	3.31534E-02	1.620	0.1052	2.89017E-02	WAVE87	-1.36237E-01	2.18377E-02	-6.239	0.0000	1.49836E-01
BLACK	-2.01102E-02	2.71983E-02	-0.739	0.4597	4.51094E-02	WAVE85	-1.07515E-01	2.27220E-02	-4.732	0.0000	1.30454E-01
ASIAN	6.52840E-03	2.53427E-02	0.258	0.7967	7.96781E-02	WAVE83	-3.84754E-02	2.51730E-02	-1.528	0.1264	1.25581E-01
NATAMER	-1.49892E-01	1.02479E-01	-1.463	0.1436	3.40020E-03						

NOTES: Dependent variable: RANK1; 8823 observations; 6 iterations; log likelihood function = -8636.229; restricted log likelihood = -9190.100; Chi-squared = 1107.742; d.f. = 98; significance = .0000000.

TABLE C-42. Maximum likelihood estimates for rank, logit model 2: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
WAVE89	6.65014E-02	2.34274E-02	2.839	0.0045	1.49722E-01	MMARRIED	1.81481E-02	3.14022E-02	0.578	0.5633	4.05758E-02
WAVE87	9.04289E-02	2.27913E-02	3.968	0.0001	1.49836E-01	DEP6	-9.71506E-03	1.24163E-02	-0.782	0.4340	1.94945E-01
WAVE85	4.82652E-02	2.38442E-02	2.024	0.0430	1.30454E-01	DEP618	1.13888E-02	7.67960E-03	1.483	0.1381	7.64819E-01
WAVE83	3.14098E-02	2.65485E-02	1.183	0.2368	1.25581E-01	MDEP	3.95962E-02	2.08198E-02	1.902	0.0572	3.75496E-01
Marginal effects: full-professor rank											
Constant	2.92879E-01	7.78455E-02	3.762	0.0002		WATEACH	-2.21695E-02	1.40240E-02	-1.581	0.1139	4.89516E-01
FEMALE	-1.35092E-01	1.33138E-02	-10.147	0.0000	3.25513E-01	WAOTH	-4.37233E-02	1.82898E-02	-2.391	0.0168	1.65930E-01
YRPHD15	6.55926E-02	1.12354E-02	5.838	0.0000	4.90989E-01	EMPPRI	-7.25135E-02	1.33837E-02	-5.418	0.0000	2.59096E-01
TA	-1.31958E-02	3.27971E-02	-0.402	0.6874	5.83702E-02	MEMPPRI	-4.80807E-02	5.47135E-02	-0.879	0.3795	1.30568E-01
RA	3.09703E-02	3.05632E-02	1.013	0.3109	7.52578E-02	EMPRES	-1.69270E-02	1.42976E-02	-1.184	0.2364	2.94118E-01
FELLOW	4.67843E-02	5.44233E-02	0.860	0.3900	1.41675E-02	EMPDOC	-3.59919E-02	2.06015E-02	-1.747	0.0806	9.23722E-02
TRAIN	1.68586E-03	3.39811E-02	0.050	0.9604	5.80301E-02	MEMPCARN	-7.78285E-02	5.44420E-02	-1.430	0.1528	2.31327E-01
MPSOURC	1.28392E-02	3.42177E-02	0.375	0.7075	7.19030E-01	BIO	-1.27913E-01	2.65703E-02	-4.814	0.0000	3.11232E-01
TTD1	4.16090E-03	2.73616E-03	1.521	0.1283	8.19925E+00	HEALTH	1.94578E-02	3.23367E-02	0.602	0.5474	6.24504E-02
MTTD1	1.13825E-01	7.12752E-02	1.597	0.1103	1.60943E-02	ENG	5.37426E-02	3.32992E-02	1.614	0.1065	5.24765E-02
PDOCP	-1.31146E-01	1.50619E-02	-8.707	0.0000	3.24039E-01	MATHCOM	-5.33385E-02	2.87614E-02	-1.855	0.0637	1.11187E-01
MPDOCP	-5.66157E-02	3.38381E-02	-1.673	0.0943	4.32959E-02	PHYSOTH	-1.30740E-01	3.33523E-02	-3.920	0.0001	6.06370E-02
FSWI	-1.26219E-02	1.23366E-02	-1.023	0.3062	3.69829E-01	CHEM	-3.52107E-02	3.33978E-02	-1.054	0.2918	6.49439E-02
MFSWI	-3.02110E-02	1.34638E-02	-2.244	0.0248	3.42627E-01	EAOSCI	-4.47363E-02	3.47877E-02	-1.286	0.1985	4.34093E-02
BAINT	-9.24125E-03	3.34844E-02	-0.276	0.7826	7.97915E-02	PSYCH	-9.24785E-02	2.97084E-02	-3.113	0.0019	9.95126E-02
MBAINT	2.21087E-02	8.71232E-02	0.254	0.7997	8.84053E-03	ECON	3.88555E-02	3.85118E-02	1.009	0.3130	3.15086E-02
AGEPHD	-5.19062E-04	2.42177E-03	-0.214	0.8303	3.09349E+01	POLYSCI	-5.26812E-03	4.06119E-02	-0.130	0.8968	2.83350E-02
NATUPHD	-3.50376E-02	3.32341E-02	-1.054	0.2918	3.23019E-02	SAD	-2.16869E-02	3.31031E-02	-0.655	0.5124	5.73501E-02
PERMPHD	-2.03436E-02	3.65419E-02	-0.557	0.5777	4.31826E-02	OSSCI	1.79856E-03	4.50445E-02	0.040	0.9682	2.02879E-02
TEMPPHD	1.17667E-01	3.53347E-02	3.330	0.0009	5.90502E-02	WAVE97	-1.48296E-01	4.74013E-02	-3.129	0.0018	7.79780E-02
MCITPHD	-8.01771E-02	5.50392E-02	-1.457	0.1452	1.70010E-02	WAVE95	-2.40541E-01	3.91832E-02	-6.139	0.0000	8.61385E-02
HISPAN	4.90069E-02	3.35607E-02	1.460	0.1442	2.89017E-02	WAVE93	-1.74616E-01	6.42607E-02	-2.717	0.0066	9.89459E-02
BLACK	-2.21747E-02	2.75853E-02	-0.804	0.4215	4.51094E-02	WAVE91	-1.27074E-01	3.21128E-02	-3.957	0.0001	7.62779E-02
ASIAN	-2.70525E-03	2.58201E-02	-0.105	0.9166	7.96781E-02	WAVE89	-1.21387E-01	2.26913E-02	-5.350	0.0000	1.49722E-01
NATAMER	-1.57987E-01	1.04015E-01	-1.519	0.1288	3.40020E-03	WAVE87	-1.36488E-01	2.20996E-02	-6.176	0.0000	1.49836E-01
MARRIED	3.43369E-02	1.55175E-02	2.213	0.0269	7.54052E-01	WAVE85	-1.08446E-01	2.30025E-02	-4.715	0.0000	1.30454E-01
						WAVE83	-3.54699E-02	2.54642E-02	-1.393	0.1636	1.25581E-01

NOTES: Dependent variable: RANK1; 8823 observations; 6 iterations; log likelihood function = -8357.985; restricted log likelihood = -9190.100; Chi-squared =1664.232; d.f. = 112; significance = .0000000.

TABLE C-43. Maximum likelihood estimates for rank, logit model 3: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Marginal effects: full-professor rank						MARRIED	2.87749E-02	1.56943E-02	1.833	0.0667	7.54434E-01
Constant	2.44245E-01	7.79641E-02	3.133	0.0017		MMARRIED	1.53959E-02	3.15750E-02	0.488	0.6258	4.20903E-02
FEMALE	-1.42763E-01	1.34264E-02	-10.633	0.0000	3.26555E-01	DEP6	-1.13759E-02	1.25888E-02	-0.904	0.3662	1.92362E-01
YRPHD15	6.77276E-02	1.13711E-02	5.956	0.0000	4.92433E-01	DEP618	8.90173E-03	7.81898E-03	1.138	0.2549	3.88153E-01
TA	-2.19167E-02	3.36139E-02	-0.652	0.5144	5.45046E-02	MDEP	3.66469E-02	2.10994E-02	1.737	0.0824	3.88153E-01
RA	3.09467E-02	3.14426E-02	0.984	0.3250	6.95200E-02	BIO	-1.31341E-01	2.64235E-02	-4.971	0.0000	3.12012E-01
FELLOW	4.26321E-02	5.60122E-02	0.761	0.4466	1.32419E-02	HEALTH	8.36256E-04	3.23938E-02	0.026	0.9794	6.39631E-02
TRAIN	-8.43973E-03	3.47186E-02	-0.243	0.8079	5.45046E-02	ENG	5.02710E-02	3.39713E-02	1.480	0.1389	5.27311E-02
MPSOURC	2.01261E-03	3.49498E-02	0.058	0.9541	7.38591E-01	MATHCOM	-6.42520E-02	2.86621E-02	-2.242	0.0250	1.13502E-01
TTD1	4.34361E-03	2.76348E-03	1.572	0.1160	8.18231E+00	PHYSOTH	-1.26960E-01	3.36126E-02	-3.777	0.0002	5.63963E-02
MTTD1	1.25173E-01	7.21511E-02	1.735	0.0828	1.63159E-02	CHEM	-3.37613E-02	3.32536E-02	-1.015	0.3100	6.37266E-02
PDOCP	-1.24855E-01	1.48973E-02	-8.381	0.0000	3.18279E-01	EAOSCI	-3.56449E-02	3.51660E-02	-1.014	0.3108	4.26815E-02
MPDOCP	-6.27833E-02	3.42955E-02	-1.831	0.0672	4.33909E-02	PSYCH	-1.02829E-01	2.96261E-02	-3.471	0.0005	9.82502E-02
FSWI	-1.18369E-02	1.24403E-02	-0.951	0.3414	3.73020E-01	ECON	3.11075E-02	3.89003E-02	0.800	0.4239	3.16860E-02
MFSWI	-2.97524E-02	1.35638E-02	-2.194	0.0283	3.40979E-01	POLYSCI	-1.74811E-02	4.08793E-02	-0.428	0.6689	2.84937E-02
BAINT	-1.44960E-02	3.38328E-02	-0.428	0.6683	8.12249E-02	SAD	-3.48526E-02	3.32222E-02	-1.049	0.2941	5.76969E-02
MBAINT	6.24563E-03	8.78901E-02	0.071	0.9433	9.10381E-03	OSSCI	-8.07858E-03	4.51197E-02	-0.179	0.8579	2.08087E-02
AGEPHD	-6.24780E-04	2.44637E-03	-0.255	0.7984	3.09205E+01	WAVE97	-2.02234E-01	4.04382E-02	-5.001	0.0000	7.30669E-02
NATUPHD	-3.03786E-02	3.36807E-02	-0.902	0.3671	3.13313E-02	WAVE95	-2.06327E-01	3.96231E-02	-5.207	0.0000	7.98061E-02
PERMPHD	-2.68655E-02	3.71122E-02	-0.724	0.4691	4.36273E-02	WAVE93	-1.96396E-01	3.92075E-02	-5.009	0.0000	8.96193E-02
TEMPPHD	9.19611E-02	3.58065E-02	2.568	0.0102	5.99432E-02	WAVE91	-1.12641E-01	3.24884E-02	-3.467	0.0005	7.60227E-02
MCITPHD	-6.78027E-02	5.60495E-02	-1.210	0.2264	1.69071E-02	WAVE89	-1.07240E-01	2.28046E-02	-4.703	0.0000	1.51572E-01
HISPAN	5.12033E-02	3.41094E-02	1.501	0.1333	2.88484E-02	WAVE87	-1.27283E-01	2.21817E-02	-5.738	0.0000	1.53228E-01
BLACK	-2.22015E-02	2.80150E-02	-0.792	0.4281	4.44550E-02	WAVE85	-1.04806E-01	2.30509E-02	-4.547	0.0000	1.36084E-01
ASIAN	1.26589E-02	2.62387E-02	0.482	0.6295	7.85056E-02	WAVE83	-3.82197E-02	2.55202E-02	-1.498	0.1342	1.31000E-01
NATAMER	-1.55127E-01	1.05183E-01	-1.475	0.1403	3.31048E-03						

NOTES: Dependent variable: RANK1; 8458 observations; 6 iterations; log likelihood function = -8057.296; restricted log likelihood = -8531.418; Chi-squared = 948.2443; d.f. = 98; significance = .0000000.

TABLE C-44. Maximum likelihood estimates for rank, logit model 4: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
WAVE89	8.10300E-02	2.34926E-02	3.449	0.0006	1.51572E-01	MMARRIED	1.35732E-02	3.18203E-02	0.427	0.6697	4.20903E-02
WAVE87	1.02861E-01	2.28181E-02	4.508	0.0000	1.53228E-01	DEP6	-1.06593E-02	1.26825E-02	-0.840	0.4006	1.92362E-01
WAVE85	5.56231E-02	2.38218E-02	2.335	0.0195	1.36084E-01	DEP618	1.14592E-02	7.88781E-03	1.453	0.1463	7.63301E-01
WAVE83	3.14362E-02	2.64965E-02	1.186	0.2355	1.31000E-01	MDEP	3.87577E-02	2.12700E-02	1.822	0.0684	3.88153E-01
Marginal effects: full-professor rank											
Constant	2.73517E-01	7.94388E-02	3.443	0.0006		WATEACH	-4.37211E-02	1.43319E-02	-3.051	0.0023	5.08040E-01
FEMALE	-1.37262E-01	1.35582E-02	-10.124	0.0000	3.26555E-01	WAOETH	-3.24197E-02	1.88473E-02	-1.720	0.0854	1.52873E-01
YRPHD15	6.65743E-02	1.14574E-02	5.811	0.0000	4.92433E-01	EMPPRI	-6.89071E-02	1.36404E-02	-5.052	0.0000	2.59754E-01
TA	-1.88442E-02	3.38933E-02	-0.556	0.5782	5.45046E-02	MEMPPRI	-8.98402E-03	6.56953E-02	-0.137	0.8912	1.23315E-01
RA	2.76389E-02	3.16547E-02	0.873	0.3826	6.95200E-02	EMPRES	-1.19671E-02	1.45465E-02	-0.823	0.4107	2.95342E-01
FELLOW	3.92158E-02	5.64409E-02	0.695	0.4872	1.32419E-02	EMPDOG	-4.10774E-02	2.07754E-02	-1.977	0.0480	9.51762E-02
TRAIN	-9.94275E-03	3.49448E-02	-0.285	0.7760	5.45046E-02	MEMPCARN	-9.65434E-02	6.50544E-02	-1.484	0.1378	2.15181E-01
MPSOURC	4.91332E-03	3.51836E-02	0.140	0.8889	7.38591E-01	BIO	-1.21660E-01	2.70543E-02	-4.497	0.0000	3.12012E-01
TTD1	4.44728E-03	2.78885E-03	1.595	0.1108	8.18231E+00	HEALTH	1.43962E-02	3.28606E-02	0.438	0.6613	6.39631E-02
MTTD1	1.22165E-01	7.28000E-02	1.678	0.0933	1.63159E-02	ENG	7.10579E-02	3.43882E-02	2.066	0.0388	5.27311E-02
PDOCP	-1.35054E-01	1.53783E-02	-8.782	0.0000	3.18279E-01	MATHCOM	-4.33141E-02	2.92789E-02	-1.479	0.1390	1.13502E-01
MPDOCP	-6.01589E-02	3.46811E-02	-1.735	0.0828	4.33909E-02	PHYSOTH	-1.06347E-01	3.41522E-02	-3.114	0.0018	5.63963E-02
FSWI	-1.52364E-02	1.25629E-02	-1.213	0.2252	3.73020E-01	CHEM	-9.69519E-03	3.41808E-02	-0.284	0.7767	6.37266E-02
MFSWI	-3.10203E-02	1.37321E-02	-2.259	0.0239	3.40979E-01	EAOSCI	-2.37158E-02	3.56654E-02	-0.665	0.5061	4.26815E-02
BAINT	-6.43433E-03	3.42320E-02	-0.188	0.8509	8.12249E-02	PSYCH	-7.85912E-02	3.02861E-02	-2.595	0.0095	9.82502E-02
MBAINT	1.74765E-02	8.89662E-02	0.196	0.8443	9.10381E-03	ECON	5.63117E-02	3.94886E-02	1.426	0.1539	3.16860E-02
AGEPHD	-7.05384E-05	2.46870E-03	-0.029	0.9772	3.09205E+01	POLYSCI	1.15745E-02	4.15324E-02	0.279	0.7805	2.84937E-02
NATUPHD	-3.10995E-02	3.39857E-02	-0.915	0.3602	3.13313E-02	SAD	-1.41863E-02	3.37563E-02	-0.420	0.6743	5.76969E-02
PERMPHD	-2.66330E-02	3.74012E-02	-0.712	0.4764	4.36273E-02	OSSCI	4.93414E-03	4.56397E-02	0.108	0.9139	2.08087E-02
TEMPPHD	1.08408E-01	3.63342E-02	2.984	0.0028	5.99432E-02	WAVE97	-1.36418E-01	4.84063E-02	-2.818	0.0048	7.30669E-02
MCITPHD	-7.80673E-02	5.65342E-02	-1.381	0.1673	1.69071E-02	WAVE95	-2.08246E-01	4.00757E-02	-5.196	0.0000	7.98061E-02
HISPAN	4.71174E-02	3.43736E-02	1.371	0.1705	2.88484E-02	WAVE93	-1.15123E-01	7.39586E-02	-1.557	0.1196	8.96193E-02
BLACK	-2.50742E-02	2.82724E-02	-0.887	0.3751	4.44550E-02	WAVE91	-1.12953E-01	3.28026E-02	-3.443	0.0006	7.60227E-02
ASIAN	3.12076E-03	2.65314E-02	0.118	0.9064	7.85056E-02	WAVE89	-1.12734E-01	2.30156E-02	-4.898	0.0000	1.51572E-01
NATAMER	-1.54724E-01	1.05900E-01	-1.461	0.1440	3.31048E-03	WAVE87	-1.30243E-01	2.23666E-02	-5.823	0.0000	1.53228E-01
MARRIED	2.99776E-02	1.58336E-02	1.893	0.0583	7.54434E-01	WAVE85	-1.07206E-01	2.32556E-02	-4.610	0.0000	1.36084E-01
						WAVE83	-3.68917E-02	2.57313E-02	-1.434	0.1516	1.31000E-01

NOTES: Dependent variable: RANK1; 8458 observations; 6 iterations; log likelihood function = -7901.148; restricted log likelihood = -8531.418; Chi-squared = 1260.541; d.f. = 112; significance = .0000000.

TABLE C-45. Maximum likelihood estimates for rank, logit model 5: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
MTTD1	1.53826E-01	7.61777E-02	2.019	0.0435	1.62623E-02	BIO	-1.19575E-01	2.77411E-02	-4.310	0.0000	2.98012E-01
PDOCP	-1.16910E-01	1.57746E-02	-7.411	0.0000	3.03046E-01	HEALTH	-2.49563E-03	3.39372E-02	-0.074	0.9414	6.47909E-02
MPDOCP	-5.09299E-02	3.60403E-02	-1.413	0.1576	4.33660E-02	ENG	4.31950E-02	3.53378E-02	1.222	0.2216	5.54982E-02
FSWI	-8.51114E-03	1.30722E-02	-0.651	0.5150	3.71193E-01	MATHCOM	-7.97764E-02	2.97838E-02	-2.679	0.0074	1.20547E-01
MFSWI	-3.00557E-02	1.42781E-02	-2.105	0.0353	3.36345E-01	PHYSOTH	-1.18536E-01	3.55270E-02	-3.336	0.0008	5.40785E-02
BAINT	-1.56050E-02	3.58985E-02	-0.435	0.6638	7.93753E-02	CHEM	-1.92483E-02	3.49470E-02	-0.551	0.5818	6.14352E-02
MBAINT	-3.56943E-03	9.34564E-02	-0.038	0.9695	9.03459E-03	EAOSCI	-3.54481E-02	3.68406E-02	-0.962	0.3359	4.34951E-02
AGEPHD	-1.24866E-03	2.61051E-03	-0.478	0.6324	3.08841E+01	PSYCH	-9.41342E-02	3.10693E-02	-3.030	0.0024	9.69282E-02
NATUPHD	-2.57418E-02	3.56351E-02	-0.722	0.4701	3.05885E-02	ECON	3.81088E-02	4.10579E-02	0.928	0.3533	3.23955E-02
PERMPHD	-3.09481E-02	3.90321E-02	-0.793	0.4278	4.31079E-02	POLYSCI	-2.93579E-02	4.23729E-02	-0.693	0.4884	2.99432E-02
TEMPPHD	1.05594E-01	3.79697E-02	2.781	0.0054	5.89830E-02	SAD	-4.88645E-02	3.44460E-02	-1.419	0.1560	6.06608E-02
MCITPHD	-9.20378E-02	5.85070E-02	-1.573	0.1157	1.72948E-02	OSSCI	-2.75343E-02	4.65927E-02	-0.591	0.5545	2.19411E-02
HISPAN	4.72899E-02	3.54000E-02	1.336	0.1816	2.98141E-02	WAVE97	-2.08848E-01	4.22952E-02	-4.938	0.0000	7.36964E-02
BLACK	-3.56651E-02	2.88762E-02	-1.235	0.2168	4.65927E-02	WAVE95	-2.16018E-01	4.15333E-02	-5.201	0.0000	8.01497E-02
ASIAN	2.29298E-02	2.77797E-02	0.825	0.4091	7.56324E-02	WAVE93	-1.99796E-01	4.10043E-02	-4.873	0.0000	9.04750E-02
NATAMER	-1.69561E-01	1.07342E-01	-1.580	0.1142	3.48477E-03	WAVE91	-1.13704E-01	3.39429E-02	-3.350	0.0008	7.69231E-02
MARRIED	4.22844E-02	1.65565E-02	2.554	0.0107	7.55421E-01	WAVE89	-1.07844E-01	2.40680E-02	-4.481	0.0000	1.51910E-01
MMARRIED	2.37604E-02	3.29992E-02	0.720	0.4715	4.33660E-02	WAVE87	-1.28927E-01	2.33405E-02	-5.524	0.0000	1.55008E-01
DEP6	-1.57112E-02	1.31077E-02	-1.199	0.2307	1.92695E-01	WAVE85	-9.21449E-02	2.44736E-02	-3.765	0.0002	1.31389E-01
DEP618	4.78674E-03	8.17284E-03	0.586	0.5581	7.72457E-01	WAVE83	-3.36069E-02	2.71358E-02	-1.238	0.2155	1.29582E-01
MDEP	3.24299E-02	2.21348E-02	1.465	0.1429	3.84874E-01						

NOTES: Dependent variable: RANK1; 7748 observations; 6 iterations; log likelihood function = -7020.747; restricted log likelihood = -7384.218; Chi-squared = 726.9426; d.f. = 98; significance = .0000000.

TABLE C-46. Maximum likelihood estimates for rank, logit model 6: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
WAVE89	8.16802E-02	2.44798E-02	3.337	0.0008	1.51910E-01	MMARRIED	1.87182E-02	3.32541E-02	0.563	0.5735	4.33660E-02
WAVE87	9.96872E-02	2.37091E-02	4.205	0.0000	1.55008E-01	DEP6	-1.58856E-02	1.31929E-02	-1.204	0.2286	1.92695E-01
WAVE85	6.07151E-02	2.49404E-02	2.434	0.0149	1.31389E-01	DEP618	7.90771E-03	8.25044E-03	0.958	0.3378	7.72457E-01
WAVE83	3.70325E-02	2.77320E-02	1.335	0.1818	1.29582E-01	MDEP	3.39894E-02	2.23052E-02	1.524	0.1276	3.84874E-01
Marginal effects: full-professor rank											
Constant	2.87883E-01	8.43085E-02	3.415	0.0006		WATEACH	-7.99513E-02	1.52168E-02	-5.254	0.0000	5.33299E-01
FEMALE	-1.20611E-01	1.43335E-02	-8.415	0.0000	3.13758E-01	WATH	-3.26497E-02	2.02039E-02	-1.616	0.1061	1.45070E-01
YRPHD15	6.88474E-02	1.20338E-02	5.721	0.0000	4.95870E-01	EMPPRI	-6.46594E-02	1.43819E-02	-4.496	0.0000	2.52839E-01
TA	-3.14893E-02	3.52004E-02	-0.895	0.3710	5.49819E-02	MEMPPRI	1.39951E-03	7.42405E-02	0.019	0.9850	1.23258E-01
RA	7.75713E-03	3.30093E-02	0.235	0.8142	7.02117E-02	EMPRES	2.03274E-03	1.53876E-02	0.132	0.8949	2.87171E-01
FELLOW	1.63266E-02	5.79925E-02	0.282	0.7783	1.38100E-02	EMPDOC	-5.16272E-02	2.14146E-02	-2.411	0.0159	9.96386E-02
TRAIN	-3.63867E-02	3.62283E-02	-1.004	0.3152	5.48529E-02	MEMPCARN	-1.13977E-01	7.34060E-02	-1.553	0.1205	2.16185E-01
MPSOURC	-1.34330E-02	3.67121E-02	-0.366	0.7144	7.37093E-01	BIO	-1.01894E-01	2.84251E-02	-3.585	0.0003	2.98012E-01
TTD1	5.93971E-03	2.97207E-03	1.999	0.0457	8.14985E+00	HEALTH	1.74610E-02	3.44297E-02	0.507	0.6120	6.47909E-02
MTTD1	1.49983E-01	7.68617E-02	1.951	0.0510	1.62623E-02	ENG	7.51303E-02	3.58480E-02	2.096	0.0361	5.54982E-02
PDOCP	-1.34857E-01	1.63005E-02	-8.273	0.0000	3.03046E-01	MATHCOM	-4.41276E-02	3.04608E-02	-1.449	0.1474	1.20547E-01
MPDOCP	-4.90030E-02	3.64332E-02	-1.345	0.1786	4.33660E-02	PHYSOTH	-8.64995E-02	3.61233E-02	-2.395	0.0166	5.40785E-02
FSWI	-1.39627E-02	1.31860E-02	-1.059	0.2896	3.71193E-01	CHEM	2.09133E-02	3.59943E-02	0.581	0.5612	6.14352E-02
MFSWI	-3.39489E-02	1.44565E-02	-2.348	0.0189	3.36345E-01	EAOSCI	-1.05684E-02	3.73979E-02	-0.283	0.7775	4.34951E-02
BAINT	-2.74819E-03	3.63928E-02	-0.076	0.9398	7.93753E-02	PSYCH	-5.78036E-02	3.17766E-02	-1.819	0.0689	9.69282E-02
MBAINT	5.84907E-03	9.47029E-02	0.062	0.9508	9.03459E-03	ECON	7.57379E-02	4.16368E-02	1.819	0.0689	3.23955E-02
AGEPHD	-3.44786E-04	2.63276E-03	-0.131	0.8958	3.08841E+01	POLYSCI	1.41449E-02	4.30679E-02	0.328	0.7426	2.99432E-02
NATUPHD	-2.59006E-02	3.59262E-02	-0.721	0.4709	3.05885E-02	SAD	-1.40546E-02	3.50436E-02	-0.401	0.6884	6.06608E-02
PERMPHD	-3.09472E-02	3.93251E-02	-0.787	0.4313	4.31079E-02	OSSCI	-1.39165E-04	4.71481E-02	-0.003	0.9976	2.19411E-02
TEMPPHD	1.22601E-01	3.85584E-02	3.180	0.0015	5.89830E-02	WAVE97	-1.37998E-01	5.08695E-02	-2.713	0.0067	7.36964E-02
MCITPHD	-1.02909E-01	5.90118E-02	-1.744	0.0812	1.72948E-02	WAVE95	-2.27023E-01	4.20339E-02	-5.401	0.0000	8.01497E-02
HISPAN	4.29794E-02	3.57172E-02	1.203	0.2288	2.98141E-02	WAVE93	-1.03780E-01	8.22262E-02	-1.262	0.2069	9.04750E-02
BLACK	-3.76090E-02	2.91545E-02	-1.290	0.1971	4.65927E-02	WAVE91	-1.18895E-01	3.42394E-02	-3.472	0.0005	7.69231E-02
ASIAN	1.68186E-02	2.80524E-02	0.600	0.5488	7.56324E-02	WAVE89	-1.17373E-01	2.42830E-02	-4.834	0.0000	1.51910E-01
NATAMER	-1.65556E-01	1.07849E-01	-1.535	0.1248	3.48477E-03	WAVE87	-1.35690E-01	2.35241E-02	-5.768	0.0000	1.55008E-01
MARRIED	4.06281E-02	1.66910E-02	2.434	0.0149	7.55421E-01	WAVE85	-9.61160E-02	2.46615E-02	-3.897	0.0001	1.31389E-01
						WAVE83	-3.19299E-02	2.73257E-02	-1.168	0.2426	1.29582E-01

NOTES: Dependent variable: RANK1; 7748 observations; 7 iterations; log likelihood function = -6903.793; restricted log likelihood = -7384.218; Chi-squared = 960.8496; d.f. = 112; significance = .0000000.

TABLE C-47. Maximum likelihood estimates for rank, logit model I-1: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Marginal effects: full-professor rank						ASIAN	6.07951E-03	2.53696E-02	0.240	0.8106	7.96781E-02
Constant	2.48959E-01	7.65196E-02	3.254	0.0011		NATAMER	-1.47995E-01	1.02759E-01	-1.440	0.1498	3.40020E-03
FEMALE	-7.30992E-02	2.32604E-02	-3.143	0.0017	3.25513E-01	MARRIED	6.84300E-02	2.03849E-02	3.357	0.0008	7.54052E-01
FMARRIED	-7.11011E-02	2.90263E-02	-2.450	0.0143	1.93812E-01	MMARRIED	3.24821E-02	3.11618E-02	1.042	0.2972	4.05758E-02
FDEP6	1.65209E-02	2.96787E-02	0.557	0.5778	4.37493E-02	DEP6	-1.71347E-02	1.32530E-02	-1.293	0.1960	1.94945E-01
FDEP618	-3.05102E-02	1.49003E-02	-2.048	0.0406	1.62416E-01	DEP618	1.21346E-02	7.93606E-03	1.529	0.1263	7.64819E-01
YRPHD15	6.71044E-02	1.11030E-02	6.044	0.0000	4.90989E-01	MDEP	2.99032E-02	2.08794E-02	1.432	0.1521	3.75496E-01
TA	-1.22666E-02	3.23575E-02	-0.379	0.7046	5.83702E-02	BIO	-1.34572E-01	2.58891E-02	-5.198	0.0000	3.11232E-01
RA	3.60389E-02	3.02039E-02	1.193	0.2328	7.52578E-02	HEALTH	5.69306E-03	3.18108E-02	0.179	0.8580	6.24504E-02
FELLOW	4.92320E-02	5.37143E-02	0.917	0.3594	1.41675E-02	ENG	3.65689E-02	3.27950E-02	1.115	0.2648	5.24765E-02
TRAIN	3.42125E-03	3.36139E-02	0.102	0.9189	5.80301E-02	MATHCOM	-6.68300E-02	2.81134E-02	-2.377	0.0174	1.11187E-01
MPSOURC	1.10434E-02	3.38329E-02	0.326	0.7441	7.19030E-01	PHYSOTH	-1.50810E-01	3.26937E-02	-4.613	0.0000	6.06370E-02
TTD1	4.19536E-03	2.69500E-03	1.557	0.1195	8.19925E+00	CHEM	-5.35331E-02	3.24047E-02	-1.652	0.0985	6.49439E-02
MTTD1	1.15333E-01	7.03123E-02	1.640	0.1009	1.60943E-02	EAOSCI	-5.08238E-02	3.41502E-02	-1.488	0.1367	4.34093E-02
PDOCP	-1.25048E-01	1.45462E-02	-8.597	0.0000	3.24039E-01	PSYCH	-1.12711E-01	2.89831E-02	-3.889	0.0001	9.95126E-02
MPDOCP	-5.97641E-02	3.33823E-02	-1.790	0.0734	4.32959E-02	ECON	2.29080E-02	3.78740E-02	0.605	0.5453	3.15086E-02
FSWI	-1.00745E-02	1.21711E-02	-0.828	0.4078	3.69829E-01	POLYSCI	-2.80903E-02	3.98502E-02	-0.705	0.4809	2.83350E-02
MFSWI	-2.98116E-02	1.32460E-02	-2.251	0.0244	3.42627E-01	SAD	-3.41363E-02	3.25006E-02	-1.050	0.2936	5.73501E-02
BAINT	-2.19551E-02	3.29538E-02	-0.666	0.5053	7.97915E-02	OSSCI	-1.67386E-03	4.44154E-02	-0.038	0.9699	2.02879E-02
MBAINT	1.33585E-02	8.55969E-02	0.156	0.8760	8.84053E-03	WAVE97	-2.36423E-01	3.93970E-02	-6.001	0.0000	7.79780E-02
AGEPHD	-1.56710E-03	2.39090E-03	-0.655	0.5122	3.09349E+01	WAVE95	-2.44230E-01	3.85401E-02	-6.337	0.0000	8.61385E-02
NATUPHD	-3.09363E-02	3.27541E-02	-0.944	0.3449	3.23019E-02	WAVE93	-2.42329E-01	3.82276E-02	-6.339	0.0000	9.89459E-02
PERMPHD	-9.44253E-03	3.61726E-02	-0.261	0.7941	4.31826E-02	WAVE91	-1.30245E-01	3.16955E-02	-4.109	0.0000	7.62779E-02
TEMPPHD	1.03170E-01	3.47070E-02	2.973	0.0030	5.90502E-02	WAVE89	-1.19758E-01	2.24231E-02	-5.341	0.0000	1.49722E-01
MCITPHD	-6.73679E-02	5.43443E-02	-1.240	0.2151	1.70010E-02	WAVE87	-1.35368E-01	2.18535E-02	-6.194	0.0000	1.49836E-01
HISPAN	5.39898E-02	3.31789E-02	1.627	0.1037	2.89017E-02	WAVE85	-1.07570E-01	2.27516E-02	-4.728	0.0000	1.30454E-01
BLACK	-1.80484E-02	2.72062E-02	-0.663	0.5071	4.51094E-02	WAVE83	-3.78153E-02	2.51994E-02	-1.501	0.1334	1.25581E-01

NOTES: Dependent variable: RANK1; 8823 observations; 6 iterations; log likelihood function = -8618.001; restricted log likelihood = -9190.100; Chi-squared = 1144.198; d.f. = 104; significance = .0000000.

TABLE C-48. Maximum likelihood estimates for rank, logit model I-2: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
SAD	6.79547E-02	3.42676E-02	1.983	0.0474	5.73501E-02	BLACK	-1.98031E-02	2.75902E-02	-0.718	0.4729	4.51094E-02
OSSCI	3.63892E-02	4.66620E-02	0.780	0.4355	2.02879E-02	ASIAN	-3.52019E-03	2.58489E-02	-0.136	0.8917	7.96781E-02
WAVE97	1.67484E-01	4.68006E-02	3.579	0.0003	7.79780E-02	NATAMER	-1.55940E-01	1.04331E-01	-1.495	0.1350	3.40020E-03
WAVE95	1.39637E-01	3.84715E-02	3.630	0.0003	8.61385E-02	MARRIED	6.91106E-02	2.06633E-02	3.345	0.0008	7.54052E-01
WAVE93	1.59562E-01	6.26210E-02	2.548	0.0108	9.89459E-02	MMARRIED	3.07227E-02	3.15149E-02	0.975	0.3296	4.05758E-02
WAVE91	7.60541E-02	3.24199E-02	2.346	0.0190	7.62779E-02	DEP6	-1.41920E-02	1.34302E-02	-1.057	0.2906	1.94945E-01
WAVE89	6.66679E-02	2.34444E-02	2.844	0.0045	1.49722E-01	DEP618	1.47750E-02	8.04664E-03	1.836	0.0663	7.64819E-01
WAVE87	9.06651E-02	2.28093E-02	3.975	0.0001	1.49836E-01	MDEP	3.15585E-02	2.11438E-02	1.493	0.1356	3.75496E-01
WAVE85	4.92481E-02	2.38602E-02	2.064	0.0390	1.30454E-01	WATEACH	-2.24543E-02	1.40410E-02	-1.599	0.1098	4.89516E-01
WAVE83	3.31494E-02	2.66178E-02	1.245	0.2130	1.25581E-01	WAOOTH	-4.46756E-02	1.83165E-02	-2.439	0.0147	1.65930E-01
Marginal effects: full-professor rank						EMPPRI	-7.20996E-02	1.33975E-02	-5.382	0.0000	2.59096E-01
Constant	2.80033E-01	7.84746E-02	3.568	0.0004		MEMPPRI	-4.76600E-02	5.48299E-02	-0.869	0.3847	1.30568E-01
FEMALE	-6.97699E-02	2.35605E-02	-2.961	0.0031	3.25513E-01	EMPRES	-1.68197E-02	1.43125E-02	-1.175	0.2399	2.94118E-01
FMARRIED	-6.69868E-02	2.94147E-02	-2.277	0.0228	1.93812E-01	EMPDOG	-3.67554E-02	2.06141E-02	-1.783	0.0746	9.23722E-02
FDEP6	8.00733E-03	3.00932E-02	0.266	0.7902	4.37493E-02	MEMPCARN	-7.95058E-02	5.45491E-02	-1.458	0.1450	2.31327E-01
FDEP618	-3.21843E-02	1.51278E-02	-2.127	0.0334	1.62416E-01	BIO	-1.27770E-01	2.65901E-02	-4.805	0.0000	3.11232E-01
YRPHD15	6.53317E-02	1.12449E-02	5.810	0.0000	4.90989E-01	HEALTH	1.91418E-02	3.23670E-02	0.591	0.5543	6.24504E-02
TA	-1.27434E-02	3.28440E-02	-0.388	0.6980	5.83702E-02	ENG	5.37179E-02	3.33222E-02	1.612	0.1069	5.24765E-02
RA	3.19955E-02	3.06286E-02	1.045	0.2962	7.52578E-02	MATHCOM	-5.30915E-02	2.87854E-02	-1.844	0.0651	1.11187E-01
FELLOW	4.65987E-02	5.45160E-02	0.855	0.3927	1.41675E-02	PHYSOTH	-1.31414E-01	3.33840E-02	-3.936	0.0001	6.06370E-02
TRAIN	3.37597E-03	3.40442E-02	0.099	0.9210	5.80301E-02	CHEM	-3.56041E-02	3.34514E-02	-1.064	0.2872	6.49439E-02
MPSOURC	1.41251E-02	3.42516E-02	0.412	0.6801	7.19030E-01	EAOSCI	-4.41267E-02	3.48102E-02	-1.268	0.2049	4.34093E-02
TTD1	4.29409E-03	2.73474E-03	1.570	0.1164	8.19925E+00	PSYCH	-9.13232E-02	2.97390E-02	-3.071	0.0021	9.95126E-02
MTTD1	1.13392E-01	7.13308E-02	1.590	0.1119	1.60943E-02	ECON	4.13175E-02	3.85988E-02	1.070	0.2844	3.15086E-02
PDOCP	-1.32364E-01	1.50779E-02	-8.779	0.0000	3.24039E-01	POLYSCI	-4.19003E-03	4.06149E-02	-0.103	0.9178	2.83350E-02
MPDOCP	-5.46374E-02	3.39328E-02	-1.610	0.1074	4.32959E-02	SAD	-1.89301E-02	3.31332E-02	-0.571	0.5678	5.73501E-02
FSWI	-1.26854E-02	1.23509E-02	-1.027	0.3044	3.69829E-01	OSSCI	2.07081E-03	4.50461E-02	0.046	0.9633	2.02879E-02
MFSWI	-3.04132E-02	1.34783E-02	-2.256	0.0240	3.42627E-01	WAVE97	-1.47518E-01	4.74991E-02	-3.106	0.0019	7.79780E-02
BAINT	-1.12683E-02	3.35471E-02	-0.336	0.7369	7.97915E-02	WAVE95	-2.42218E-01	3.92687E-02	-6.168	0.0000	8.61385E-02
MBAINT	2.65517E-02	8.71183E-02	0.305	0.7605	8.84053E-03	WAVE93	-1.74181E-01	6.43874E-02	-2.705	0.0068	9.89459E-02
AGEPHD	-1.11977E-03	2.42603E-03	-0.462	0.6444	3.09349E+01	WAVE91	-1.27868E-01	3.21766E-02	-3.974	0.0001	7.62779E-02
NATUPHD	-3.37901E-02	3.32637E-02	-1.016	0.3097	3.23019E-02	WAVE89	-1.21158E-01	2.27211E-02	-5.332	0.0000	1.49722E-01
PERMPHD	-1.18709E-02	3.66940E-02	-0.324	0.7463	4.31826E-02	WAVE87	-1.35558E-01	2.21220E-02	-6.128	0.0000	1.49836E-01
TEMPPHD	1.20010E-01	3.53940E-02	3.391	0.0007	5.90502E-02	WAVE85	-1.08575E-01	2.30366E-02	-4.713	0.0000	1.30454E-01
MCITPHD	-8.06759E-02	5.51291E-02	-1.463	0.1434	1.70010E-02	WAVE83	-3.44315E-02	2.54929E-02	-1.351	0.1768	1.25581E-01
HISPAN	4.97910E-02	3.35857E-02	1.483	0.1382	2.89017E-02						

NOTES: Dependent variable: RANK1; 8823 observations; 6 iterations; log likelihood function = -8338.851; restricted log likelihood = -9190.100; Chi-squared = 1702.499; d.f. = 118; significance = .0000000.

TABLE C-49. Maximum likelihood estimates for rank, logit model I-3: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Marginal effects: full-professor rank						ASIAN	1.26224E-02	2.62660E-02	0.481	0.6308	7.85056E-02
Constant	2.28431E-01	7.86106E-02	2.906	0.0037		NATAMER	-1.53343E-01	1.05440E-01	-1.454	0.1459	3.31048E-03
FEMALE	-7.85214E-02	2.38264E-02	-3.296	0.0010	3.26555E-01	MARRIED	6.47609E-02	2.09514E-02	3.091	0.0020	7.54434E-01
FMARRIED	-6.70561E-02	2.97128E-02	-2.257	0.0240	1.94136E-01	MMARRIED	2.89529E-02	3.17102E-02	0.913	0.3612	4.20903E-02
FDEP6	1.47422E-02	3.03391E-02	0.486	0.6270	4.36273E-02	DEP6	-1.72057E-02	1.36343E-02	-1.262	0.2070	1.92362E-01
FDEP618	-3.09993E-02	1.52412E-02	-2.034	0.0420	1.61859E-01	DEP618	1.27654E-02	8.20396E-03	1.556	0.1197	7.63301E-01
YRPHD15	6.76317E-02	1.13818E-02	5.942	0.0000	4.92433E-01	MDEP	2.99876E-02	2.14199E-02	1.400	0.1615	3.88153E-01
TA	-2.07960E-02	3.36620E-02	-0.618	0.5367	5.45046E-02	BIO	-1.31127E-01	2.64392E-02	-4.960	0.0000	3.12012E-01
RA	3.23003E-02	3.15016E-02	1.025	0.3052	6.95200E-02	HEALTH	5.81740E-04	3.24237E-02	0.018	0.9857	6.39631E-02
FELLOW	4.27498E-02	5.60846E-02	0.762	0.4459	1.32419E-02	ENG	5.09778E-02	3.39926E-02	1.500	0.1337	5.27311E-02
TRAIN	-6.51420E-03	3.47790E-02	-0.187	0.8514	5.45046E-02	MATHCOM	-6.37708E-02	2.86865E-02	-2.223	0.0262	1.13502E-01
MPSOURC	3.55096E-03	3.49798E-02	0.102	0.9191	7.38591E-01	PHYSOTH	-1.27206E-01	3.36445E-02	-3.781	0.0002	5.63963E-02
TTD1	4.46783E-03	2.76290E-03	1.617	0.1059	8.18231E+00	CHEM	-3.38917E-02	3.32921E-02	-1.018	0.3087	6.37266E-02
MTTD1	1.25415E-01	7.22377E-02	1.736	0.0825	1.63159E-02	EAOSCI	-3.48033E-02	3.51826E-02	-0.989	0.3226	4.26815E-02
PDOCP	-1.26196E-01	1.49126E-02	-8.462	0.0000	3.18279E-01	PSYCH	-1.01304E-01	2.96591E-02	-3.416	0.0006	9.82502E-02
MPDOCP	-6.08426E-02	3.43899E-02	-1.769	0.0769	4.33909E-02	ECON	3.33872E-02	3.89763E-02	0.857	0.3917	3.16860E-02
FSWI	-1.14911E-02	1.24552E-02	-0.923	0.3562	3.73020E-01	POLYSCI	-1.63571E-02	4.09085E-02	-0.400	0.6893	2.84937E-02
MFSWI	-2.97581E-02	1.35810E-02	-2.191	0.0284	3.40979E-01	SAD	-3.17794E-02	3.32538E-02	-0.956	0.3392	5.76969E-02
BAINT	-1.63964E-02	3.38982E-02	-0.484	0.6286	8.12249E-02	OSSCI	-7.88747E-03	4.51093E-02	-0.175	0.8612	2.08087E-02
MBAINT	1.03809E-02	8.79323E-02	0.118	0.9060	9.10381E-03	WAVE97	-2.01746E-01	4.05155E-02	-4.979	0.0000	7.30669E-02
AGEPHD	-1.22054E-03	2.45164E-03	-0.498	0.6186	3.09205E+01	WAVE95	-2.07613E-01	3.97109E-02	-5.228	0.0000	7.98061E-02
NATUPHD	-2.88053E-02	3.37128E-02	-0.854	0.3929	3.13313E-02	WAVE93	-1.96773E-01	3.92869E-02	-5.009	0.0000	8.96193E-02
PERMPHD	-1.93679E-02	3.72442E-02	-0.520	0.6030	4.36273E-02	WAVE91	-1.13165E-01	3.25554E-02	-3.476	0.0005	7.60227E-02
TEMPPHD	9.37488E-02	3.58602E-02	2.614	0.0089	5.99432E-02	WAVE89	-1.07089E-01	2.28381E-02	-4.689	0.0000	1.51572E-01
MCITPHD	-6.80537E-02	5.61401E-02	-1.212	0.2254	1.69071E-02	WAVE87	-1.26534E-01	2.22015E-02	-5.699	0.0000	1.53228E-01
HISPAN	5.16424E-02	3.41252E-02	1.513	0.1302	2.88484E-02	WAVE85	-1.04954E-01	2.30852E-02	-4.546	0.0000	1.36084E-01
BLACK	-1.97537E-02	2.80291E-02	-0.705	0.4810	4.44550E-02	WAVE83	-3.74632E-02	2.55548E-02	-1.466	0.1427	1.31000E-01

NOTES: Dependent variable: RANK1; 8458 observations; 6 iterations; log likelihood function = -8039.130; restricted log likelihood = -8531.418; Chi-squared = 984.5755; d.f. = 104; significance = .0000000.

TABLE C-50. Maximum likelihood estimates for rank, logit model I-4: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
SAD	7.79040E-02	3.47407E-02	2.242	0.0249	5.76969E-02	BLACK	-2.23999E-02	2.82824E-02	-0.792	0.4284	4.44550E-02
OSSCI	3.95953E-02	4.70006E-02	0.842	0.3995	2.08087E-02	ASIAN	2.84750E-03	2.65595E-02	0.107	0.9146	7.85056E-02
WAVE97	1.70358E-01	4.76337E-02	3.576	0.0003	7.30669E-02	NATAMER	-1.52581E-01	1.06172E-01	-1.437	0.1507	3.31048E-03
WAVE95	1.73935E-01	3.92607E-02	4.430	0.0000	7.98061E-02	MARRIED	6.42472E-02	2.11208E-02	3.042	0.0024	7.54434E-01
WAVE93	1.94879E-01	7.24060E-02	2.691	0.0071	8.96193E-02	MMARRIED	2.66245E-02	3.19628E-02	0.833	0.4049	4.20903E-02
WAVE91	9.29587E-02	3.28797E-02	2.827	0.0047	7.60227E-02	DEP6	-1.50470E-02	1.37394E-02	-1.095	0.2734	1.92362E-01
WAVE89	8.12936E-02	2.35092E-02	3.458	0.0005	1.51572E-01	DEP618	1.53731E-02	8.27594E-03	1.858	0.0632	7.63301E-01
WAVE87	1.02914E-01	2.28341E-02	4.507	0.0000	1.53228E-01	MDEP	3.17488E-02	2.15853E-02	1.471	0.1413	3.88153E-01
WAVE85	5.65309E-02	2.38369E-02	2.372	0.0177	1.36084E-01	WATEACH	-4.41500E-02	1.43501E-02	-3.077	0.0021	5.08040E-01
WAVE83	3.30387E-02	2.65670E-02	1.244	0.2136	1.31000E-01	WAOOTH	-3.34075E-02	1.88772E-02	-1.770	0.0768	1.52873E-01
Marginal effects: full-professor rank						EMPPRI	-6.84066E-02	1.36558E-02	-5.009	0.0000	2.59754E-01
Constant	2.59542E-01	8.00990E-02	3.240	0.0012		MEMPPRI	-8.04320E-03	6.58782E-02	-0.122	0.9028	1.23315E-01
FEMALE	-7.42851E-02	2.40117E-02	-3.094	0.0020	3.26555E-01	EMPRES	-1.19696E-02	1.45625E-02	-0.822	0.4111	2.95342E-01
FMARRIED	-6.38037E-02	2.99503E-02	-2.130	0.0331	1.94136E-01	EMPDOC	-4.22061E-02	2.07877E-02	-2.030	0.0423	9.51762E-02
FDEP6	7.64277E-03	3.05878E-02	0.250	0.8027	4.36273E-02	MEMPCARN	-9.84455E-02	6.52365E-02	-1.509	0.1313	2.15181E-01
FDEP618	-3.15218E-02	1.53839E-02	-2.049	0.0405	1.61859E-01	BIO	-1.21434E-01	2.70713E-02	-4.486	0.0000	3.12012E-01
YRPHD15	6.63794E-02	1.14674E-02	5.789	0.0000	4.92433E-01	HEALTH	1.44168E-02	3.28881E-02	0.438	0.6611	6.39631E-02
TA	-1.76570E-02	3.39444E-02	-0.520	0.6029	5.45046E-02	ENG	7.17011E-02	3.44109E-02	2.084	0.0372	5.27311E-02
RA	2.87783E-02	3.17153E-02	0.907	0.3642	6.95200E-02	MATHCOM	-4.28890E-02	2.93021E-02	-1.464	0.1433	1.13502E-01
FELLOW	3.92257E-02	5.65360E-02	0.694	0.4878	1.32419E-02	PHYSOTH	-1.06769E-01	3.41803E-02	-3.124	0.0018	5.63963E-02
TRAIN	-8.13747E-03	3.50062E-02	-0.232	0.8162	5.45046E-02	CHEM	-9.97242E-03	3.42312E-02	-0.291	0.7708	6.37266E-02
MPSOURC	6.32427E-03	3.52133E-02	0.180	0.8575	7.38591E-01	EAOSCI	-2.31366E-02	3.56787E-02	-0.648	0.5167	4.26815E-02
TTD1	4.57659E-03	2.78732E-03	1.642	0.1006	8.18231E+00	PSYCH	-7.71659E-02	3.03179E-02	-2.545	0.0109	9.82502E-02
MTTD1	1.22080E-01	7.28673E-02	1.675	0.0939	1.63159E-02	ECON	5.86715E-02	3.95674E-02	1.483	0.1381	3.16860E-02
PDOCP	-1.36455E-01	1.53955E-02	-8.863	0.0000	3.18279E-01	POLYSCI	1.22208E-02	4.15472E-02	0.294	0.7686	2.84937E-02
MPDOCP	-5.81663E-02	3.47804E-02	-1.672	0.0944	4.33909E-02	SAD	-1.08859E-02	3.37876E-02	-0.322	0.7473	5.76969E-02
FSWI	-1.51558E-02	1.25777E-02	-1.205	0.2282	3.73020E-01	OSSCI	5.27152E-03	4.56379E-02	0.116	0.9080	2.08087E-02
MFSWI	-3.10330E-02	1.37484E-02	-2.257	0.0240	3.40979E-01	WAVE97	-1.35402E-01	4.85108E-02	-2.791	0.0053	7.30669E-02
BAINT	-8.54819E-03	3.42869E-02	-0.249	0.8031	8.12249E-02	WAVE95	-2.09836E-01	4.01612E-02	-5.225	0.0000	7.98061E-02
MBAINT	2.16726E-02	8.89842E-02	0.244	0.8076	9.10381E-03	WAVE93	-1.14211E-01	7.41604E-02	-1.540	0.1235	8.96193E-02
AGEPHD	-6.61063E-04	2.47308E-03	-0.267	0.7892	3.09205E+01	WAVE91	-1.13819E-01	3.28657E-02	-3.463	0.0005	7.60227E-02
NATUPHD	-2.99550E-02	3.40078E-02	-0.881	0.3784	3.13313E-02	WAVE89	-1.12493E-01	2.30498E-02	-4.880	0.0000	1.51572E-01
PERMPHD	-1.86599E-02	3.75342E-02	-0.497	0.6191	4.36273E-02	WAVE87	-1.29493E-01	2.23907E-02	-5.783	0.0000	1.53228E-01
TEMPPHD	1.10428E-01	3.63828E-02	3.035	0.0024	5.99432E-02	WAVE85	-1.07422E-01	2.32922E-02	-4.612	0.0000	1.36084E-01
MCITPHD	-7.84171E-02	5.66324E-02	-1.385	0.1662	1.69071E-02	WAVE83	-3.59109E-02	2.57668E-02	-1.394	0.1634	1.31000E-01
HISPAN	4.79645E-02	3.43904E-02	1.395	0.1631	2.88484E-02						

NOTES: Dependent variable: RANK1; 8458 observations; 6 iterations; log likelihood function = -7883.123; restricted log likelihood = -8531.418; Chi-squared = 1296.591; d.f. = 118; significance = .0000000.

TABLE C-51. Maximum likelihood estimates for rank, logit model I-5: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Marginal effects: full-professor rank						ASIAN	2.28485E-02	2.77976E-02	0.822	0.4111	7.56324E-02
Constant	2.44148E-01	8.32981E-02	2.931	0.0034		NATAMER	-1.68984E-01	1.07546E-01	-1.571	0.1161	3.48477E-03
FEMALE	-7.57276E-02	2.50514E-02	-3.023	0.0025	3.13758E-01	MARRIED	7.02302E-02	2.19845E-02	3.195	0.0014	7.55421E-01
FMARRIED	-5.37951E-02	3.13352E-02	-1.717	0.0860	1.83402E-01	MMARRIED	3.45156E-02	3.31923E-02	1.040	0.2984	4.33660E-02
FDEP6	1.95195E-02	3.18141E-02	0.614	0.5395	4.14300E-02	DEP6	-2.16407E-02	1.41693E-02	-1.527	0.1267	1.92695E-01
FDEP618	-2.73661E-02	1.61096E-02	-1.699	0.0894	1.52039E-01	DEP618	7.68658E-03	8.55686E-03	0.898	0.3690	7.72457E-01
YRPHD15	6.96558E-02	1.19576E-02	5.825	0.0000	4.95870E-01	MDEP	2.65267E-02	2.24691E-02	1.181	0.2378	3.84874E-01
TA	-3.42888E-02	3.49860E-02	-0.980	0.3271	5.49819E-02	BIO	-1.19469E-01	2.77540E-02	-4.305	0.0000	2.98012E-01
RA	1.41884E-02	3.28488E-02	0.432	0.6658	7.02117E-02	HEALTH	-2.76758E-03	3.39637E-02	-0.081	0.9351	6.47909E-02
FELLOW	2.21420E-02	5.75116E-02	0.385	0.7002	1.38100E-02	ENG	4.37672E-02	3.53570E-02	1.238	0.2158	5.54982E-02
TRAIN	-2.78860E-02	3.60653E-02	-0.773	0.4394	5.48529E-02	MATHCOM	-7.95905E-02	2.98034E-02	-2.671	0.0076	1.20547E-01
MPSOURC	-1.11866E-02	3.65187E-02	-0.306	0.7594	7.37093E-01	PHYSOTH	-1.18840E-01	3.55554E-02	-3.342	0.0008	5.40785E-02
TTD1	5.95316E-03	2.94815E-03	2.019	0.0435	8.14985E+00	CHEM	-1.92572E-02	3.49712E-02	-0.551	0.5819	6.14352E-02
MTTD1	1.54626E-01	7.62799E-02	2.027	0.0427	1.62623E-02	EAOSCI	-3.43296E-02	3.68522E-02	-0.932	0.3516	4.34951E-02
PDOCP	-1.17942E-01	1.57848E-02	-7.472	0.0000	3.03046E-01	PSYCH	-9.29315E-02	3.10981E-02	-2.988	0.0028	9.69282E-02
MPDOCP	-5.03648E-02	3.60933E-02	-1.395	0.1629	4.33660E-02	ECON	3.88851E-02	4.11003E-02	0.946	0.3441	3.23955E-02
FSWI	-8.11831E-03	1.30831E-02	-0.621	0.5349	3.71193E-01	POLYSCI	-2.81965E-02	4.23926E-02	-0.665	0.5060	2.99432E-02
MFSWI	-3.02027E-02	1.42900E-02	-2.114	0.0346	3.36345E-01	SAD	-4.61788E-02	3.44751E-02	-1.339	0.1804	6.06608E-02
BAINT	-1.69189E-02	3.59509E-02	-0.471	0.6379	7.93753E-02	OSSCI	-2.76840E-02	4.65839E-02	-0.594	0.5523	2.19411E-02
MBAINT	-1.97650E-03	9.34916E-02	-0.021	0.9831	9.03459E-03	WAVE97	-2.08564E-01	4.23580E-02	-4.924	0.0000	7.36964E-02
AGEPHD	-1.75809E-03	2.61724E-03	-0.672	0.5018	3.08841E+01	WAVE95	-2.17391E-01	4.16041E-02	-5.225	0.0000	8.01497E-02
NATUPHD	-2.41283E-02	3.56705E-02	-0.676	0.4988	3.05885E-02	WAVE93	-2.00051E-01	4.10607E-02	-4.872	0.0000	9.04750E-02
PERMPHD	-2.46999E-02	3.91564E-02	-0.631	0.5282	4.31079E-02	WAVE91	-1.14485E-01	3.39874E-02	-3.368	0.0008	7.69231E-02
TEMPPHD	1.06949E-01	3.80139E-02	2.813	0.0049	5.89830E-02	WAVE89	-1.07887E-01	2.40920E-02	-4.478	0.0000	1.51910E-01
MCITPHD	-9.05547E-02	5.85700E-02	-1.546	0.1221	1.72948E-02	WAVE87	-1.28310E-01	2.33540E-02	-5.494	0.0000	1.55008E-01
HISPAN	4.79953E-02	3.54372E-02	1.354	0.1756	2.98141E-02	WAVE85	-9.22274E-02	2.44976E-02	-3.765	0.0002	1.31389E-01
BLACK	-3.36409E-02	2.88925E-02	-1.164	0.2443	4.65927E-02	WAVE83	-3.23930E-02	2.71874E-02	-1.191	0.2335	1.29582E-01

NOTES: Dependent variable: RANK1; 7748 observations; 6 iterations; log likelihood function = -7012.121; restricted log likelihood = -7384.218; Chi-squared = 744.1943; d.f. = 104; significance = .0000000.

TABLE C-52. Maximum likelihood estimates for rank, logit model I-6: 14 or 15 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
SAD	6.04993E-02	3.54460E-02	1.707	0.0879	6.06608E-02	BLACK	-3.54083E-02	2.91674E-02	-1.214	0.2248	4.65927E-02
OSSCI	2.72151E-02	4.77233E-02	0.570	0.5685	2.19411E-02	ASIAN	1.65818E-02	2.80723E-02	0.591	0.5547	7.56324E-02
WAVE97	1.56757E-01	5.00110E-02	3.134	0.0017	7.36964E-02	NATAMER	-1.64596E-01	1.08056E-01	-1.523	0.1277	3.48477E-03
WAVE95	1.79269E-01	4.11604E-02	4.355	0.0000	8.01497E-02	MARRIED	6.79403E-02	2.21546E-02	3.067	0.0022	7.55421E-01
WAVE93	1.51299E-01	8.02468E-02	1.885	0.0594	9.04750E-02	MMARRIED	2.95325E-02	3.34555E-02	0.883	0.3774	4.33660E-02
WAVE91	9.17947E-02	3.41267E-02	2.690	0.0071	7.69231E-02	DEP6	-2.04676E-02	1.42718E-02	-1.434	0.1515	1.92695E-01
WAVE89	8.17230E-02	2.44941E-02	3.336	0.0008	1.51910E-01	DEP618	1.08949E-02	8.64016E-03	1.261	0.2073	7.72457E-01
WAVE87	9.95182E-02	2.37198E-02	4.196	0.0000	1.55008E-01	MDEP	2.75017E-02	2.26358E-02	1.215	0.2244	3.84874E-01
WAVE85	6.13276E-02	2.49525E-02	2.458	0.0140	1.31389E-01	WATEACH	-8.04902E-02	1.52306E-02	-5.285	0.0000	5.33299E-01
WAVE83	3.74434E-02	2.78081E-02	1.346	0.1781	1.29582E-01	WAOOTH	-3.34961E-02	2.02277E-02	-1.656	0.0977	1.45070E-01
Marginal effects: full-professor rank						EMPPRI	-6.40808E-02	1.43952E-02	-4.452	0.0000	2.52839E-01
Constant	2.79393E-01	8.48825E-02	3.292	0.0010		MEMPPRI	1.82726E-03	7.43485E-02	0.025	0.9804	1.23258E-01
FEMALE	-6.90652E-02	2.52433E-02	-2.736	0.0062	3.13758E-01	EMPRES	1.41993E-03	1.53989E-02	0.092	0.9265	2.87171E-01
FMARRIED	-5.19909E-02	3.15612E-02	-1.647	0.0995	1.83402E-01	EMPDOC	-5.25392E-02	2.14274E-02	-2.452	0.0142	9.96386E-02
FDEP6	1.21236E-02	3.20098E-02	0.379	0.7049	4.14300E-02	MEMPCARN	-1.16009E-01	7.35110E-02	-1.578	0.1145	2.16185E-01
FDEP618	-2.83311E-02	1.62422E-02	-1.744	0.0811	1.52039E-01	BIO	-1.02020E-01	2.84397E-02	-3.587	0.0003	2.98012E-01
YRPHD15	6.85424E-02	1.20412E-02	5.692	0.0000	4.95870E-01	HEALTH	1.71349E-02	3.44551E-02	0.497	0.6190	6.47909E-02
TA	-3.06024E-02	3.52356E-02	-0.869	0.3851	5.49819E-02	ENG	7.56508E-02	3.58699E-02	2.109	0.0349	5.54982E-02
RA	8.37904E-03	3.30584E-02	0.253	0.7999	7.02117E-02	MATHCOM	-4.41496E-02	3.04812E-02	-1.448	0.1475	1.20547E-01
FELLOW	1.59609E-02	5.80763E-02	0.275	0.7834	1.38100E-02	PHYSOTH	-8.72270E-02	3.61496E-02	-2.413	0.0158	5.40785E-02
TRAIN	-3.52582E-02	3.62813E-02	-0.972	0.3311	5.48529E-02	CHEM	2.06103E-02	3.60204E-02	0.572	0.5672	6.14352E-02
MPSOURC	-1.24906E-02	3.67410E-02	-0.340	0.7339	7.37093E-01	EAOSCI	-9.66880E-03	3.74075E-02	-0.258	0.7960	4.34951E-02
TTD1	6.04114E-03	2.97141E-03	2.033	0.0420	8.14985E+00	PSYCH	-5.67477E-02	3.18070E-02	-1.784	0.0744	9.69282E-02
MTTD1	1.50327E-01	7.69577E-02	1.953	0.0508	1.62623E-02	ECON	7.65359E-02	4.16826E-02	1.836	0.0663	3.23955E-02
PDOCP	-1.35954E-01	1.63116E-02	-8.335	0.0000	3.03046E-01	POLYSCI	1.49442E-02	4.30801E-02	0.347	0.7287	2.99432E-02
MPDOCP	-4.82521E-02	3.64847E-02	-1.323	0.1860	4.33660E-02	SAD	-1.13664E-02	3.50714E-02	-0.324	0.7459	6.06608E-02
FSWI	-1.37665E-02	1.31974E-02	-1.043	0.2969	3.71193E-01	OSSCI	-2.89969E-04	4.71385E-02	-0.006	0.9951	2.19411E-02
MFSWI	-3.41473E-02	1.44675E-02	-2.360	0.0183	3.36345E-01	WAVE97	-1.36787E-01	5.09592E-02	-2.684	0.0073	7.36964E-02
BAINT	-4.09659E-03	3.64372E-02	-0.112	0.9105	7.93753E-02	WAVE95	-2.28793E-01	4.21036E-02	-5.434	0.0000	8.01497E-02
MBAINT	7.93101E-03	9.47247E-02	0.084	0.9333	9.03459E-03	WAVE93	-1.02944E-01	8.23499E-02	-1.250	0.2113	9.04750E-02
AGEPHD	-8.60327E-04	2.63881E-03	-0.326	0.7444	3.08841E+01	WAVE91	-1.20107E-01	3.42823E-02	-3.503	0.0005	7.69231E-02
NATUPHD	-2.44526E-02	3.59596E-02	-0.680	0.4965	3.05885E-02	WAVE89	-1.17403E-01	2.43076E-02	-4.830	0.0000	1.51910E-01
PERMPHD	-2.43489E-02	3.94472E-02	-0.617	0.5371	4.31079E-02	WAVE87	-1.35145E-01	2.35402E-02	-5.741	0.0000	1.55008E-01
TEMPPHD	1.24270E-01	3.85952E-02	3.220	0.0013	5.89830E-02	WAVE85	-9.63930E-02	2.46869E-02	-3.905	0.0001	1.31389E-01
MCITPHD	-1.01683E-01	5.90797E-02	-1.721	0.0852	1.72948E-02	WAVE83	-3.04971E-02	2.73778E-02	-1.114	0.2653	1.29582E-01
HISPAN	4.38279E-02	3.57557E-02	1.226	0.2203	2.98141E-02						

NOTES: Dependent variable: RANK1; 7748 observations; 7 iterations; log likelihood function = -6895.245; restricted log likelihood = -7384.218; Chi-squared = 977.9465; d.f. = 118; significance = .0000000.

TABLE C-53. Maximum likelihood estimates for rank, logit model 1: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
MTTD1	1.48757E-02	8.10168E-02	0.184	0.8543	1.45416E-02	BIO	-6.44126E-02	2.94316E-02	-2.189	0.0286	3.07210E-01
PDOCP	-1.36051E-02	1.53010E-02	-0.889	0.3739	2.63738E-01	HEALTH	3.26839E-02	4.05709E-02	0.806	0.4205	4.13286E-02
MPDOCP	-1.14983E-02	3.49429E-02	-0.329	0.7421	4.07164E-02	ENG	3.98053E-02	3.67543E-02	1.083	0.2788	6.49013E-02
FSWI	-1.97037E-03	1.29701E-02	-0.152	0.8793	3.75478E-01	MATHCOM	-4.13722E-02	3.20941E-02	-1.289	0.1974	1.10975E-01
MFSWI	3.13482E-03	1.38592E-02	0.226	0.8211	3.19302E-01	PHYSOTH	-8.17928E-02	3.55726E-02	-2.299	0.0215	6.24522E-02
BAINT	9.25435E-02	3.51347E-02	2.634	0.0084	6.96464E-02	CHEM	-7.68363E-02	3.52479E-02	-2.180	0.0293	7.02587E-02
MBAINT	-4.46043E-02	9.97627E-02	-0.447	0.6548	8.26573E-03	EAOSCI	-3.31864E-02	4.12348E-02	-0.805	0.4209	3.68896E-02
AGEPHD	-2.24085E-03	2.64415E-03	-0.847	0.3967	3.06345E+01	PSYCH	-2.08002E-02	3.25958E-02	-0.638	0.5234	1.03322E-01
NATUPHD	-2.29344E-02	4.02504E-02	-0.570	0.5688	2.11235E-02	ECON	8.42307E-02	4.33319E-02	1.944	0.0519	3.78081E-02
PERMPHD	-5.54479E-02	3.61239E-02	-1.535	0.1248	4.36247E-02	POLYSCI	1.85527E-02	4.45755E-02	0.416	0.6773	3.01546E-02
TEMPPHD	-8.30027E-02	3.78758E-02	-2.191	0.0284	5.69417E-02	SAD	5.23987E-02	3.69741E-02	1.417	0.1564	5.87785E-02
MCITPHD	-6.03256E-02	5.63792E-02	-1.070	0.2846	1.54600E-02	OSSCI	8.03278E-03	4.85834E-02	0.165	0.8687	2.12766E-02
HISPAN	5.62928E-02	4.21810E-02	1.335	0.1820	2.09705E-02	WAVE97	-1.39193E-01	3.74186E-02	-3.720	0.0002	9.21476E-02
BLACK	2.03635E-02	3.09091E-02	0.659	0.5100	3.75019E-02	WAVE95	-1.24869E-01	3.12659E-02	-3.994	0.0001	1.21690E-01
ASIAN	2.01371E-02	2.95813E-02	0.681	0.4960	7.08710E-02	WAVE93	-1.18954E-01	3.06958E-02	-3.875	0.0001	1.40364E-01
NATAMER	-7.78971E-02	7.43336E-02	-1.048	0.2947	5.81662E-03	WAVE91	-8.89767E-02	3.17267E-02	-2.804	0.0050	1.04699E-01
MARRIED	6.07915E-02	1.59246E-02	3.817	0.0001	7.85550E-01	WAVE89	-7.77150E-02	2.81963E-02	-2.756	0.0058	1.34701E-01
MMARRIED	2.16335E-02	3.92520E-02	0.551	0.5815	2.96954E-02	WAVE87	-3.08415E-02	2.84613E-02	-1.084	0.2785	1.20465E-01
DEP6	6.20035E-03	2.10210E-02	0.295	0.7680	5.80132E-02	WAVE85	-3.22379E-02	2.93625E-02	-1.098	0.2722	1.16026E-01
DEP618	1.18959E-02	8.70522E-03	1.367	0.1718	5.96663E-01	WAVE83	3.50602E-02	3.27848E-02	1.069	0.2849	9.42905E-02
MDEP	3.23596E-02	2.25615E-02	1.434	0.1515	3.60478E-01						

NOTES: Dependent variable: RANK1; 6533 observations; 6 iterations; log likelihood function = -5239.458; restricted log likelihood = -5491.449; Chi-squared = 503.9816; d.f. = 98; significance = .0000000.

TABLE C-54. Maximum likelihood estimates for rank, logit model 2: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
WAVE89	7.87437E-02	2.53245E-02	3.109	0.0019	1.34701E-01	MMARRIED	2.08664E-02	3.82081E-02	0.546	0.5850	2.96954E-02
WAVE87	4.11023E-02	2.56025E-02	1.605	0.1084	1.20465E-01	DEP6	7.65305E-03	2.07175E-02	0.369	0.7118	5.80132E-02
WAVE85	8.85978E-03	2.69208E-02	0.329	0.7421	1.16026E-01	DEP618	1.27367E-02	8.55445E-03	1.489	0.1365	5.96663E-01
WAVE83	8.83369E-03	2.92577E-02	0.302	0.7627	9.42905E-02	MDEP	3.09991E-02	2.21195E-02	1.401	0.1611	3.60478E-01
Marginal effects: full-professor rank											
Constant	3.69547E-01	9.42460E-02	3.921	0.0001		WATEACH	-2.78842E-02	1.48675E-02	-1.876	0.0607	5.11557E-01
FEMALE	-1.32315E-01	1.43332E-02	-9.231	0.0000	2.49196E-01	WAOH	-3.61198E-02	1.81974E-02	-1.985	0.0472	1.99908E-01
YRPHD21	2.56801E-02	1.17754E-02	2.181	0.0292	4.93342E-01	EMPPRI	-1.54490E-02	1.38808E-02	-1.113	0.2657	2.49503E-01
TA	7.31246E-04	7.24607E-02	0.010	0.9919	1.05618E-02	MEMPPRI	-3.85264E-02	5.05018E-02	-0.763	0.4455	1.36691E-01
RA	4.54040E-02	7.26221E-02	0.625	0.5318	1.02556E-02	EMPRES	-1.15789E-02	1.56731E-02	-0.739	0.4600	2.93739E-01
FELLOW	2.75001E-02	1.38663E-01	0.198	0.8428	1.83683E-03	EMPDOC	-2.67068E-02	2.14172E-02	-1.247	0.2124	9.79642E-02
TRAIN	1.31193E-02	7.43990E-02	0.176	0.8600	9.49028E-03	MEMPCARN	-9.91132E-02	5.01445E-02	-1.977	0.0481	2.81953E-01
MPSOURC	7.06563E-02	5.57768E-02	1.267	0.2052	9.55916E-01	BIO	-6.42041E-02	2.90610E-02	-2.209	0.0272	3.07210E-01
TTD1	4.71451E-05	2.91786E-03	0.016	0.9871	7.90295E+00	HEALTH	4.02204E-02	3.99372E-02	1.007	0.3139	4.13286E-02
MTTD1	2.12356E-02	8.00463E-02	0.265	0.7908	1.45416E-02	ENG	4.93006E-02	3.61761E-02	1.363	0.1729	6.49013E-02
PDOCP	-1.80520E-02	1.53375E-02	-1.177	0.2392	2.63738E-01	MATHCOM	-3.42253E-02	3.16963E-02	-1.080	0.2802	1.10975E-01
MPDOCP	-1.03322E-02	3.42575E-02	-0.302	0.7630	4.07164E-02	PHYSOTH	-6.46153E-02	3.51897E-02	-1.836	0.0663	6.24522E-02
FSWI	-4.35375E-03	1.27436E-02	-0.342	0.7326	3.75478E-01	CHEM	-6.49620E-02	3.51064E-02	-1.850	0.0643	7.02587E-02
MFSWI	1.02380E-03	1.36197E-02	0.075	0.9401	3.19302E-01	EAOSCI	-2.55625E-02	4.05431E-02	-0.631	0.5284	3.68896E-02
BAINT	1.15620E-01	3.48991E-02	3.313	0.0009	6.96464E-02	PSYCH	-1.36549E-02	3.22128E-02	-0.424	0.6716	1.03322E-01
MBAINT	-4.75042E-02	9.90363E-02	-0.480	0.6315	8.26573E-03	ECON	8.25705E-02	4.23177E-02	1.951	0.0510	3.78081E-02
AGEPHD	-1.60615E-03	2.59316E-03	-0.619	0.5357	3.06345E+01	POLYSCI	3.01516E-02	4.37694E-02	0.689	0.4909	3.01546E-02
NATUPHD	-2.84283E-02	3.94069E-02	-0.721	0.4707	2.11235E-02	SAD	5.44142E-02	3.62422E-02	1.501	0.1333	5.87785E-02
PERMPHD	-5.55859E-02	3.52610E-02	-1.576	0.1149	4.36247E-02	OSSCI	1.63814E-02	4.76215E-02	0.344	0.7309	2.12766E-02
TEMPPHD	-7.47484E-02	3.73883E-02	-1.999	0.0456	5.69417E-02	WAVE97	-2.28862E-02	4.60977E-02	-0.496	0.6196	9.21476E-02
MCITPHD	-6.29950E-02	5.53507E-02	-1.138	0.2551	1.54600E-02	WAVE95	-1.16268E-01	3.09475E-02	-3.757	0.0002	1.21690E-01
HISPAN	5.50020E-02	4.13695E-02	1.330	0.1837	2.09705E-02	WAVE93	-3.00556E-02	5.61622E-02	-0.535	0.5925	1.40364E-01
BLACK	2.07737E-02	3.01398E-02	0.689	0.4907	3.75019E-02	WAVE91	-8.94562E-02	3.10764E-02	-2.879	0.0040	1.04699E-01
ASIAN	9.88357E-03	2.91739E-02	0.339	0.7348	7.08710E-02	WAVE89	-7.77613E-02	2.76310E-02	-2.814	0.0049	1.34701E-01
NATAMER	-7.65752E-02	7.30768E-02	-1.048	0.2947	5.81662E-03	WAVE87	-3.12280E-02	2.78935E-02	-1.120	0.2629	1.20465E-01
MARRIED	6.27170E-02	1.55960E-02	4.021	0.0001	7.85550E-01	WAVE85	-3.03002E-02	2.88604E-02	-1.050	0.2938	1.16026E-01
						WAVE83	4.04193E-02	3.21133E-02	1.259	0.2082	9.42905E-02

NOTES: Dependent variable: RANK1; 6533 observations; 6 iterations; log likelihood function = -5067.764; restricted log likelihood = -5491.449; Chi-squared = 847.3701; d.f. = 112; significance = .000000.

TABLE C-55. Maximum likelihood estimates for rank, logit model 3: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
MTTD1	8.59088E-03	8.06869E-02	0.106	0.9152	1.47760E-02	BIO	-5.88205E-02	2.87548E-02	-2.046	0.0408	3.07595E-01
PDOCP	-5.48504E-03	1.51823E-02	-0.361	0.7179	2.58659E-01	HEALTH	3.42266E-02	3.98465E-02	0.859	0.3904	4.17858E-02
MPDOCP	-3.01338E-03	3.47349E-02	-0.087	0.9309	3.97204E-02	ENG	6.03546E-02	3.68728E-02	1.637	0.1017	6.40292E-02
FSWI	-1.31687E-03	1.28028E-02	-0.103	0.9181	3.76708E-01	MATHCOM	-3.38443E-02	3.13071E-02	-1.081	0.2797	1.12647E-01
MFSWI	-1.70419E-03	1.36845E-02	-0.125	0.9009	3.18716E-01	PHYSOTH	-5.07918E-02	3.52695E-02	-1.440	0.1498	5.97394E-02
BAINT	8.07595E-02	3.46839E-02	2.328	0.0199	7.19733E-02	CHEM	-5.20580E-02	3.47222E-02	-1.499	0.1338	6.86368E-02
MBAINT	-2.41122E-02	9.93468E-02	-0.243	0.8082	8.57960E-03	EAOSCI	-8.58087E-03	4.10124E-02	-0.209	0.8343	3.65427E-02
AGEPHD	-2.04043E-03	2.57845E-03	-0.791	0.4287	3.06465E+01	PSYCH	-6.68694E-03	3.20162E-02	-0.209	0.8346	1.02796E-01
NATUPHD	-1.28388E-02	4.08768E-02	-0.314	0.7535	2.04957E-02	ECON	7.42956E-02	4.16220E-02	1.785	0.0743	3.89260E-02
PERMPHD	-5.41206E-02	3.55857E-02	-1.521	0.1283	4.38513E-02	POLYSCI	1.85765E-02	4.34392E-02	0.428	0.6689	3.06641E-02
TEMPPHD	-8.17037E-02	3.77446E-02	-2.165	0.0304	5.73562E-02	SAD	4.74623E-02	3.61478E-02	1.313	0.1892	5.94217E-02
MCITPHD	-5.09405E-02	5.60785E-02	-0.908	0.3637	1.49349E-02	OSSCI	1.00850E-02	4.75374E-02	0.212	0.8320	2.14490E-02
HISPAN	5.46819E-02	4.25136E-02	1.286	0.1984	2.08135E-02	WAVE97	-9.11099E-02	3.73382E-02	-2.440	0.0147	8.77026E-02
BLACK	1.35243E-02	3.10963E-02	0.435	0.6636	3.68605E-02	WAVE95	-6.80031E-02	3.09746E-02	-2.195	0.0281	1.14395E-01
ASIAN	2.02787E-02	2.92562E-02	0.693	0.4882	7.08611E-02	WAVE93	-7.60901E-02	3.02126E-02	-2.518	0.0118	1.34890E-01
NATAMER	-7.28173E-02	7.45290E-02	-0.977	0.3286	5.56085E-03	WAVE91	-7.07851E-02	3.09482E-02	-2.287	0.0222	1.05497E-01
MARRIED	6.15469E-02	1.56338E-02	3.937	0.0001	7.84557E-01	WAVE89	-7.18784E-02	2.73321E-02	-2.630	0.0085	1.37750E-01
MMARRIED	1.53106E-02	3.73589E-02	0.410	0.6819	3.06641E-02	WAVE87	-2.43026E-02	2.76326E-02	-0.879	0.3791	1.22974E-01
DEP6	1.03803E-02	2.11379E-02	0.491	0.6234	5.68796E-02	WAVE85	-2.88268E-02	2.86056E-02	-1.008	0.3136	1.20432E-01
DEP618	1.29812E-02	8.76989E-03	1.480	0.1388	5.92151E-01	WAVE83	2.31301E-02	3.14766E-02	0.735	0.4624	9.78710E-02
MDEP	3.43266E-02	2.21841E-02	1.547	0.1218	3.71942E-01						

NOTES: Dependent variable: RANK1; 6294 observations; 7 iterations; log likelihood function = -4704.791; restricted log likelihood = -4923.011; Chi-squared = 436.4411; d.f. = 98; significance = .0000000.

TABLE C-56. Maximum likelihood estimates for rank, logit model 4: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
WAVE89	8.20149E-02	2.57171E-02	3.189	0.0014	1.37750E-01	MMARRIED	1.65066E-02	3.69883E-02	0.446	0.6554	3.06641E-02
WAVE87	4.33935E-02	2.60001E-02	1.669	0.0951	1.22974E-01	DEP6	9.68872E-03	2.09736E-02	0.462	0.6441	5.68796E-02
WAVE85	1.10277E-02	2.73338E-02	0.403	0.6866	1.20432E-01	DEP618	1.32256E-02	8.67516E-03	1.525	0.1274	5.92151E-01
WAVE83	5.26778E-03	2.96797E-02	0.177	0.8591	9.78710E-02	MDEP	3.10368E-02	2.19875E-02	1.412	0.1581	3.71942E-01
Marginal effects: full-professor rank											
Constant	3.43760E-01	9.53527E-02	3.605	0.0003		WATEACH	-5.74522E-02	1.48533E-02	-3.868	0.0001	5.28440E-01
FEMALE	-1.26140E-01	1.42467E-02	-8.854	0.0000	2.48808E-01	WAOETH	-2.32878E-02	1.84704E-02	-1.261	0.2074	1.88751E-01
YRPHD21	2.64545E-02	1.17418E-02	2.253	0.0243	4.92850E-01	EMPPRI	-6.42148E-03	1.38501E-02	-0.464	0.6429	2.49126E-01
TA	-1.88147E-02	7.45577E-02	-0.252	0.8008	1.00095E-02	MEMPPRI	-9.55683E-02	6.20045E-02	-1.541	0.1232	1.31077E-01
RA	4.39438E-02	7.80434E-02	0.563	0.5734	9.69177E-03	EMPRES	-8.68229E-03	1.55026E-02	-0.560	0.5754	2.96791E-01
FELLOW	3.34479E-02	1.43497E-01	0.233	0.8157	1.58881E-03	EMPDOG	-3.17190E-02	2.07700E-02	-1.527	0.1267	1.00731E-01
TRAIN	-2.98953E-02	7.58299E-02	-0.394	0.6934	9.53289E-03	MEMPCARN	-2.72776E-03	6.19578E-02	-0.044	0.9649	2.67398E-01
MPSOURC	5.17848E-02	5.85054E-02	0.885	0.3761	9.58214E-01	BIO	-5.60688E-02	2.87696E-02	-1.949	0.0513	3.07595E-01
TTD1	5.42167E-04	2.88010E-03	0.188	0.8507	7.90785E+00	HEALTH	4.19569E-02	3.96795E-02	1.057	0.2903	4.17858E-02
MTTD1	1.29403E-02	8.02279E-02	0.161	0.8719	1.47760E-02	ENG	7.18005E-02	3.66597E-02	1.959	0.0502	6.40292E-02
PDOCP	-1.56956E-02	1.53397E-02	-1.023	0.3062	2.58659E-01	MATHCOM	-1.88587E-02	3.13704E-02	-0.601	0.5477	1.12647E-01
MPDOCP	-7.29965E-03	3.43657E-02	-0.212	0.8318	3.97204E-02	PHYSOTH	-3.69774E-02	3.51843E-02	-1.051	0.2933	5.97394E-02
FSWI	-5.20647E-03	1.27138E-02	-0.410	0.6822	3.76708E-01	CHEM	-3.57445E-02	3.49776E-02	-1.022	0.3068	6.86368E-02
MFSWI	-4.86903E-03	1.35867E-02	-0.358	0.7201	3.18716E-01	EAOSCI	3.89606E-03	4.07242E-02	0.096	0.9238	3.65427E-02
BAINT	9.50772E-02	3.47475E-02	2.736	0.0062	7.19733E-02	PSYCH	3.99681E-03	3.20367E-02	0.125	0.9007	1.02796E-01
MBAINT	-3.00259E-02	9.90899E-02	-0.303	0.7619	8.57960E-03	ECON	8.51562E-02	4.13941E-02	2.057	0.0397	3.89260E-02
AGEPHD	-1.28773E-03	2.56041E-03	-0.503	0.6150	3.06465E+01	POLYSCI	3.87531E-02	4.32662E-02	0.896	0.3704	3.06641E-02
NATUPHD	-1.34572E-02	4.03096E-02	-0.334	0.7385	2.04957E-02	SAD	5.69013E-02	3.59411E-02	1.583	0.1134	5.94217E-02
PERMPHD	-5.40991E-02	3.51456E-02	-1.539	0.1237	4.38513E-02	OSSCI	2.49681E-02	4.71861E-02	0.529	0.5967	2.14490E-02
TEMPPHD	-7.23934E-02	3.76064E-02	-1.925	0.0542	5.73562E-02	WAVE97	-1.44253E-02	4.61775E-02	-0.312	0.7547	8.77026E-02
MCITPHD	-5.06884E-02	5.55166E-02	-0.913	0.3612	1.49349E-02	WAVE95	-7.51777E-02	3.07670E-02	-2.443	0.0145	1.14395E-01
HISPAN	5.22938E-02	4.20963E-02	1.242	0.2141	2.08135E-02	WAVE93	-8.37617E-02	6.67086E-02	-1.256	0.2092	1.34890E-01
BLACK	1.18257E-02	3.06788E-02	0.385	0.6999	3.68605E-02	WAVE91	-7.09140E-02	3.06569E-02	-2.313	0.0207	1.05497E-01
ASIAN	1.20555E-02	2.90491E-02	0.415	0.6781	7.08611E-02	WAVE89	-7.18756E-02	2.71006E-02	-2.652	0.0080	1.37750E-01
NATAMER	-6.53494E-02	7.36291E-02	-0.888	0.3748	5.56085E-03	WAVE87	-2.47954E-02	2.73854E-02	-0.905	0.3652	1.22974E-01
MARRIED	6.01119E-02	1.54885E-02	3.881	0.0001	7.84557E-01	WAVE85	-2.58876E-02	2.83921E-02	-0.912	0.3619	1.20432E-01
						WAVE83	3.01660E-02	3.12510E-02	0.965	0.3344	9.78710E-02

NOTES: Dependent variable: RANK1; 6294 observations; 7 iterations; log likelihood function = -4631.578; restricted log likelihood = -4923.011; Chi-squared = 582.8656; d.f. = 112; significance = .0000000.

TABLE C-57. Maximum likelihood estimates for rank, logit model 5: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
MBAINT	-2.97702E-02	9.99152E-02	-0.298	0.7657	8.56423E-03	MATHCOM	-4.02731E-02	3.07574E-02	-1.309	0.1904	1.15197E-01
AGEPHD	-2.37226E-03	2.56302E-03	-0.926	0.3547	3.06581E+01	PHYSOTH	-2.96286E-02	3.53192E-02	-0.839	0.4015	5.81024E-02
NATUPHD	-2.71365E-02	4.02506E-02	-0.674	0.5002	2.06549E-02	CHEM	-3.53168E-02	3.46897E-02	-1.018	0.3086	6.59950E-02
PERMPHD	-7.50641E-02	3.51031E-02	-2.138	0.0325	4.38287E-02	EAOSCI	-7.66961E-03	4.06363E-02	-0.189	0.8503	3.66079E-02
TEMPPHD	-8.70868E-02	3.74374E-02	-2.326	0.0200	5.67590E-02	PSYCH	-6.07440E-03	3.17381E-02	-0.191	0.8482	1.02267E-01
MCITPHD	-7.01989E-02	5.61683E-02	-1.250	0.2114	1.44416E-02	ECON	6.20217E-02	4.07755E-02	1.521	0.1282	4.03023E-02
HISPAN	4.99742E-02	4.21204E-02	1.186	0.2354	2.09908E-02	POLYSCI	7.12243E-03	4.26008E-02	0.167	0.8672	3.12343E-02
BLACK	7.90146E-03	3.01769E-02	0.262	0.7934	3.76154E-02	SAD	2.96802E-02	3.52754E-02	0.841	0.4001	6.09572E-02
ASIAN	1.78063E-02	2.92650E-02	0.608	0.5429	7.03610E-02	OSSCI	-1.34662E-02	4.61947E-02	-0.292	0.7707	2.16625E-02
NATAMER	-7.29453E-02	7.20162E-02	-1.013	0.3111	5.70949E-03	WAVE97	-1.11655E-01	3.74336E-02	-2.983	0.0029	8.73216E-02
MARRIED	6.92363E-02	1.55147E-02	4.463	0.0000	7.85558E-01	WAVE95	-7.53959E-02	3.14772E-02	-2.395	0.0166	1.13518E-01
MMARRIED	1.30417E-02	3.63523E-02	0.359	0.7198	3.15701E-02	WAVE93	-9.21117E-02	3.04989E-02	-3.020	0.0025	1.36356E-01
DEP6	1.33690E-02	2.11447E-02	0.632	0.5272	5.67590E-02	WAVE91	-8.96054E-02	3.12787E-02	-2.865	0.0042	1.05793E-01
DEP618	1.25177E-02	8.79474E-03	1.423	0.1546	5.90428E-01	WAVE89	-8.33394E-02	2.77215E-02	-3.006	0.0026	1.37531E-01
MDEP	2.48958E-02	2.21989E-02	1.121	0.2621	3.73300E-01	WAVE87	-5.29756E-02	2.77895E-02	-1.906	0.0566	1.25273E-01
BIO	-4.90414E-02	2.84635E-02	-1.723	0.0849	3.02603E-01	WAVE85	-3.21944E-02	2.91279E-02	-1.105	0.2690	1.17212E-01
HEALTH	3.02470E-02	3.94886E-02	0.766	0.4437	4.19815E-02	WAVE83	3.42718E-03	3.16534E-02	0.108	0.9138	9.99160E-02
ENG	4.89167E-02	3.61313E-02	1.354	0.1758	6.61629E-02						

NOTES: Dependent variable: RANK1; 5955 observations; 7 iterations; log likelihood function = -4117.918; restricted log likelihood = -4266.621; Chi-squared = 297.4056; d.f. = 94; significance = .0000000.

TABLE C-58. Maximum likelihood estimates for rank, logit model 6: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Marginal effects: full-professor rank						MDEP	1.92738E-02	2.20169E-02	0.875	0.3814	3.73300E-01
Constant	3.43312E-01	9.46534E-02	3.627	0.0003		WATEACH	-9.23002E-02	1.51451E-02	-6.094	0.0000	5.43577E-01
FEMALE	-9.42245E-02	1.42893E-02	-6.594	0.0000	2.38791E-01	WAOTH	-3.42607E-02	1.90348E-02	-1.800	0.0719	1.84551E-01
YRPHD21	2.37231E-02	1.17080E-02	2.026	0.0427	4.94878E-01	EMPPRI	-1.39348E-03	1.38685E-02	-0.100	0.9200	2.45676E-01
FELTRA	-2.62489E-02	7.13901E-02	-0.368	0.7131	1.07473E-02	MEMPPRI	-7.23381E-02	6.16680E-02	-1.173	0.2408	1.29639E-01
TARA	4.97284E-03	6.30828E-02	0.079	0.9372	1.98153E-02	EMPRES	-3.04733E-03	1.56150E-02	-0.195	0.8453	2.91520E-01
MPSOURC	5.32931E-02	5.74621E-02	0.927	0.3537	9.58690E-01	EMPDOC	-4.29835E-02	2.02432E-02	-2.123	0.0337	1.02939E-01
TTD1	6.59472E-04	2.86701E-03	0.230	0.8181	7.90814E+00	MEMPCARN	-3.15471E-02	6.11451E-02	-0.516	0.6059	2.68010E-01
MTTD1	2.26903E-02	8.17799E-02	0.277	0.7814	1.46096E-02	BIO	-4.21317E-02	2.85009E-02	-1.478	0.1393	3.02603E-01
PDOCP	-1.15365E-02	1.55081E-02	-0.744	0.4569	2.52057E-01	HEALTH	4.16127E-02	3.93358E-02	1.058	0.2901	4.19815E-02
MPDOCP	1.17759E-02	3.49614E-02	0.337	0.7362	3.87909E-02	ENG	6.93158E-02	3.60007E-02	1.925	0.0542	6.61629E-02
FSWI	-3.34205E-03	1.26713E-02	-0.264	0.7920	3.76826E-01	MATHCOM	-1.50250E-02	3.08632E-02	-0.487	0.6264	1.15197E-01
MFSWI	-6.67365E-03	1.36133E-02	-0.490	0.6240	3.15701E-01	PHYSOTH	-9.11274E-03	3.52342E-02	-0.259	0.7959	5.81024E-02
BAINT	1.23323E-01	3.49138E-02	3.532	0.0004	7.12007E-02	CHEM	-7.74132E-03	3.50432E-02	-0.221	0.8252	6.59950E-02
MBAINT	-4.58754E-02	9.98600E-02	-0.459	0.6459	8.56423E-03	EAOSCI	1.21144E-02	4.03774E-02	0.300	0.7642	3.66079E-02
AGEPHD	-1.07871E-03	2.55025E-03	-0.423	0.6723	3.06581E+01	PSYCH	1.26139E-02	3.17950E-02	0.397	0.6916	1.02267E-01
NATUPHD	-2.80416E-02	3.97161E-02	-0.706	0.4802	2.06549E-02	ECON	8.18091E-02	4.05636E-02	2.017	0.0437	4.03023E-02
PERMPHD	-7.87325E-02	3.47158E-02	-2.268	0.0233	4.38287E-02	POLYSCI	3.83800E-02	4.24471E-02	0.904	0.3659	3.12343E-02
TEMPPHD	-7.83361E-02	3.73951E-02	-2.095	0.0362	5.67590E-02	SAD	4.66076E-02	3.51127E-02	1.327	0.1844	6.09572E-02
MCITPHD	-7.39012E-02	5.56460E-02	-1.328	0.1842	1.44416E-02	OSSCI	9.76248E-03	4.58761E-02	0.213	0.8315	2.16625E-02
HISPAN	4.92672E-02	4.18036E-02	1.179	0.2386	2.09908E-02	WAVE97	-2.94525E-02	4.62826E-02	-0.636	0.5245	8.73216E-02
BLACK	5.20430E-03	2.98073E-02	0.175	0.8614	3.76154E-02	WAVE95	-8.56299E-02	3.12240E-02	-2.742	0.0061	1.13518E-01
ASIAN	1.00053E-02	2.90559E-02	0.344	0.7306	7.03610E-02	WAVE93	-7.40007E-02	6.62080E-02	-1.118	0.2637	1.36356E-01
NATAMER	-6.27429E-02	7.10628E-02	-0.883	0.3773	5.70949E-03	WAVE91	-8.89501E-02	3.09563E-02	-2.873	0.0041	1.05793E-01
MARRIED	6.81466E-02	1.53836E-02	4.430	0.0000	7.85558E-01	WAVE89	-8.35348E-02	2.74328E-02	-3.045	0.0023	1.37531E-01
MMARRIED	1.37976E-02	3.59952E-02	0.383	0.7015	3.15701E-02	WAVE87	-5.35293E-02	2.74953E-02	-1.947	0.0516	1.25273E-01
DEP6	1.06986E-02	2.09930E-02	0.510	0.6103	5.67590E-02	WAVE85	-2.92413E-02	2.88307E-02	-1.014	0.3105	1.17212E-01
DEP618	1.21301E-02	8.69156E-03	1.396	0.1628	5.90428E-01	WAVE83	1.25932E-02	3.13595E-02	0.402	0.6880	9.99160E-02

NOTES: Dependent variable: RANK1; 5955 observations; 7 iterations; log likelihood function = -4047.409; restricted log likelihood = -4266.621; Chi-squared = 438.4238; d.f. = 108; significance = .0000000.

TABLE C-59. Maximum likelihood estimates for rank, logit model I-1: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Marginal effects: full-professor rank						ASIAN	2.32746E-02	2.96732E-02	0.784	0.4328	7.08710E-02
Constant	3.37823E-01	9.52280E-02	3.548	0.0004		NATAMER	-7.52789E-02	7.43990E-02	-1.012	0.3116	5.81662E-03
FEMALE	-7.03326E-02	2.52426E-02	-2.786	0.0053	2.49196E-01	MARRIED	1.00920E-01	2.07057E-02	4.874	0.0000	7.85550E-01
FMARRIED	-7.78470E-02	3.13635E-02	-2.482	0.0131	1.40824E-01	MMARRIED	3.92062E-02	3.93675E-02	0.996	0.3193	2.96954E-02
FDEP6	-1.01292E-01	7.17047E-02	-1.413	0.1578	6.12276E-03	DEP6	1.18002E-02	2.24684E-02	0.525	0.5995	5.80132E-02
FDEP618	-2.30621E-02	1.74285E-02	-1.323	0.1858	1.09444E-01	DEP618	1.41010E-02	9.28564E-03	1.519	0.1289	5.96663E-01
YRPHD21	2.45464E-02	1.20121E-02	2.043	0.0410	4.93342E-01	MDEP	2.45155E-02	2.27930E-02	1.076	0.2821	3.60478E-01
TA	-2.61147E-03	7.40588E-02	-0.035	0.9719	1.05618E-02	BIO	-6.40633E-02	2.94658E-02	-2.174	0.0297	3.07210E-01
RA	4.92481E-02	7.45245E-02	0.661	0.5087	1.02556E-02	HEALTH	3.03322E-02	4.05608E-02	0.748	0.4546	4.13286E-02
FELLOW	2.72800E-02	1.42474E-01	0.191	0.8482	1.83683E-03	ENG	4.08977E-02	3.68100E-02	1.111	0.2665	6.49013E-02
TRAIN	3.12398E-02	7.70767E-02	0.405	0.6853	9.49028E-03	MATHCOM	-4.07794E-02	3.21459E-02	-1.269	0.2046	1.10975E-01
MPSOURC	7.45152E-02	5.70656E-02	1.306	0.1916	9.55916E-01	PHYSOTH	-7.97307E-02	3.56392E-02	-2.237	0.0253	6.24522E-02
TTD1	2.39745E-04	2.97311E-03	0.081	0.9357	7.90295E+00	CHEM	-7.72465E-02	3.52983E-02	-2.188	0.0286	7.02587E-02
MTTD1	1.71601E-02	8.11932E-02	0.211	0.8326	1.45416E-02	EAOSCI	-3.23007E-02	4.12700E-02	-0.783	0.4338	3.68896E-02
PDOCP	-1.48690E-02	1.53345E-02	-0.970	0.3322	2.63738E-01	PSYCH	-1.76257E-02	3.26676E-02	-0.540	0.5895	1.03322E-01
MPDOCP	-1.08029E-02	3.49543E-02	-0.309	0.7573	4.07164E-02	ECON	8.55590E-02	4.33293E-02	1.975	0.0483	3.78081E-02
FSWI	-2.03233E-03	1.29797E-02	-0.157	0.8756	3.75478E-01	POLYSCI	2.07240E-02	4.46128E-02	0.465	0.6423	3.01546E-02
MFSWI	3.28760E-03	1.38781E-02	0.237	0.8127	3.19302E-01	SAD	5.41778E-02	3.69896E-02	1.465	0.1430	5.87785E-02
BAINT	9.56277E-02	3.52174E-02	2.715	0.0066	6.96464E-02	OSSCI	9.49640E-03	4.85764E-02	0.195	0.8450	2.12766E-02
MBAINT	-4.00211E-02	9.99487E-02	-0.400	0.6888	8.26573E-03	WAVE97	-1.38911E-01	3.75034E-02	-3.704	0.0002	9.21476E-02
AGEPHD	-2.95048E-03	2.64799E-03	-1.114	0.2652	3.06345E+01	WAVE95	-1.26934E-01	3.13434E-02	-4.050	0.0001	1.21690E-01
NATUPHD	-2.19077E-02	4.03149E-02	-0.543	0.5868	2.11235E-02	WAVE93	-1.20346E-01	3.07674E-02	-3.911	0.0001	1.40364E-01
PERMPHD	-5.38008E-02	3.62282E-02	-1.485	0.1375	4.36247E-02	WAVE91	-9.18732E-02	3.17871E-02	-2.890	0.0038	1.04699E-01
TEMPPHD	-8.46651E-02	3.80160E-02	-2.227	0.0259	5.69417E-02	WAVE89	-7.58409E-02	2.82234E-02	-2.687	0.0072	1.34701E-01
MCITPHD	-6.22428E-02	5.64630E-02	-1.102	0.2703	1.54600E-02	WAVE87	-2.96225E-02	2.84661E-02	-1.041	0.2981	1.20465E-01
HISPAN	5.62146E-02	4.22275E-02	1.331	0.1831	2.09705E-02	WAVE85	-3.16968E-02	2.93694E-02	-1.079	0.2805	1.16026E-01
BLACK	2.36432E-02	3.09159E-02	0.765	0.4444	3.75019E-02	WAVE83	3.75653E-02	3.27391E-02	1.147	0.2512	9.42905E-02

NOTES: Dependent variable: RANK1; 6533 observations; 6 iterations; log likelihood function = -5230.818; restricted log likelihood = -5491.449; Chi-squared = 521.2618; d.f. = 104; significance = .0000000.

TABLE C-60. Maximum likelihood estimates for rank, logit model I-2: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
SAD	-1.27257E-02	3.28870E-02	-0.387	0.6988	5.87785E-02	BLACK	2.41124E-02	3.01542E-02	0.800	0.4239	3.75019E-02
OSSCI	-4.05173E-03	4.31140E-02	-0.094	0.9251	2.12766E-02	ASIAN	1.28573E-02	2.92737E-02	0.439	0.6605	7.08710E-02
WAVE97	5.94252E-02	4.27271E-02	1.391	0.1643	9.21476E-02	NATAMER	-7.39689E-02	7.31155E-02	-1.012	0.3117	5.81662E-03
WAVE95	7.15671E-02	2.85540E-02	2.506	0.0122	1.21690E-01	MARRIED	9.82986E-02	2.02318E-02	4.859	0.0000	7.85550E-01
WAVE93	7.55852E-02	5.33418E-02	1.417	0.1565	1.40364E-01	MMARRIED	3.64480E-02	3.83543E-02	0.950	0.3420	2.96954E-02
WAVE91	6.90848E-02	2.84685E-02	2.427	0.0152	1.04699E-01	DEP6	1.27620E-02	2.21292E-02	0.577	0.5641	5.80132E-02
WAVE89	7.75371E-02	2.53499E-02	3.059	0.0022	1.34701E-01	DEP618	1.47387E-02	9.11074E-03	1.618	0.1057	5.96663E-01
WAVE87	4.02564E-02	2.56201E-02	1.571	0.1161	1.20465E-01	MDEP	2.41361E-02	2.23323E-02	1.081	0.2798	3.60478E-01
WAVE85	8.39062E-03	2.69293E-02	0.312	0.7554	1.16026E-01	WATEACH	-2.84442E-02	1.48829E-02	-1.911	0.0560	5.11557E-01
WAVE83	7.53273E-03	2.92524E-02	0.258	0.7968	9.42905E-02	WAOth	-3.63150E-02	1.82219E-02	-1.993	0.0463	1.99908E-01
Marginal effects: full-professor rank						EMPPRI	-1.45179E-02	1.38930E-02	-1.045	0.2960	2.49503E-01
Constant	3.55255E-01	9.44873E-02	3.760	0.0002		MEMPPRI	-3.76873E-02	5.06158E-02	-0.745	0.4565	1.36691E-01
FEMALE	-6.90615E-02	2.46993E-02	-2.796	0.0052	2.49196E-01	EMPRES	-1.10423E-02	1.56770E-02	-0.704	0.4812	2.93739E-01
FMARRIED	-7.02478E-02	3.07691E-02	-2.283	0.0224	1.40824E-01	EMPDOC	-2.52329E-02	2.14196E-02	-1.178	0.2388	9.79642E-02
FDEP6	-9.33793E-02	7.12720E-02	-1.310	0.1901	6.12276E-03	MEMPCARN	-9.68831E-02	5.02839E-02	-1.927	0.0540	2.81953E-01
FDEP618	-2.12317E-02	1.71798E-02	-1.236	0.2165	1.09444E-01	BIO	-6.38605E-02	2.90967E-02	-2.195	0.0282	3.07210E-01
YRPHD21	2.51998E-02	1.17852E-02	2.138	0.0325	4.93342E-01	HEALTH	3.85198E-02	3.99342E-02	0.965	0.3348	4.13286E-02
TA	3.46368E-03	7.27374E-02	0.048	0.9620	1.05618E-02	ENG	5.00668E-02	3.62327E-02	1.382	0.1670	6.49013E-02
RA	4.27742E-02	7.27176E-02	0.588	0.5564	1.02556E-02	MATHCOM	-3.36319E-02	3.17487E-02	-1.059	0.2895	1.10975E-01
FELLOW	3.91851E-02	1.39800E-01	0.280	0.7793	1.83683E-03	PHYSOth	-6.29210E-02	3.52504E-02	-1.785	0.0743	6.24522E-02
TRAIN	2.23818E-02	7.47450E-02	0.299	0.7646	9.49028E-03	CHEM	-6.52203E-02	3.51573E-02	-1.855	0.0636	7.02587E-02
MPSOURC	7.37158E-02	5.58514E-02	1.320	0.1869	9.55916E-01	EAOSCI	-2.48891E-02	4.05741E-02	-0.613	0.5396	3.68896E-02
TTD1	2.66669E-05	2.91467E-03	0.009	0.9927	7.90295E+00	PSYCH	-1.09782E-02	3.22811E-02	-0.340	0.7338	1.03322E-01
MTTD1	2.32165E-02	8.02047E-02	0.289	0.7722	1.45416E-02	ECON	8.32474E-02	4.23169E-02	1.967	0.0492	3.78081E-02
PDOCP	-1.91733E-02	1.53703E-02	-1.247	0.2122	2.63738E-01	POLYSCI	3.18827E-02	4.38113E-02	0.728	0.4668	3.01546E-02
MPDOCP	-9.82010E-03	3.42631E-02	-0.287	0.7744	4.07164E-02	SAD	5.63655E-02	3.62640E-02	1.554	0.1201	5.87785E-02
FSWI	-4.19020E-03	1.27551E-02	-0.329	0.7425	3.75478E-01	OSSCI	1.77213E-02	4.76369E-02	0.372	0.7099	2.12766E-02
MFSWI	1.00478E-03	1.36371E-02	0.074	0.9413	3.19302E-01	WAVE97	-2.49436E-02	4.62100E-02	-0.540	0.5893	9.21476E-02
BAINT	1.17728E-01	3.49644E-02	3.367	0.0008	6.96464E-02	WAVE95	-1.18364E-01	3.10169E-02	-3.816	0.0001	1.21690E-01
MBAINT	-4.29219E-02	9.92453E-02	-0.432	0.6654	8.26573E-03	WAVE93	-3.32460E-02	5.62981E-02	-0.591	0.5548	1.40364E-01
AGEPHD	-2.26115E-03	2.59841E-03	-0.870	0.3842	3.06345E+01	WAVE91	-9.20944E-02	3.11319E-02	-2.958	0.0031	1.04699E-01
NATUPHD	-2.72346E-02	3.94760E-02	-0.690	0.4903	2.11235E-02	WAVE89	-7.65656E-02	2.76612E-02	-2.768	0.0056	1.34701E-01
PERMPHD	-5.38663E-02	3.53745E-02	-1.523	0.1278	4.36247E-02	WAVE87	-3.04390E-02	2.79051E-02	-1.091	0.2754	1.20465E-01
TEMPPHD	-7.62584E-02	3.75214E-02	-2.032	0.0421	5.69417E-02	WAVE85	-3.00782E-02	2.88704E-02	-1.042	0.2975	1.16026E-01
MCITPHD	-6.45281E-02	5.54326E-02	-1.164	0.2444	1.54600E-02	WAVE83	4.22123E-02	3.20811E-02	1.316	0.1882	9.42905E-02
HISPAN	5.50596E-02	4.14307E-02	1.329	0.1839	2.09705E-02						

NOTES: Dependent variable: RANK1; 6533 observations; 6 iterations; log likelihood function = -5060.438; restricted log likelihood = -5491.449; Chi-squared = 862.0233; d.f. = 118; significance = .0000000.

TABLE C-61. Maximum likelihood estimates for rank, logit model I-3: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
Marginal effects: full-professor rank						ASIAN	2.34804E-02	2.93421E-02	0.800	0.4236	7.08611E-02
Constant	3.06802E-01	9.54214E-02	3.215	0.0013		NATAMER	-7.09841E-02	7.45561E-02	-0.952	0.3411	5.56085E-03
FEMALE	-6.78648E-02	2.46607E-02	-2.752	0.0059	2.48808E-01	MARRIED	9.88916E-02	2.04624E-02	4.833	0.0000	7.84557E-01
FMARRIED	-6.92866E-02	3.08107E-02	-2.249	0.0245	1.39180E-01	MMARRIED	3.22826E-02	3.75263E-02	0.860	0.3896	3.06641E-02
FDEP6	-1.11240E-01	7.14328E-02	-1.557	0.1194	5.87861E-03	DEP6	1.71868E-02	2.26714E-02	0.758	0.4484	5.68796E-02
FDEP618	-2.20783E-02	1.72540E-02	-1.280	0.2007	1.07404E-01	DEP618	1.57153E-02	9.40342E-03	1.671	0.0947	5.92151E-01
YRPHD21	2.44783E-02	1.18535E-02	2.065	0.0389	4.92850E-01	MDEP	2.81216E-02	2.23674E-02	1.257	0.2087	3.71942E-01
TA	-2.55128E-02	7.55349E-02	-0.338	0.7355	1.00095E-02	BIO	-5.84791E-02	2.87804E-02	-2.032	0.0422	3.07595E-01
RA	4.45725E-02	7.95280E-02	0.560	0.5752	9.69177E-03	HEALTH	3.30544E-02	3.98423E-02	0.830	0.4067	4.17858E-02
FELLOW	4.24350E-02	1.47138E-01	0.288	0.7730	1.58881E-03	ENG	6.11924E-02	3.69115E-02	1.658	0.0974	6.40292E-02
TRAIN	-2.49846E-02	7.73340E-02	-0.323	0.7466	9.53289E-03	MATHCOM	-3.30827E-02	3.13483E-02	-1.055	0.2913	1.12647E-01
MPSOURC	5.35517E-02	5.92967E-02	0.903	0.3665	9.58214E-01	PHYSOTH	-4.81179E-02	3.53382E-02	-1.362	0.1733	5.97394E-02
TTD1	4.92681E-04	2.89995E-03	0.170	0.8651	7.90785E+00	CHEM	-5.24079E-02	3.47611E-02	-1.508	0.1316	6.86368E-02
MTTD1	1.04086E-02	8.08268E-02	0.129	0.8975	1.47760E-02	EAOSCI	-7.38958E-03	4.10386E-02	-0.180	0.8571	3.65427E-02
PDOCP	-6.41179E-03	1.52156E-02	-0.421	0.6735	2.58659E-01	PSYCH	-3.15468E-03	3.20796E-02	-0.098	0.9217	1.02796E-01
MPDOCP	-2.40559E-03	3.47403E-02	-0.069	0.9448	3.97204E-02	ECON	7.57188E-02	4.16134E-02	1.820	0.0688	3.89260E-02
FSWI	-1.49205E-03	1.28080E-02	-0.116	0.9073	3.76708E-01	POLYSCI	2.06022E-02	4.34521E-02	0.474	0.6354	3.06641E-02
MFSWI	-1.48079E-03	1.37003E-02	-0.108	0.9139	3.18716E-01	SAD	4.96694E-02	3.61551E-02	1.374	0.1695	5.94217E-02
BAINT	8.40352E-02	3.47617E-02	2.417	0.0156	7.19733E-02	OSSCI	1.14397E-02	4.75022E-02	0.241	0.8097	2.14490E-02
MBAINT	-1.97714E-02	9.94987E-02	-0.199	0.8425	8.57960E-03	WAVE97	-9.05630E-02	3.74095E-02	-2.421	0.0155	8.77026E-02
AGEPHD	-2.69560E-03	2.58255E-03	-1.044	0.2966	3.06465E+01	WAVE95	-6.90795E-02	3.10411E-02	-2.225	0.0261	1.14395E-01
NATUPHD	-1.15344E-02	4.09368E-02	-0.282	0.7781	2.04957E-02	WAVE93	-7.66796E-02	3.02744E-02	-2.533	0.0113	1.34890E-01
PERMPHD	-5.33146E-02	3.56705E-02	-1.495	0.1350	4.38513E-02	WAVE91	-7.31008E-02	3.10018E-02	-2.358	0.0184	1.05497E-01
TEMPPHD	-8.41924E-02	3.78737E-02	-2.223	0.0262	5.73562E-02	WAVE89	-7.01189E-02	2.73575E-02	-2.563	0.0104	1.37750E-01
MCITPHD	-5.17721E-02	5.61830E-02	-0.921	0.3568	1.49349E-02	WAVE87	-2.32746E-02	2.76385E-02	-0.842	0.3997	1.22974E-01
HISPAN	5.53619E-02	4.25584E-02	1.301	0.1933	2.08135E-02	WAVE85	-2.84158E-02	2.86109E-02	-0.993	0.3206	1.20432E-01
BLACK	1.62417E-02	3.10807E-02	0.523	0.6013	3.68605E-02	WAVE83	2.52032E-02	3.14347E-02	0.802	0.4227	9.78710E-02

NOTES: Dependent variable: RANK1; 6294 observations; 7 iterations; log likelihood function = -4697.007; restricted log likelihood = -4923.011; Chi-squared = 452.0094; d.f. = 104; significance = .0000000.

TABLE C-62. Maximum likelihood estimates for rank, logit model I-4: 20 or 21 years since doctorate

Variable	Coefficient	Standard Error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard Error	z=b/se	P[Z >z]	Mean of x
SAD	-1.48427E-02	3.35031E-02	-0.443	0.6577	5.94217E-02	BLACK	1.46430E-02	3.06701E-02	0.477	0.6331	3.68605E-02
OSSCI	-1.45085E-03	4.39136E-02	-0.033	0.9736	2.14490E-02	ASIAN	1.52949E-02	2.91393E-02	0.525	0.5997	7.08611E-02
WAVE97	6.39871E-02	4.33576E-02	1.476	0.1400	8.77026E-02	NATAMER	-6.35182E-02	7.36516E-02	-0.862	0.3885	5.56085E-03
WAVE95	8.31819E-02	2.89952E-02	2.869	0.0041	1.14395E-01	MARRIED	9.54672E-02	2.02307E-02	4.719	0.0000	7.84557E-01
WAVE93	7.60470E-02	6.27554E-02	1.212	0.2256	1.34890E-01	MMARRIED	3.25209E-02	3.71716E-02	0.875	0.3816	3.06641E-02
WAVE91	7.65701E-02	2.89092E-02	2.649	0.0081	1.05497E-01	DEP6	1.61454E-02	2.24883E-02	0.718	0.4728	5.68796E-02
WAVE89	8.07711E-02	2.57394E-02	3.138	0.0017	1.37750E-01	DEP618	1.55926E-02	9.28441E-03	1.679	0.0931	5.92151E-01
WAVE87	4.25863E-02	2.60161E-02	1.637	0.1016	1.22974E-01	MDEP	2.51545E-02	2.21648E-02	1.135	0.2564	3.71942E-01
WAVE85	1.06390E-02	2.73392E-02	0.389	0.6972	1.20432E-01	WATEACH	-5.79290E-02	1.48673E-02	-3.896	0.0001	5.28440E-01
WAVE83	3.91145E-03	2.96694E-02	0.132	0.8951	9.78710E-02	WATH	-2.33087E-02	1.84929E-02	-1.260	0.2075	1.88751E-01
Marginal effects: full-professor rank						EMPPRI	-5.38818E-03	1.38619E-02	-0.389	0.6975	2.49126E-01
Constant	3.27709E-01	9.55848E-02	3.428	0.0006		MEMPPRI	-9.39160E-02	6.22342E-02	-1.509	0.1313	1.31077E-01
FEMALE	-6.55969E-02	2.44337E-02	-2.685	0.0073	2.48808E-01	EMPRES	-8.25848E-03	1.55046E-02	-0.533	0.5943	2.96791E-01
FMARRIED	-6.64111E-02	3.05497E-02	-2.174	0.0297	1.39180E-01	EMPDOC	-3.02677E-02	2.07737E-02	-1.457	0.1451	1.00731E-01
FDEP6	-1.05747E-01	7.12196E-02	-1.485	0.1376	5.87861E-03	MEMPCARN	-1.17815E-03	6.21996E-02	-0.019	0.9849	2.67398E-01
FDEP618	-2.08855E-02	1.71292E-02	-1.219	0.2227	1.07404E-01	BIO	-5.57045E-02	2.87974E-02	-1.934	0.0531	3.07595E-01
YRPHD21	2.59972E-02	1.17492E-02	2.213	0.0269	4.92850E-01	HEALTH	4.10492E-02	3.96785E-02	1.035	0.3009	4.17858E-02
TA	-1.52627E-02	7.48338E-02	-0.204	0.8384	1.00095E-02	ENG	7.24999E-02	3.67047E-02	1.975	0.0482	6.40292E-02
RA	4.01567E-02	7.80853E-02	0.514	0.6071	9.69177E-03	MATHCOM	-1.80954E-02	3.14141E-02	-0.576	0.5646	1.12647E-01
FELLOW	4.91438E-02	1.44853E-01	0.339	0.7344	1.58881E-03	PHYSOTH	-3.45954E-02	3.52480E-02	-0.981	0.3264	5.97394E-02
TRAIN	-2.26336E-02	7.61268E-02	-0.297	0.7662	9.53289E-03	CHEM	-3.60521E-02	3.50174E-02	-1.030	0.3032	6.86368E-02
MPSOURC	5.50042E-02	5.85570E-02	0.939	0.3476	9.58214E-01	EAOSCI	4.91835E-03	4.07502E-02	0.121	0.9039	3.65427E-02
TTD1	5.37575E-04	2.87581E-03	0.187	0.8517	7.90785E+00	PSYCH	7.19382E-03	3.20994E-02	0.224	0.8227	1.02796E-01
MTTD1	1.44963E-02	8.03557E-02	0.180	0.8568	1.47760E-02	ECON	8.61496E-02	4.13882E-02	2.082	0.0374	3.89260E-02
PDOCP	-1.66045E-02	1.53719E-02	-1.080	0.2801	2.58659E-01	POLYSCI	4.06445E-02	4.32872E-02	0.939	0.3478	3.06641E-02
MPDOCP	-6.76880E-03	3.43739E-02	-0.197	0.8439	3.97204E-02	SAD	5.91524E-02	3.59524E-02	1.645	0.0999	5.94217E-02
FSWI	-5.27942E-03	1.27200E-02	-0.415	0.6781	3.76708E-01	OSSCI	2.62537E-02	4.71687E-02	0.557	0.5778	2.14490E-02
MFSWI	-4.81996E-03	1.36018E-02	-0.354	0.7231	3.18716E-01	WAVE97	-1.64005E-02	4.62699E-02	-0.354	0.7230	8.77026E-02
BAINT	9.75279E-02	3.48117E-02	2.802	0.0051	7.19733E-02	WAVE95	-7.62492E-02	3.08300E-02	-2.473	0.0134	1.14395E-01
MBaint	-2.56219E-02	9.92510E-02	-0.258	0.7963	8.57960E-03	WAVE93	-8.56236E-02	6.69361E-02	-1.279	0.2008	1.34890E-01
AGEPHD	-1.92367E-03	2.56499E-03	-0.750	0.4533	3.06465E+01	WAVE91	-7.31697E-02	3.07048E-02	-2.383	0.0172	1.05497E-01
NATUPHD	-1.19660E-02	4.03739E-02	-0.296	0.7669	2.04957E-02	WAVE89	-7.04683E-02	2.71258E-02	-2.598	0.0094	1.37750E-01
PERMPHD	-5.30958E-02	3.52358E-02	-1.507	0.1318	4.38513E-02	WAVE87	-2.39553E-02	2.73948E-02	-0.874	0.3819	1.22974E-01
TEMPPHD	-7.48112E-02	3.77319E-02	-1.983	0.0474	5.73562E-02	WAVE85	-2.56761E-02	2.83977E-02	-0.904	0.3659	1.20432E-01
MCITPHD	-5.12425E-02	5.56203E-02	-0.921	0.3569	1.49349E-02	WAVE83	3.18640E-02	3.12159E-02	1.021	0.3074	9.78710E-02
HISPAN	5.29915E-02	4.21666E-02	1.257	0.2089	2.08135E-02						

NOTES: Dependent variable: RANK1; 6294 observations; 7 iterations; log likelihood function = -4624.580; restricted log likelihood = -4923.011; Chi-squared = 596.8627; d.f. = 118; significance = .0000000.

TABLE C-63. Maximum likelihood estimates for rank, logit model I-5: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
TARA	1.41988E-03	6.37961E-02	0.022	0.9822	1.98153E-02	DEP618	1.47803E-02	9.37444E-03	1.577	0.1149	5.90428E-01
MPSOURC	5.51426E-02	5.80525E-02	0.950	0.3422	9.58690E-01	MDEP	2.00936E-02	2.23406E-02	0.899	0.3684	3.73300E-01
TTD1	7.52045E-04	2.88326E-03	0.261	0.7942	7.90814E+00	BIO	-4.89502E-02	2.84693E-02	-1.719	0.0855	3.02603E-01
MTTD1	1.81160E-02	8.21380E-02	0.221	0.8254	1.46096E-02	HEALTH	2.89243E-02	3.94555E-02	0.733	0.4635	4.19815E-02
PDOCP	4.43250E-03	1.53683E-02	0.288	0.7730	2.52057E-01	ENG	4.93915E-02	3.61414E-02	1.367	0.1717	6.61629E-02
MPDOCP	1.62900E-02	3.53607E-02	0.461	0.6450	3.87909E-02	MATHCOM	-3.94828E-02	3.07770E-02	-1.283	0.1995	1.15197E-01
FSWI	2.88746E-03	1.27457E-02	0.227	0.8208	3.76826E-01	PHYSOTH	-2.77195E-02	3.53591E-02	-0.784	0.4331	5.81024E-02
MFSWI	-6.12878E-04	1.37064E-02	-0.045	0.9643	3.15701E-01	CHEM	-3.56039E-02	3.46992E-02	-1.026	0.3049	6.59950E-02
BAINT	1.07542E-01	3.47589E-02	3.094	0.0020	7.12007E-02	EAOSCI	-6.61840E-03	4.06405E-02	-0.163	0.8706	3.66079E-02
MBAINT	-2.64917E-02	9.99938E-02	-0.265	0.7911	8.56423E-03	PSYCH	-3.25062E-03	3.17759E-02	-0.102	0.9185	1.02267E-01
AGEPHD	-2.85658E-03	2.56620E-03	-1.113	0.2656	3.06581E+01	ECON	6.28536E-02	4.07444E-02	1.543	0.1229	4.03023E-02
NATUPHD	-2.61641E-02	4.02578E-02	-0.650	0.5157	2.06549E-02	POLYSCI	8.61518E-03	4.25880E-02	0.202	0.8397	3.12343E-02
PERMPHD	-7.44701E-02	3.51568E-02	-2.118	0.0342	4.38287E-02	SAD	3.12215E-02	3.52579E-02	0.886	0.3759	6.09572E-02
TEMPPHD	-8.95237E-02	3.75165E-02	-2.386	0.0170	5.67590E-02	OSSCI	-1.24682E-02	4.61420E-02	-0.270	0.7870	2.16625E-02
MCITPHD	-7.14119E-02	5.62037E-02	-1.271	0.2039	1.44416E-02	WAVE97	-1.10789E-01	3.74574E-02	-2.958	0.0031	8.73216E-02
HISPAN	5.04524E-02	4.21392E-02	1.197	0.2312	2.09908E-02	WAVE95	-7.58206E-02	3.14990E-02	-2.407	0.0161	1.13518E-01
BLACK	1.01843E-02	3.01550E-02	0.338	0.7356	3.76154E-02	WAVE93	-9.21726E-02	3.05188E-02	-3.020	0.0025	1.36356E-01
ASIAN	2.00673E-02	2.93073E-02	0.685	0.4935	7.03610E-02	WAVE91	-9.11702E-02	3.12936E-02	-2.913	0.0036	1.05793E-01
NATAMER	-7.14073E-02	7.20217E-02	-0.991	0.3215	5.70949E-03	WAVE89	-8.14620E-02	2.77228E-02	-2.938	0.0033	1.37531E-01
MARRIED	9.63666E-02	2.00964E-02	4.795	0.0000	7.85558E-01	WAVE87	-5.16195E-02	2.77776E-02	-1.858	0.0631	1.25273E-01
MMARRIED	2.60278E-02	3.65908E-02	0.711	0.4769	3.15701E-02	WAVE85	-3.17052E-02	2.91060E-02	-1.089	0.2760	1.17212E-01
DEP6	2.03522E-02	2.26616E-02	0.898	0.3691	5.67590E-02	WAVE83	5.58979E-03	3.16033E-02	0.177	0.8596	9.99160E-02

NOTES: Dependent variable: RANK1; 5955 observations; 7 iterations; log likelihood function = -4112.080; restricted log likelihood = -4266.621; Chi-squared = 309.0832; d.f. = 100; significance = .0000000.

TABLE C-64. Maximum likelihood estimates for rank, logit model I-6: 20 or 21 years since doctorate

Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x	Variable	Coefficient	Standard error	z=b/se	P[Z >z]	Mean of x
WAVE93	6.05649E-02	6.34991E-02	0.954	0.3402	1.36356E-01	MARRIED	9.33927E-02	1.98966E-02	4.694	0.0000	7.85558E-01
WAVE91	6.98655E-02	2.94381E-02	2.373	0.0176	1.05793E-01	MMARRIED	2.59839E-02	3.62540E-02	0.717	0.4735	3.15701E-02
WAVE89	7.33552E-02	2.61272E-02	2.808	0.0050	1.37531E-01	DEP6	1.74629E-02	2.25174E-02	0.776	0.4380	5.67590E-02
WAVE87	4.33488E-02	2.62253E-02	1.653	0.0983	1.25273E-01	DEP618	1.41811E-02	9.24880E-03	1.533	0.1252	5.90428E-01
WAVE85	1.14947E-02	2.76840E-02	0.415	0.6780	1.17212E-01	MDEP	1.46705E-02	2.21579E-02	0.662	0.5079	3.73300E-01
WAVE83	2.44702E-03	2.98029E-02	0.082	0.9346	9.99160E-02	WATEACH	-9.27502E-02	1.51483E-02	-6.123	0.0000	5.43577E-01
Marginal effects: full-professor rank						WAOOTH	-3.43418E-02	1.90427E-02	-1.803	0.0713	1.84551E-01
Constant	3.31958E-01	9.48200E-02	3.501	0.0005		EMPPRI	-9.69791E-04	1.38619E-02	-0.070	0.9442	2.45676E-01
FEMALE	-4.94265E-02	2.40790E-02	-2.053	0.0401	2.38791E-01	MEMPPRI	-7.03236E-02	6.18930E-02	-1.136	0.2559	1.29639E-01
FMARRIED	-4.89139E-02	3.03382E-02	-1.612	0.1069	1.30982E-01	EMPRES	-2.97321E-03	1.56041E-02	-0.191	0.8489	2.91520E-01
FDEP6	-9.15998E-02	7.10364E-02	-1.289	0.1972	5.20571E-03	EMPDOC	-4.17697E-02	2.02349E-02	-2.064	0.0390	1.02939E-01
FDEP618	-1.68849E-02	1.73504E-02	-0.973	0.3305	9.99160E-02	MEMPCARN	-3.01106E-02	6.13698E-02	-0.491	0.6237	2.68010E-01
YRPHD21	2.32000E-02	1.17065E-02	1.982	0.0475	4.94878E-01	BIO	-4.20186E-02	2.85132E-02	-1.474	0.1406	3.02603E-01
FELTRA	-1.99369E-02	7.15914E-02	-0.278	0.7806	1.07473E-02	HEALTH	4.05398E-02	3.93096E-02	1.031	0.3024	4.19815E-02
TARA	5.05928E-03	6.31536E-02	0.080	0.9361	1.98153E-02	ENG	6.97948E-02	3.60219E-02	1.938	0.0527	6.61629E-02
MPSOURC	5.58517E-02	5.74774E-02	0.972	0.3312	9.58690E-01	MATHCOM	-1.43219E-02	3.08889E-02	-0.464	0.6429	1.15197E-01
TTD1	6.48435E-04	2.86248E-03	0.227	0.8208	7.90814E+00	PHYSOTH	-7.38134E-03	3.52718E-02	-0.209	0.8342	5.81024E-02
MTTD1	2.33776E-02	8.18480E-02	0.286	0.7752	1.46096E-02	CHEM	-7.84352E-03	3.50555E-02	-0.224	0.8230	6.59950E-02
PDOCP	-1.24337E-02	1.55250E-02	-0.801	0.4232	2.52057E-01	EAOSCI	1.29296E-02	4.03847E-02	0.320	0.7488	3.66079E-02
MPDOCP	1.21060E-02	3.49401E-02	0.346	0.7290	3.87909E-02	PSYCH	1.49585E-02	3.18356E-02	0.470	0.6385	1.02267E-01
FSWI	-3.28967E-03	1.26675E-02	-0.260	0.7951	3.76826E-01	ECON	8.23700E-02	4.05435E-02	2.032	0.0422	4.03023E-02
MFSWI	-6.31452E-03	1.36176E-02	-0.464	0.6429	3.15701E-01	POLYSCI	3.95183E-02	4.24454E-02	0.931	0.3518	3.12343E-02
BAINT	1.25137E-01	3.49401E-02	3.581	0.0003	7.12007E-02	SAD	4.80838E-02	3.51036E-02	1.370	0.1708	6.09572E-02
MBaint	-4.22579E-02	9.99403E-02	-0.423	0.6724	8.56423E-03	OSSCI	1.08265E-02	4.58386E-02	0.236	0.8133	2.16625E-02
AGEPHD	-1.55127E-03	2.55442E-03	-0.607	0.5437	3.06581E+01	WAVE97	-3.18387E-02	4.63274E-02	-0.687	0.4919	8.73216E-02
NATUPHD	-2.69338E-02	3.97343E-02	-0.678	0.4979	2.06549E-02	WAVE95	-8.61281E-02	3.12523E-02	-2.756	0.0059	1.13518E-01
PERMPHD	-7.82573E-02	3.47804E-02	-2.250	0.0244	4.38287E-02	WAVE93	-7.54431E-02	6.64074E-02	-1.136	0.2559	1.36356E-01
TEMPPHD	-8.11150E-02	3.74786E-02	-2.164	0.0304	5.67590E-02	WAVE91	-9.06251E-02	3.09724E-02	-2.926	0.0034	1.05793E-01
MCITPHD	-7.51859E-02	5.56764E-02	-1.350	0.1769	1.44416E-02	WAVE89	-8.21288E-02	2.74398E-02	-2.993	0.0028	1.37531E-01
HISPAN	4.99400E-02	4.18578E-02	1.193	0.2328	2.09908E-02	WAVE87	-5.24029E-02	2.74929E-02	-1.906	0.0566	1.25273E-01
BLACK	7.65524E-03	2.97915E-02	0.257	0.7972	3.76154E-02	WAVE85	-2.89560E-02	2.88165E-02	-1.005	0.3150	1.17212E-01
ASIAN	1.25581E-02	2.91072E-02	0.431	0.6661	7.03610E-02	WAVE83	1.42959E-02	3.13187E-02	0.456	0.6481	9.99160E-02
NATAMER	-6.11858E-02	7.10711E-02	-0.861	0.3893	5.70949E-03						

NOTES: Dependent variable: RANK1; 5955 observations; 7 iterations; log likelihood function = -4042.298; restricted log likelihood = -4266.621; Chi-squared = 448.6461; d.f. = 114; significance = .0000000.