

APPENDIX D. PHASE II MULTIVARIATE HAZARD ANALYSES

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

- Tenure (tables D-1 through D-8).
- Promotion to the associate-professor rank (tables D-9 through D-16).
- Promotion to the full-professor rank (tables D-17 through D-24).

All reported coefficients and corresponding statistics are estimates of the multivariate hazard models.¹ Refer to Appendix A for detailed descriptions of the statistical models and Appendix B for a list of variable acronyms and definitions. Descriptions of the models are provided in Section 2 of this report and are summarized in table 2-5.²

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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 D-1. Maximum likelihood estimates for tenure, hazard model 1

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
FEMALE	-1.67275E-01	4.72032E-02	-3.544	0.0004	3.31197E-01	HCAPPHD	-4.39366E-02	2.44044E-01	-0.180	0.8571	7.35156E+05
DEP63	1.40756E-02	3.20942E-02	0.439	0.6610	4.36381E-01	MHCAPPHD	-1.33286E-01	6.95479E-02	-1.916	0.0553	6.97078E-01
DEP183	-3.03728E-03	2.77201E-02	-0.110	0.9128	3.76249E-01	HISPAN	2.97081E-02	8.19855E-02	0.362	0.7171	6.29595E+06
MDEP3	-4.26837E-02	7.41346E-02	-0.576	0.5648	2.07540E-01	BLACK	-2.07407E-01	8.34690E-02	-2.485	0.0130	6.03205E+06
MAR3	1.16230E-01	5.78507E-02	2.009	0.0445	5.97549E-01	ASIAN	-9.95383E-02	7.53985E-02	-1.320	0.1868	1.15174E-01
MMAR3	-1.42060E-01	8.42774E-02	-1.686	0.0919	1.36475E-01	NATAMER	-1.27768E-01	2.21136E-01	-0.578	0.5634	8.10556E+05
TA	9.49776E-02	6.11945E-02	1.552	0.1206	1.66447E-01	BIO	-6.27874E-01	9.66409E-02	-6.497	0.0000	3.06880E-01
RA	-3.08362E-02	5.85102E-02	-0.527	0.5982	2.58812E-01	HEALTH	-1.48879E-01	1.07360E-01	-1.387	0.1655	7.78511E+06
FELLOW	2.04201E-01	1.04772E-01	1.949	0.0513	3.92083E+06	CHEMENG	2.28074E-01	1.71209E-01	1.332	0.1828	1.35721E+06
TRAIN	-2.91530E-02	7.00134E-02	-0.416	0.6771	1.44769E-01	ELECENG	2.65000E-01	1.23517E-01	2.145	0.0319	3.03487E+06
MPSOURC	1.32601E-01	7.71042E-02	1.720	0.0855	1.22337E-01	OTHENG	4.76217E-02	9.83091E-02	0.484	0.6281	9.74552E+06
TTD1	-5.97228E-03	1.03542E-02	-0.577	0.5641	9.06956E+00	COMP	3.51981E-01	1.41073E-01	2.495	0.0126	1.97926E+06
MTTD1	2.47862E-01	3.63429E-01	0.682	0.4952	2.63902E+06	MATH	3.64103E-01	1.10853E-01	3.285	0.0010	4.80679E+06
PDOCP	-5.99027E-01	5.33555E-02	-11.227	0.0000	4.27144E-01	PHYSICS	-4.08977E-01	1.23436E-01	-3.313	0.0009	5.18379E+06
MPDOCP	-4.12769E-01	1.37331E-01	-3.006	0.0027	4.56173E+06	CHEM	-1.61817E-01	1.25253E-01	-1.292	0.1964	4.75024E+06
FSWI	-2.42012E-02	4.48848E-02	-0.539	0.5898	3.77568E-01	EAOSCI	-1.37935E-01	1.27456E-01	-1.082	0.2792	3.58153E+06
MFSWI	-1.51770E-01	5.07772E-02	-2.989	0.0028	3.47220E-01	OPSCI	-3.31528E-01	5.07343E-01	-0.653	0.5135	1.69651E+05
BAINT	-5.46395E-02	1.09300E-01	-0.500	0.6171	1.09896E-01	PSYCH	-3.37825E-01	1.05668E-01	-3.197	0.0014	8.21866E+06
MBAINT	4.40162E-02	3.17114E-01	0.139	0.8896	2.18662E+06	ECON	9.62142E-02	1.21647E-01	0.791	0.4290	3.31762E+06
AGEPHD	6.92856E-03	9.25986E-03	0.748	0.4543	3.11889E+01	POLYSCI	1.63206E-01	1.34393E-01	1.214	0.2246	2.29972E+06
NATUPHD	-2.34555E-01	1.07819E-01	-2.175	0.0296	4.59943E+06	SAD	-6.65323E-02	1.08734E-01	-0.612	0.5406	5.86239E+06
PERMPHD	-2.10154E-02	1.23294E-01	-0.170	0.8647	3.54383E+06	OSSCI	3.56129E-02	1.39298E-01	0.256	0.7982	2.18662E+06
TEMPPHD	1.48333E-01	1.17519E-01	1.262	0.2069	8.74647E+06	PHD70S	-3.89051E-01	1.22592E-01	-3.174	0.0015	5.57964E+06
MCITPHD	6.13294E-02	1.90376E-01	0.322	0.7473	2.43167E+06	PHD80S	-2.42383E-01	9.44127E-02	-2.567	0.0103	7.65127E-01

NOTES: Dependent variable: YRSTEN; 5305 observations; 5 iterations; log likelihood function = -21123.25; restricted log likelihood = -21578.65; Chi-squared = 910.7983; d.f. = 48; significance = .0000000. Log-rank test with 48 degrees of freedom: Chi-squared = 924.443, Prob = .0000.

TABLE D-2. Maximum likelihood estimates for tenure, hazard model 2

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
FEMALE	-1.27535E-01	4.80278E-02	-2.655	0.0079	3.31197E-01	ASIAN	-8.62726E-02	7.55908E-02	-1.141	0.2537	1.15174E-01
DEP63	-1.28691E-02	3.22177E-02	-0.399	0.6896	4.36381E-01	NATAMER	-1.65913E-02	2.21888E-01	-0.075	0.9404	8.10556E+05
DEP183	-3.28113E-02	2.82825E-02	-1.160	0.2460	3.76249E-01	PNACAFI	-2.57446E-02	1.03725E-03	-24.820	0.0000	1.99235E+01
MDEP3	-2.54479E-01	7.51191E-02	-3.388	0.0007	2.07540E-01	PMCRGL	-3.13226E-02	1.39808E-03	-22.404	0.0000	4.26341E+01
MAR3	1.22453E-01	5.80739E-02	2.109	0.0350	5.97549E-01	PEMPRSL	-3.51468E-03	5.41739E-04	-6.488	0.0000	3.94820E+01
MMAR3	-5.55707E-02	8.97948E-02	-0.619	0.5360	1.36475E-01	PEMPDOL	-1.99826E-03	7.49272E-04	-2.667	0.0077	8.67979E+00
TA	3.03770E-02	6.13714E-02	0.495	0.6206	1.66447E-01	PMWAL	2.72821E-02	1.36107E-03	20.045	0.0000	2.66102E+01
RA	2.05916E-02	5.88605E-02	0.350	0.7265	2.58812E-01	PTEACHL	1.41907E-03	6.92648E-04	2.049	0.0405	3.29655E+01
FELLOW	1.82338E-01	1.05116E-01	1.735	0.0828	3.92083E+06	PRESCHL	-6.52291E-05	7.50462E-04	-0.087	0.9307	4.86857E+01
TRAIN	-4.45222E-03	7.00671E-02	-0.064	0.9493	1.44769E-01	BIO	-5.38232E-01	9.69782E-02	-5.550	0.0000	3.06880E-01
MPSOURC	1.11374E-01	7.66844E-02	1.452	0.1464	1.22337E-01	HEALTH	-1.73065E-01	1.08424E-01	-1.596	0.1104	7.78511E+06
TTD1	2.94418E-03	1.05523E-02	0.279	0.7802	9.06956E+00	CHEMENG	4.03864E-01	1.72235E-01	2.345	0.0190	1.35721E+06
MTTD1	2.26753E-01	3.70590E-01	0.612	0.5406	2.63902E+06	ELECENG	3.88805E-01	1.24711E-01	3.118	0.0018	3.03487E+06
PDOCP	-3.16768E-01	5.42140E-02	-5.843	0.0000	4.27144E-01	OTHENG	1.40450E-01	9.91299E-02	1.417	0.1565	9.74552E+06
MPDOCP	-3.27711E-01	1.36892E-01	-2.394	0.0167	4.56173E+06	COMP	2.54497E-01	1.42253E-01	1.789	0.0736	1.97926E+06
FSWI	3.43846E-02	4.50037E-02	0.764	0.4448	3.77568E-01	MATH	1.90279E-01	1.12586E-01	1.690	0.0910	4.80679E+06
MFSWI	-8.39701E-02	5.04127E-02	-1.666	0.0958	3.47220E-01	PHYSICS	-1.87585E-01	1.24368E-01	-1.508	0.1315	5.18379E+06
BAINT	-6.13519E-02	1.08313E-01	-0.566	0.5711	1.09896E-01	CHEM	-3.22071E-02	1.26459E-01	-0.255	0.7990	4.75024E+06
MBAINT	1.59264E-01	3.22418E-01	0.494	0.6213	2.18662E+06	EAOSCI	-1.44023E-01	1.28028E-01	-1.125	0.2606	3.58153E+06
AGEPHD	4.20529E-03	9.39632E-03	0.448	0.6545	3.11889E+01	OPSCI	7.03661E-02	5.07685E-01	0.139	0.8898	1.69651E+05
NATUPHD	-2.09172E-01	1.07744E-01	-1.941	0.0522	4.59943E+06	PSYCH	-2.66347E-01	1.07818E-01	-2.470	0.0135	8.21866E+06
PERMPHD	-5.05689E-02	1.22173E-01	-0.414	0.6789	3.54383E+06	ECON	-4.34317E-02	1.22910E-01	-0.353	0.7238	3.31762E+06
TEMPPHD	5.02761E-02	1.17355E-01	0.428	0.6684	8.74647E+06	POLYSCI	5.03868E-02	1.36189E-01	0.370	0.7114	2.29972E+06
MCITPHD	4.80697E-02	1.89389E-01	0.254	0.7996	2.43167E+06	SAD	-1.31138E-01	1.10379E-01	-1.188	0.2348	5.86239E+06
HCAPPHD	-3.32712E-01	2.45570E-01	-1.355	0.1755	7.35156E+05	OSSCI	-2.51587E-02	1.40936E-01	-0.179	0.8583	2.18662E+06
MHCAPPHD	-4.74488E-01	7.28713E-02	-6.511	0.0000	6.97078E-01	PHD70S	-7.43779E-01	1.24056E-01	-5.996	0.0000	5.57964E+06
HISPAN	2.86442E-02	8.23709E-02	0.348	0.7280	6.29595E+06	PHD80S	-4.67626E-01	9.57075E-02	-4.886	0.0000	7.65127E-01
BLACK	-2.68039E-01	8.37245E-02	-3.201	0.0014	6.03205E+06						

NOTES: Dependent variable: YRSTEN; 5305 observations; 5 iterations; log likelihood function = -20599.52; restricted log likelihood = -21578.65; Chi-squared = 1958.262; d.f. = 55; significance = .000000. Log-rank test with 55 degrees of freedom: Chi-squared = 1867.067, Prob = .0000.

TABLE D-3. Maximum likelihood estimates for tenure, hazard model 3

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
FEMALE	-1.08125E-01	4.75510E-02	-2.274	0.0230	3.31197E-01	MHCAPPHD	-7.70083E-02	6.96612E-02	-1.105	0.2690	6.97078E-01
DEP63	2.37737E-03	3.20162E-02	0.074	0.9408	4.36381E-01	HISPAN	-7.38159E-03	8.19690E-02	-0.090	0.9282	6.29595E+06
DEP183	7.53713E-03	2.75671E-02	0.273	0.7845	3.76249E-01	BLACK	-2.96342E-01	8.36038E-02	-3.545	0.0004	6.03205E+06
MDEP3	2.15764E-02	7.44368E-02	0.290	0.7719	2.07540E-01	ASIAN	-1.24317E-01	7.52738E-02	-1.652	0.0986	1.15174E-01
MAR3	1.21692E-01	5.78365E-02	2.104	0.0354	5.97549E-01	NATAMER	-1.11542E-01	2.21315E-01	-0.504	0.6143	8.10556E+05
MMAR3	-3.91815E-01	8.92302E-02	-4.391	0.0000	1.36475E-01	PNTRAC	-1.78866E-02	1.16137E-03	-15.401	0.0000	1.33011E+01
TA	7.89489E-02	6.10466E-02	1.293	0.1959	1.66447E-01	PMTENL	3.65214E-03	8.38749E-04	4.354	0.0000	2.67670E+01
RA	-3.07077E-02	5.85290E-02	-0.525	0.5998	2.58812E-01	BIO	-5.24892E-01	9.70679E-02	-5.407	0.0000	3.06880E-01
FELLOW	1.80436E-01	1.04784E-01	1.722	0.0851	3.92083E+06	HEALTH	-9.17691E-02	1.07607E-01	-0.853	0.3938	7.78511E+06
TRAIN	-4.83215E-02	7.01981E-02	-0.688	0.4912	1.44769E-01	CHEMENG	1.82888E-01	1.71311E-01	1.068	0.2857	1.35721E+06
MPSOURC	9.67857E-02	7.71039E-02	1.255	0.2094	1.22337E-01	ELECENG	2.08221E-01	1.23725E-01	1.683	0.0924	3.03487E+06
TTD1	1.76252E-04	1.03216E-02	0.017	0.9864	9.06956E+00	OTHENG	4.66134E-02	9.83597E-02	0.474	0.6356	9.74552E+06
MTTD1	1.32128E-01	3.62110E-01	0.365	0.7152	2.63902E+06	COMP	3.46521E-01	1.41232E-01	2.454	0.0141	1.97926E+06
PDOCP	-5.24021E-01	5.34997E-02	-9.795	0.0000	4.27144E-01	MATH	3.87606E-01	1.10700E-01	3.501	0.0005	4.80679E+06
MPDOCP	-4.18967E-01	1.37778E-01	-3.041	0.0024	4.56173E+06	PHYSICS	-3.40971E-01	1.23582E-01	-2.759	0.0058	5.18379E+06
FSWI	-4.35754E-02	4.51592E-02	-0.965	0.3346	3.77568E-01	CHEM	-1.40925E-01	1.25398E-01	-1.124	0.2611	4.75024E+06
MFSWI	-1.40038E-01	5.09161E-02	-2.750	0.0060	3.47220E-01	EAOSCI	-3.10406E-02	1.27665E-01	-0.243	0.8079	3.58153E+06
BAINT	-7.39927E-02	1.09504E-01	-0.676	0.4992	1.09896E-01	OPSCI	-4.70430E-02	5.07602E-01	-0.093	0.9262	1.69651E+05
MBAINT	5.34486E-02	3.13556E-01	0.170	0.8646	2.18662E+06	PSYCH	-2.74454E-01	1.05895E-01	-2.592	0.0095	8.21866E+06
AGEPHD	5.74831E-03	9.29267E-03	0.619	0.5362	3.11889E+01	ECON	1.51637E-01	1.21764E-01	1.245	0.2130	3.31762E+06
NATUPHD	-2.14287E-01	1.07693E-01	-1.990	0.0466	4.59943E+06	POLYSCI	2.04520E-01	1.34276E-01	1.523	0.1277	2.29972E+06
PERMPHD	1.44531E-03	1.24625E-01	0.012	0.9907	3.54383E+06	SAD	8.53931E-03	1.08970E-01	0.078	0.9375	5.86239E+06
TEMPPHD	1.29614E-01	1.17588E-01	1.102	0.2703	8.74647E+06	OSSCI	5.48512E-02	1.39706E-01	0.393	0.6946	2.18662E+06
MCITPHD	5.44497E-02	1.89070E-01	0.288	0.7734	2.43167E+06	PHD70S	-4.11243E-01	1.22860E-01	-3.347	0.0008	5.57964E+06
HCAPPHD	-3.04392E-02	2.44500E-01	-0.124	0.9009	7.35156E+05	PHD80S	-3.02022E-01	9.42827E-02	-3.203	0.0014	7.65127E-01

NOTES: Dependent variable: YRSTEN; 5305 observations; 6 iterations; log likelihood function = -20947.19; restricted log likelihood = -21578.65; Chi-squared = 1262.936; d.f. = 50; significance = .0000000. Log-rank test with 50 degrees of freedom: Chi-squared = 1196.258, Prob = .0000.

TABLE D-4. Maximum likelihood estimates for tenure, hazard model 4

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
FEMALE	-7.11164E-02	4.81728E-02	-1.476	0.1399	3.31197E-01	NATAMER	2.03647E-02	2.22307E-01	0.092	0.9270	8.10556E+05
DEP63	-2.90564E-02	3.22519E-02	-0.901	0.3676	4.36381E-01	PNACFT	-2.59157E-02	1.03544E-03	-25.029	0.0000	1.99235E+01
DEP183	-2.51673E-02	2.81838E-02	-0.893	0.3719	3.76249E-01	PMCRGL	-3.41393E-02	1.54885E-03	-22.042	0.0000	4.26341E+01
MDEP3	-2.30429E-01	7.55673E-02	-3.049	0.0023	2.07540E-01	PEMPRSL	-2.98739E-03	5.43370E-04	-5.498	0.0000	3.94820E+01
MAR3	1.26639E-01	5.82286E-02	2.175	0.0296	5.97549E-01	PEMPDOL	-2.04006E-03	7.49002E-04	-2.724	0.0065	8.67979E+00
MMAR3	-1.48587E-01	9.01376E-02	-1.648	0.0993	1.36475E-01	PMWAL	2.12181E-02	1.73807E-03	12.208	0.0000	2.66102E+01
TA	-3.86653E-03	6.13189E-02	-0.063	0.9497	1.66447E-01	PTEACHL	6.73962E-04	7.01678E-04	0.961	0.3368	3.29655E+01
RA	-2.00522E-02	5.87273E-02	-0.341	0.7328	2.58812E-01	PRESCHL	-1.07939E-05	7.55764E-04	-0.014	0.9886	4.86857E+01
FELLOW	1.34058E-01	1.05263E-01	1.274	0.2028	3.92083E+06	PNTRAC	-1.91357E-02	1.17341E-03	-16.308	0.0000	1.33011E+01
TRAIN	-3.97828E-02	7.02590E-02	-0.566	0.5712	1.44769E-01	PMTENL	7.38895E-03	1.80257E-03	4.099	0.0000	2.67670E+01
MPSOURC	4.86248E-02	7.67007E-02	0.634	0.5261	1.22337E-01	BIO	-4.08460E-01	9.74925E-02	-4.190	0.0000	3.06880E-01
TTD1	6.37012E-03	1.05291E-02	0.605	0.5452	9.06956E+00	HEALTH	-1.01392E-01	1.08958E-01	-0.931	0.3521	7.78511E+06
MTTD1	2.14344E-01	3.71014E-01	0.578	0.5635	2.63902E+06	CHEMENG	3.84743E-01	1.72459E-01	2.231	0.0257	1.35721E+06
PDOCP	-2.64897E-01	5.43449E-02	-4.874	0.0000	4.27144E-01	ELECENG	4.16784E-01	1.24840E-01	3.339	0.0008	3.03487E+06
MPDOCP	-2.83498E-01	1.37734E-01	-2.058	0.0396	4.56173E+06	OTHENG	1.89518E-01	9.90812E-02	1.913	0.0558	9.74552E+06
FSWI	2.66291E-02	4.52636E-02	0.588	0.5563	3.77568E-01	COMP	2.46304E-01	1.42367E-01	1.730	0.0836	1.97926E+06
MFSWI	-7.17450E-02	5.04951E-02	-1.421	0.1554	3.47220E-01	MATH	2.90237E-01	1.12834E-01	2.572	0.0101	4.80679E+06
BAINT	-1.02655E-01	1.07858E-01	-0.952	0.3412	1.09896E-01	PHYSICS	-6.07298E-02	1.24828E-01	-0.487	0.6266	5.18379E+06
MBAINT	1.40937E-01	3.20962E-01	0.439	0.6606	2.18662E+06	CHEM	1.83758E-02	1.26561E-01	0.145	0.8846	4.75024E+06
AGEPHD	6.44446E-03	9.45110E-03	0.682	0.4953	3.11889E+01	EAOSCI	8.58204E-03	1.28214E-01	0.067	0.9466	3.58153E+06
NATUPHD	-1.67659E-01	1.07809E-01	-1.555	0.1199	4.59943E+06	OPSCI	3.92667E-01	5.08543E-01	0.772	0.4400	1.69651E+05
PERMPHD	-1.61494E-02	1.23253E-01	-0.131	0.8958	3.54383E+06	PSYCH	-1.61351E-01	1.07980E-01	-1.494	0.1351	8.21866E+06
TEMPPHD	9.16478E-02	1.16553E-01	0.786	0.4317	8.74647E+06	ECON	5.42468E-02	1.22774E-01	0.442	0.6586	3.31762E+06
MCITPHD	9.72084E-02	1.88773E-01	0.515	0.6066	2.43167E+06	POLYSCI	1.20817E-01	1.35995E-01	0.888	0.3743	2.29972E+06
HCAPPHD	-2.26704E-01	2.45567E-01	-0.923	0.3559	7.35156E+05	SAD	-6.21472E-02	1.10619E-01	-0.562	0.5742	5.86239E+06
MHCAPPHD	-4.50294E-01	7.43130E-02	-6.059	0.0000	6.97078E-01	OSSCI	2.54335E-02	1.41355E-01	0.180	0.8572	2.18662E+06
HISPAN	1.44039E-02	8.23335E-02	0.175	0.8611	6.29595E+06	PHD70S	-8.10404E-01	1.24557E-01	-6.506	0.0000	5.57964E+06
BLACK	-2.93695E-01	8.39575E-02	-3.498	0.0005	6.03205E+06	PHD80S	-5.42280E-01	9.57938E-02	-5.661	0.0000	7.65127E-01
ASIAN	-9.42709E-02	7.56194E-02	-1.247	0.2125	1.15174E-01						

NOTES: Dependent variable: YRSTEN; 5305 observations; 6 iterations; log likelihood function = -20412.06; restricted log likelihood = -21578.65; Chi-squared = 2333.183; d.f. = 57; significance = .0000000. Log-rank test with 57 degrees of freedom: Chi-squared = 2192.675, Prob = .0000.

TABLE D-5. Maximum likelihood estimates for tenure, hazard model I-1

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
FEMALE	-7.07869E-02	7.04538E-02	-1.005	0.3150	3.31197E-01	MCITPHD	4.91603E-02	1.90806E-01	0.258	0.7967	2.43167E+06
FDEP63	-1.28081E-01	7.61377E-02	-1.682	0.0925	1.01791E-01	HCAPPHD	-3.97941E-02	2.44163E-01	-0.163	0.8705	7.35156E+05
FDEP183	-1.93478E-01	6.91942E-02	-2.796	0.0052	8.91612E+06	MHCAPPHD	-1.29885E-01	6.95808E-02	-1.867	0.0619	6.97078E-01
FMAR3	2.27921E-02	1.03955E-01	0.219	0.8265	1.69651E-01	HISPAN	3.81743E-02	8.20477E-02	0.465	0.6417	6.29595E+06
DEP63	3.73094E-02	3.54489E-02	1.052	0.2926	4.36381E-01	BLACK	-2.00501E-01	8.34095E-02	-2.404	0.0162	6.03205E+06
DEP183	3.45575E-02	3.03930E-02	1.137	0.2555	3.76249E-01	ASIAN	-9.96364E-02	7.54818E-02	-1.320	0.1868	1.15174E-01
MDEP3	-5.61893E-02	7.42021E-02	-0.757	0.4489	2.07540E-01	NATAMER	-1.14805E-01	2.21258E-01	-0.519	0.6038	8.10556E+05
MAR3	1.20669E-01	6.96307E-02	1.733	0.0831	5.97549E-01	BIO	-6.16418E-01	9.67473E-02	-6.371	0.0000	3.06880E-01
MMAR3	-1.25709E-01	8.45955E-02	-1.486	0.1373	1.36475E-01	HEALTH	-1.20914E-01	1.07572E-01	-1.124	0.2610	7.78511E+06
TA	9.39246E-02	6.12449E-02	1.534	0.1251	1.66447E-01	CHEMENG	2.39301E-01	1.71323E-01	1.397	0.1625	1.35721E+06
RA	-2.37091E-02	5.85773E-02	-0.405	0.6857	2.58812E-01	ELECENG	2.79162E-01	1.23717E-01	2.256	0.0240	3.03487E+06
FELLOW	2.05202E-01	1.04777E-01	1.958	0.0502	3.92083E+06	OTHENG	5.02060E-02	9.83836E-02	0.510	0.6098	9.74552E+06
TRAIN	-2.92893E-02	7.00614E-02	-0.418	0.6759	1.44769E-01	COMP	3.68930E-01	1.41264E-01	2.612	0.0090	1.97926E+06
MPSOURC	1.36907E-01	7.72167E-02	1.773	0.0762	1.22337E-01	MATH	3.79713E-01	1.11030E-01	3.420	0.0006	4.80679E+06
TTD1	-3.49378E-03	1.03793E-02	-0.337	0.7364	9.06956E+00	PHYSICS	-3.97006E-01	1.23499E-01	-3.215	0.0013	5.18379E+06
MTTD1	1.67158E-01	3.64515E-01	0.459	0.6465	2.63902E+06	CHEM	-1.43915E-01	1.25280E-01	-1.149	0.2507	4.75024E+06
PDOCP	-6.01976E-01	5.33220E-02	-11.289	0.0000	4.27144E-01	EAOSCI	-1.21286E-01	1.27619E-01	-0.950	0.3419	3.58153E+06
MPDOCP	-4.07224E-01	1.37404E-01	-2.964	0.0030	4.56173E+06	OPSCI	-3.37213E-01	5.07366E-01	-0.665	0.5063	1.69651E+05
FSWI	-2.32033E-02	4.48749E-02	-0.517	0.6051	3.77568E-01	PSYCH	-3.24014E-01	1.05790E-01	-3.063	0.0022	8.21866E+06
MFSWI	-1.50374E-01	5.07752E-02	-2.962	0.0031	3.47220E-01	ECON	1.12219E-01	1.21820E-01	0.921	0.3570	3.31762E+06
BAINT	-5.32289E-02	1.09429E-01	-0.486	0.6267	1.09896E-01	POLYSCI	1.70503E-01	1.34440E-01	1.268	0.2047	2.29972E+06
MBAINT	5.14788E-02	3.17572E-01	0.162	0.8712	2.18662E+06	SAD	-6.01590E-02	1.08796E-01	-0.553	0.5803	5.86239E+06
AGEPHD	3.84736E-03	9.30966E-03	0.413	0.6794	3.11889E+01	OSSCI	4.65714E-02	1.39393E-01	0.334	0.7383	2.18662E+06
NATUPHD	-2.17004E-01	1.08026E-01	-2.009	0.0446	4.59943E+06	PHD70S	-3.88301E-01	1.22565E-01	-3.168	0.0015	5.57964E+06
PERMPHD	-1.69961E-02	1.23156E-01	-0.138	0.8902	3.54383E+06	PHD80S	-2.39368E-01	9.43731E-02	-2.536	0.0112	7.65127E-01
TEMPPHD	1.52424E-01	1.17774E-01	1.294	0.1956	8.74647E+06						

NOTES: Dependent variable: YRSTEN; 5305 observations; 5 iterations; log likelihood function = -21116.85; restricted log likelihood = -21578.65; Chi-squared = 923.6105; d.f. = 51; significance = .000000. Log-rank test with 51 degrees of freedom: Chi-squared = 938.963, Prob = .0000.

TABLE D-6. Maximum likelihood estimates for tenure, hazard model I-2

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
FEMALE	-2.96597E-02	7.10565E-02	-0.417	0.6764	3.31197E-01	HISPAN	3.37463E-02	8.24478E-02	0.409	0.6823	6.29595E+06
FDEP63	-1.10557E-01	7.56253E-02	-1.462	0.1438	1.01791E-01	BLACK	-2.64194E-01	8.36955E-02	-3.157	0.0016	6.03205E+06
FDEP183	-9.25581E-02	7.00528E-02	-1.321	0.1864	8.91612E+06	ASIAN	-8.73616E-02	7.57696E-02	-1.153	0.2489	1.15174E-01
FMAR3	-4.85245E-02	1.04621E-01	-0.464	0.6428	1.69651E-01	NATAMER	-1.72467E-02	2.21972E-01	-0.078	0.9381	8.10556E+05
DEP63	5.83582E-03	3.55986E-02	0.164	0.8698	4.36381E-01	PNACAFI	-2.56343E-02	1.03877E-03	-24.678	0.0000	1.99235E+01
DEP183	-1.70791E-02	3.11014E-02	-0.549	0.5829	3.76249E-01	PMCRGL	-3.13527E-02	1.39651E-03	-22.451	0.0000	4.26341E+01
MDEP3	-2.61835E-01	7.51620E-02	-3.484	0.0005	2.07540E-01	PEMPRSL	-3.51454E-03	5.42076E-04	-6.483	0.0000	3.94820E+01
MAR3	1.49680E-01	7.02419E-02	2.131	0.0331	5.97549E-01	PEMPDOL	-1.97260E-03	7.49436E-04	-2.632	0.0085	8.67979E+00
MMAR3	-3.96686E-02	9.00593E-02	-0.440	0.6596	1.36475E-01	PMWAL	2.73037E-02	1.36043E-03	20.070	0.0000	2.66102E+01
TA	2.85921E-02	6.13987E-02	0.466	0.6414	1.66447E-01	PTEACHL	1.40076E-03	6.92589E-04	2.022	0.0431	3.29655E+01
RA	2.64294E-02	5.89388E-02	0.448	0.6538	2.58812E-01	PRESCHL	-7.54097E-05	7.51513E-04	-0.100	0.9201	4.86857E+01
FELLOW	1.84297E-01	1.05145E-01	1.753	0.0796	3.92083E+06	BIO	-5.29148E-01	9.70892E-02	-5.450	0.0000	3.06880E-01
TRAIN	-3.24323E-03	7.00956E-02	-0.046	0.9631	1.44769E-01	HEALTH	-1.59324E-01	1.08622E-01	-1.467	0.1424	7.78511E+06
MPSOURC	1.15408E-01	7.67448E-02	1.504	0.1326	1.22337E-01	CHEMENG	4.16421E-01	1.72375E-01	2.416	0.0157	1.35721E+06
TTD1	4.27189E-03	1.05595E-02	0.405	0.6858	9.06956E+00	ELECENG	4.04872E-01	1.24929E-01	3.241	0.0012	3.03487E+06
MTTD1	1.70260E-01	3.71394E-01	0.458	0.6466	2.63902E+06	OTHENG	1.43273E-01	9.91807E-02	1.445	0.1486	9.74552E+06
PDOCP	-3.21282E-01	5.42424E-02	-5.923	0.0000	4.27144E-01	COMP	2.61655E-01	1.42417E-01	1.837	0.0662	1.97926E+06
MPDOCP	-3.28524E-01	1.37016E-01	-2.398	0.0165	4.56173E+06	MATH	2.02901E-01	1.12778E-01	1.799	0.0720	4.80679E+06
FSWI	3.27964E-02	4.49976E-02	0.729	0.4661	3.77568E-01	PHYSICS	-1.73458E-01	1.24498E-01	-1.393	0.1635	5.18379E+06
MFSWI	-8.28416E-02	5.04324E-02	-1.643	0.1005	3.47220E-01	CHEM	-1.71684E-02	1.26576E-01	-0.136	0.8921	4.75024E+06
BAINT	-5.18808E-02	1.08533E-01	-0.478	0.6326	1.09896E-01	EAOSCI	-1.34816E-01	1.28118E-01	-1.052	0.2927	3.58153E+06
MBAINT	1.63568E-01	3.22687E-01	0.507	0.6122	2.18662E+06	OPSCI	7.06371E-02	5.07751E-01	0.139	0.8894	1.69651E+05
AGEPHD	2.28188E-03	9.42324E-03	0.242	0.8087	3.11889E+01	PSYCH	-2.56124E-01	1.07903E-01	-2.374	0.0176	8.21866E+06
NATUPHD	-1.99040E-01	1.07884E-01	-1.845	0.0650	4.59943E+06	ECON	-3.41787E-02	1.23000E-01	-0.278	0.7811	3.31762E+06
PERMPHD	-5.63256E-02	1.22120E-01	-0.461	0.6446	3.54383E+06	POLYSCI	6.20240E-02	1.36284E-01	0.455	0.6490	2.29972E+06
TEMPPHD	4.39564E-02	1.17654E-01	0.374	0.7087	8.74647E+06	SAD	-1.20364E-01	1.10489E-01	-1.089	0.2760	5.86239E+06
MCITPHD	4.50851E-02	1.89738E-01	0.238	0.8122	2.43167E+06	OSSCI	-1.63989E-02	1.40991E-01	-0.116	0.9074	2.18662E+06
HCAPPHD	-3.37431E-01	2.45696E-01	-1.373	0.1696	7.35156E+05	PHD70S	-7.42045E-01	1.24043E-01	-5.982	0.0000	5.57964E+06
MHCAPPHD	-4.77617E-01	7.29506E-02	-6.547	0.0000	6.97078E-01	PHD80S	-4.63024E-01	9.56829E-02	-4.839	0.0000	7.65127E-01

NOTES: Dependent variable: YRSTEN; 5305 observations; 5 iterations; log likelihood function = -20596.25; restricted log likelihood = -21578.65; Chi-squared = 1964.800; d.f. = 58; significance = .0000000. Log-rank test with 58 degrees of freedom: Chi-squared = 1876.292, Prob = .0000.

TABLE D-7. Maximum likelihood estimates for tenure, hazard model I-3

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
FEMALE	-4.37450E-02	7.06029E-02	-0.620	0.5355	3.31197E-01	HCAPPHD	-2.22572E-02	2.44537E-01	-0.091	0.9275	7.35156E+05
FDEP63	-1.00358E-01	7.61880E-02	-1.317	0.1878	1.01791E-01	MHCAPPHD	-7.51671E-02	6.96955E-02	-1.079	0.2808	6.97078E-01
FDEP183	-1.55549E-01	6.91713E-02	-2.249	0.0245	8.91612E+06	HISPAN	3.40827E-04	8.20386E-02	0.004	0.9967	6.29595E+06
FMAR3	3.64278E-02	1.03961E-01	0.350	0.7260	1.69651E-01	BLACK	-2.88013E-01	8.35791E-02	-3.446	0.0006	6.03205E+06
DEP63	2.14756E-02	3.53541E-02	0.607	0.5436	4.36381E-01	ASIAN	-1.22862E-01	7.53648E-02	-1.630	0.1031	1.15174E-01
DEP183	3.74049E-02	3.02480E-02	1.237	0.2162	3.76249E-01	NATAMER	-1.03972E-01	2.21363E-01	-0.470	0.6386	8.10556E+05
MDEP3	1.16873E-02	7.45070E-02	0.157	0.8754	2.07540E-01	PNTRAC	-1.77950E-02	1.16239E-03	-15.309	0.0000	1.33011E+01
MAR3	1.18237E-01	6.97344E-02	1.696	0.0900	5.97549E-01	PMTENL	3.64616E-03	8.38378E-04	4.349	0.0000	2.67670E+01
MMAR3	-3.79881E-01	8.95927E-02	-4.240	0.0000	1.36475E-01	BIO	-5.15123E-01	9.71738E-02	-5.301	0.0000	3.06880E-01
TA	7.80463E-02	6.10986E-02	1.277	0.2015	1.66447E-01	HEALTH	-7.26131E-02	1.07788E-01	-0.674	0.5005	7.78511E+06
RA	-2.57938E-02	5.85919E-02	-0.440	0.6598	2.58812E-01	CHEMENG	1.91528E-01	1.71401E-01	1.117	0.2638	1.35721E+06
FELLOW	1.81093E-01	1.04806E-01	1.728	0.0840	3.92083E+06	ELECENG	2.16455E-01	1.23865E-01	1.748	0.0805	3.03487E+06
TRAIN	-4.91589E-02	7.02362E-02	-0.700	0.4840	1.44769E-01	OTHENG	5.04429E-02	9.84405E-02	0.512	0.6084	9.74552E+06
MPSOURC	9.95256E-02	7.72127E-02	1.289	0.1974	1.22337E-01	COMP	3.64757E-01	1.41537E-01	2.577	0.0100	1.97926E+06
TTD1	1.96557E-03	1.03464E-02	0.190	0.8493	9.06956E+00	MATH	3.99791E-01	1.10880E-01	3.606	0.0003	4.80679E+06
MTTD1	7.73951E-02	3.62950E-01	0.213	0.8311	2.63902E+06	PHYSICS	-3.33371E-01	1.23628E-01	-2.697	0.0070	5.18379E+06
PDOCP	-5.26453E-01	5.34692E-02	-9.846	0.0000	4.27144E-01	CHEM	-1.25745E-01	1.25477E-01	-1.002	0.3163	4.75024E+06
MPDOCP	-4.12380E-01	1.37841E-01	-2.992	0.0028	4.56173E+06	EAOSCI	-1.75985E-02	1.27821E-01	-0.138	0.8905	3.58153E+06
FSWI	-4.40628E-02	4.51486E-02	-0.976	0.3291	3.77568E-01	OPSCI	-4.93156E-02	5.07717E-01	-0.097	0.9226	1.69651E+05
MFSWI	-1.39370E-01	5.09208E-02	-2.737	0.0062	3.47220E-01	PSYCH	-2.59892E-01	1.06056E-01	-2.451	0.0143	8.21866E+06
BAINT	-7.43955E-02	1.09638E-01	-0.679	0.4974	1.09896E-01	ECON	1.62612E-01	1.21893E-01	1.334	0.1822	3.31762E+06
MBAINT	6.30955E-02	3.13837E-01	0.201	0.8407	2.18662E+06	POLYSCI	2.10953E-01	1.34344E-01	1.570	0.1164	2.29972E+06
AGEPHD	3.57285E-03	9.33520E-03	0.383	0.7019	3.11889E+01	SAD	1.28725E-02	1.09010E-01	0.118	0.9060	5.86239E+06
NATUPHD	-2.04819E-01	1.07883E-01	-1.899	0.0576	4.59943E+06	OSSCI	6.37614E-02	1.39782E-01	0.456	0.6483	2.18662E+06
PERMPHD	4.58204E-03	1.24589E-01	0.037	0.9707	3.54383E+06	PHD70S	-4.10231E-01	1.22834E-01	-3.340	0.0008	5.57964E+06
TEMPPHD	1.32495E-01	1.17786E-01	1.125	0.2606	8.74647E+06	PHD80S	-2.98596E-01	9.42644E-02	-3.168	0.0015	7.65127E-01
MCITPHD	4.14970E-02	1.89388E-01	0.219	0.8266	2.43167E+06						

NOTES: Dependent variable: YRSTEN; 5305 observations; 6 iterations; log likelihood function = -20943.35; restricted log likelihood = -21578.65; Chi-squared = 1270.599; d.f. = 53; significance = .000000. Log-rank test with 53 degrees of freedom: Chi-squared = 1206.229, Prob = .0000.

TABLE D-8. Maximum likelihood estimates for tenure, hazard model I-4

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
FEMALE	-7.08329E-03	7.09921E-02	-0.100	0.9205	3.31197E-01	BLACK	-2.90711E-01	8.39548E-02	-3.463	0.0005	6.03205E+06
FDEP63	-6.50800E-02	7.60719E-02	-0.856	0.3923	1.01791E-01	ASIAN	-9.48519E-02	7.57378E-02	-1.252	0.2104	1.15174E-01
FDEP183	-5.24392E-02	6.99007E-02	-0.750	0.4531	8.91612E+06	NATAMER	1.87825E-02	2.22365E-01	0.084	0.9327	8.10556E+05
FMAR3	-4.18365E-02	1.04839E-01	-0.399	0.6899	1.69651E-01	PNACRAFT	-2.58559E-02	1.03648E-03	-24.946	0.0000	1.99235E+01
DEP63	-1.89234E-02	3.55705E-02	-0.532	0.5947	4.36381E-01	PMCRGL	-3.41675E-02	1.54958E-03	-22.050	0.0000	4.26341E+01
DEP183	-1.69194E-02	3.10104E-02	-0.546	0.5853	3.76249E-01	PEMPRSL	-2.99373E-03	5.43607E-04	-5.507	0.0000	3.94820E+01
MDEP3	-2.34481E-01	7.56365E-02	-3.100	0.0019	2.07540E-01	PEMPDOL	-2.02047E-03	7.49217E-04	-2.697	0.0070	8.67979E+00
MAR3	1.48177E-01	7.04181E-02	2.104	0.0354	5.97549E-01	PMWAL	2.12434E-02	1.73800E-03	12.223	0.0000	2.66102E+01
MMAR3	-1.38269E-01	9.04379E-02	-1.529	0.1263	1.36475E-01	PTEACHL	6.57707E-04	7.01739E-04	0.937	0.3486	3.29655E+01
TA	-5.18163E-03	6.13462E-02	-0.084	0.9327	1.66447E-01	PRESCHL	-1.65188E-05	7.56553E-04	-0.022	0.9826	4.86857E+01
RA	-1.67211E-02	5.87999E-02	-0.284	0.7761	2.58812E-01	PNTRAC	-1.90594E-02	1.17472E-03	-16.225	0.0000	1.33011E+01
FELLOW	1.34644E-01	1.05349E-01	1.278	0.2012	3.92083E+06	PMTENL	7.40060E-03	1.80336E-03	4.104	0.0000	2.67670E+01
TRAIN	-3.91689E-02	7.02884E-02	-0.557	0.5774	1.44769E-01	BIO	-4.04094E-01	9.75689E-02	-4.142	0.0000	3.06880E-01
MPSOURC	5.13771E-02	7.67530E-02	0.669	0.5033	1.22337E-01	HEALTH	-9.50087E-02	1.09076E-01	-0.871	0.3837	7.78511E+06
TTD1	7.09338E-03	1.05370E-02	0.673	0.5008	9.06956E+00	CHEMENG	3.93369E-01	1.72584E-01	2.279	0.0226	1.35721E+06
MTTD1	1.81675E-01	3.71659E-01	0.489	0.6250	2.63902E+06	ELECENG	4.25256E-01	1.24994E-01	3.402	0.0007	3.03487E+06
PDOCP	-2.67751E-01	5.43741E-02	-4.924	0.0000	4.27144E-01	OTHENG	1.90599E-01	9.91330E-02	1.923	0.0545	9.74552E+06
MPDOCP	-2.85117E-01	1.37829E-01	-2.069	0.0386	4.56173E+06	COMP	2.51338E-01	1.42573E-01	1.763	0.0779	1.97926E+06
FSWI	2.55460E-02	4.52596E-02	0.564	0.5725	3.77568E-01	MATH	2.97196E-01	1.12975E-01	2.631	0.0085	4.80679E+06
MFSWI	-7.08480E-02	5.05223E-02	-1.402	0.1608	3.47220E-01	PHYSICS	-5.36758E-02	1.24909E-01	-0.430	0.6674	5.18379E+06
BAINT	-9.82487E-02	1.08008E-01	-0.910	0.3630	1.09896E-01	CHEM	2.73759E-02	1.26696E-01	0.216	0.8289	4.75024E+06
MBAINT	1.46264E-01	3.21143E-01	0.455	0.6488	2.18662E+06	EAOSCI	1.40617E-02	1.28295E-01	0.110	0.9127	3.58153E+06
AGEPHD	5.38373E-03	9.47254E-03	0.568	0.5698	3.11889E+01	OPSCI	3.96124E-01	5.08700E-01	0.779	0.4362	1.69651E+05
NATUPHD	-1.63267E-01	1.07927E-01	-1.513	0.1303	4.59943E+06	PSYCH	-1.54468E-01	1.08093E-01	-1.429	0.1530	8.21866E+06
PERMPHD	-2.10891E-02	1.23304E-01	-0.171	0.8642	3.54383E+06	ECON	5.94056E-02	1.22855E-01	0.484	0.6287	3.31762E+06
TEMPPHD	8.84813E-02	1.16743E-01	0.758	0.4485	8.74647E+06	POLYSCI	1.28784E-01	1.36115E-01	0.946	0.3441	2.29972E+06
MCITPHD	9.58555E-02	1.88972E-01	0.507	0.6120	2.43167E+06	SAD	-5.72547E-02	1.10685E-01	-0.517	0.6050	5.86239E+06
HCAPPHD	-2.26550E-01	2.45572E-01	-0.923	0.3562	7.35156E+05	OSSCI	3.04360E-02	1.41384E-01	0.215	0.8296	2.18662E+06
MHCAPPHD	-4.53088E-01	7.43679E-02	-6.093	0.0000	6.97078E+01	PHD70S	-8.09376E-01	1.24563E-01	-6.498	0.0000	5.57964E+06
HISPAN	1.73719E-02	8.23843E-02	0.211	0.8330	6.29595E+06	PHD80S	-5.38506E-01	9.57980E-02	-5.621	0.0000	7.65127E-01

NOTES: Dependent variable: YRSTEN; 5305 observations; 6 iterations; log likelihood function = -20410.81; restricted log likelihood = -21578.65; Chi-squared = 2335.688; d.f. = 60; significance = .000000. Log-rank test with 60 degrees of freedom: Chi-squared = 2197.186, Prob = .0000.

TABLE D-9. Maximum likelihood estimates for associate-professor rank, hazard model 1

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
FEMALE	-1.87094E-01	4.43117E-02	-4.222	0.0000	3.31197E-01	MHCAPPHD	-7.84611E-02	6.56054E-02	-1.196	0.2317	6.97078E-01
DEP63	2.58555E-03	3.01958E-02	0.086	0.9318	4.36381E-01	HISPAN	6.06797E-02	7.83754E-02	0.774	0.4388	6.29595E+06
DEP183	3.70692E-02	2.60252E-02	1.424	0.1543	3.76249E-01	BLACK	-1.79971E-01	7.95318E-02	-2.263	0.0236	6.03205E+06
MDEP3	-1.35827E-01	5.77693E-02	-2.351	0.0187	2.07540E-01	ASIAN	-1.09098E-01	7.25644E-02	-1.503	0.1327	1.15174E-01
MAR3	1.82412E-01	5.23324E-02	3.486	0.0005	5.97549E-01	NATAMER	-1.64786E-01	2.11273E-01	-0.780	0.4354	8.10556E+05
TA	6.46185E-02	5.87742E-02	1.099	0.2716	1.66447E-01	BIO	-3.94705E-01	9.24262E-02	-4.270	0.0000	3.06880E-01
RA	3.71340E-03	5.55844E-02	0.067	0.9467	2.58812E-01	HEALTH	1.65149E-01	1.01612E-01	1.625	0.1041	7.78511E+06
FELLOW	1.15454E-01	1.01121E-01	1.142	0.2536	3.92083E+06	CHEMENG	4.90418E-01	1.60037E-01	3.064	0.0022	1.35721E+06
TRAIN	2.75761E-02	6.44142E-02	0.428	0.6686	1.44769E-01	ELECENG	2.02985E-01	1.23563E-01	1.643	0.1004	3.03487E+06
MPSOURC	6.96953E-02	7.44916E-02	0.936	0.3495	1.22337E-01	OTHENG	1.37525E-01	9.62496E-02	1.429	0.1531	9.74552E+06
TTD1	-1.60428E-02	9.45069E-03	-1.698	0.0896	9.06956E+00	COMP	5.74855E-01	1.36966E-01	4.197	0.0000	1.97926E+06
MTTD1	2.53562E-01	3.50943E-01	0.723	0.4700	2.63902E+06	MATH	2.48707E-01	1.10535E-01	2.250	0.0244	4.80679E+06
PDOCP	-5.56992E-01	5.00872E-02	-11.120	0.0000	4.27144E-01	PHYSICS	-3.79263E-01	1.19773E-01	-3.167	0.0015	5.18379E+06
MPDOCP	-4.86565E-01	1.35590E-01	-3.588	0.0003	4.56173E+06	CHEM	-2.40692E-01	1.22618E-01	-1.963	0.0497	4.75024E+06
FSWI	-5.00193E-02	4.26510E-02	-1.173	0.2409	3.77568E-01	EAOSCI	-1.33441E-01	1.25530E-01	-1.063	0.2878	3.58153E+06
MFSWI	-7.53699E-02	4.76059E-02	-1.583	0.1134	3.47220E-01	OPSCI	-6.31225E-02	4.54903E-01	-0.139	0.8896	1.69651E+05
BAINT	-1.35549E-02	1.04176E-01	-0.130	0.8965	1.09896E-01	PSYCH	-2.54965E-01	1.02449E-01	-2.489	0.0128	8.21866E+06
MBAINT	8.67835E-02	3.11730E-01	0.278	0.7807	2.18662E+06	ECON	1.25939E-01	1.20199E-01	1.048	0.2948	3.31762E+06
AGEPHD	1.54977E-02	8.38965E-03	1.847	0.0647	3.11889E+01	POLYSCI	1.51019E-02	1.36508E-01	0.111	0.9119	2.29972E+06
NATUPHD	-1.42293E-01	9.97829E-02	-1.426	0.1539	4.59943E+06	SAD	5.36260E-02	1.06025E-01	0.506	0.6130	5.86239E+06
PERMPHD	3.04219E-04	1.17328E-01	0.003	0.9979	3.54383E+06	OSSCI	1.96328E-01	1.37275E-01	1.430	0.1527	2.18662E+06
TEMPPHD	1.46860E-01	1.12730E-01	1.303	0.1927	8.74647E+06	PHD70S	-4.22020E-01	1.16985E-01	-3.607	0.0003	5.57964E+06
MCITPHD	2.19034E-01	1.82644E-01	1.199	0.2304	2.43167E+06	PHD80S	-2.53415E-01	8.77648E-02	-2.887	0.0039	7.65127E-01
HCAPPHD	2.62904E-01	2.16535E-01	1.214	0.2247	7.35156E+05						

NOTES: Dependent variable: YRSASO; 5305 observations; 6 iterations; log likelihood function = -23374.40; restricted log likelihood = -3770.29; Chi-squared = 791.7813; d.f. = 47; significance = .0000000. Log-rank test with 47 degrees of freedom: Chi-squared = 814.773, Prob = .0000.

TABLE D-10. Maximum likelihood estimates for associate-professor rank, hazard model 2

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
FEMALE	-1.64590E-01	4.49672E-02	-3.660	0.0003	3.31197E-01	ASIAN	-7.56942E-02	7.31822E-02	-1.034	0.3010	1.15174E-01
DEP63	-1.02542E-02	3.04297E-02	-0.337	0.7361	4.36381E-01	NATAMER	-1.09712E-01	2.11709E-01	-0.518	0.6043	8.10556E+05
DEP183	2.56790E-02	2.63330E-02	0.975	0.3295	3.76249E-01	PNACAFA	-2.12447E-02	8.83091E-04	-24.057	0.0000	2.06880E+01
MDEP3	-2.80519E-01	5.89952E-02	-4.755	0.0000	2.07540E-01	PMCARGA	-2.92386E-02	1.24551E-03	-23.475	0.0000	4.26743E+01
MAR3	1.68310E-01	5.26502E-02	3.197	0.0014	5.97549E-01	PEMPRSA	-4.53432E-03	5.17327E-04	-8.765	0.0000	3.87165E+01
TA	2.29155E-04	5.89787E-02	0.004	0.9969	1.66447E-01	PEMPDOA	-3.16836E-03	7.42380E-04	-4.268	0.0000	8.40889E+00
RA	4.45892E-02	5.58624E-02	0.798	0.4248	2.58812E-01	PMWAA	2.40920E-02	1.22863E-03	19.609	0.0000	2.72773E+01
FELLOW	9.89237E-02	1.01592E-01	0.974	0.3302	3.92083E+06	PTEACHA	5.25887E-04	6.45978E-04	0.814	0.4156	3.24328E+01
TRAIN	2.13167E-02	6.45254E-02	0.330	0.7411	1.44769E-01	PRESCHA	-1.57077E-04	6.90428E-04	-0.228	0.8200	4.84227E+01
MPSOURC	3.54290E-02	7.41027E-02	0.478	0.6326	1.22337E-01	BIO	-3.82015E-01	9.27369E-02	-4.119	0.0000	3.06880E-01
TTD1	-9.29645E-03	9.68598E-03	-0.960	0.3372	9.06956E+00	HEALTH	1.13264E-01	1.02834E-01	1.101	0.2707	7.78511E+06
MTTD1	2.14762E-01	3.59310E-01	0.598	0.5500	2.63902E+06	CHEMENG	6.68258E-01	1.61017E-01	4.150	0.0000	1.35721E+06
PDOCP	-3.16667E-01	5.09675E-02	-6.213	0.0000	4.27144E-01	ELECENG	3.16205E-01	1.24580E-01	2.538	0.0111	3.03487E+06
MPDOCP	-4.68821E-01	1.35034E-01	-3.472	0.0005	4.56173E+06	OTHENG	2.16475E-01	9.72602E-02	2.226	0.0260	9.74552E+06
FSWI	3.15458E-03	4.27787E-02	0.074	0.9412	3.77568E-01	COMP	5.00549E-01	1.38168E-01	3.623	0.0003	1.97926E+06
MFSWI	-5.43441E-03	4.75451E-02	-0.114	0.9090	3.47220E-01	MATH	6.51974E-02	1.12177E-01	0.581	0.5611	4.80679E+06
BAINT	-6.28775E-03	1.02827E-01	-0.061	0.9512	1.09896E-01	PHYSICS	-2.03713E-01	1.20687E-01	-1.688	0.0914	5.18379E+06
MBAINT	1.55694E-01	3.16999E-01	0.491	0.6233	2.18662E+06	CHEM	-2.09880E-01	1.24062E-01	-1.692	0.0907	4.75024E+06
AGEPHD	1.30864E-02	8.59448E-03	1.523	0.1278	3.11889E+01	EAOSCI	-1.82433E-01	1.26325E-01	-1.444	0.1487	3.58153E+06
NATUPHD	-1.49103E-01	1.00114E-01	-1.489	0.1364	4.59943E+06	OPSCI	1.16199E-01	4.55252E-01	0.255	0.7985	1.69651E+05
PERMPHD	8.62580E-03	1.15331E-01	0.075	0.9404	3.54383E+06	PSYCH	-2.61220E-01	1.04571E-01	-2.498	0.0125	8.21866E+06
TEMPPHD	6.46121E-02	1.12231E-01	0.576	0.5648	8.74647E+06	ECON	-1.54103E-02	1.21398E-01	-0.127	0.8990	3.31762E+06
MCITPHD	3.19560E-01	1.82858E-01	1.748	0.0805	2.43167E+06	POLYSCI	-8.95082E-02	1.38648E-01	-0.646	0.5186	2.29972E+06
HCAPPHD	-9.25762E-03	2.18263E-01	-0.042	0.9662	7.35156E+05	SAD	-2.01227E-02	1.07746E-01	-0.187	0.8518	5.86239E+06
MHCAPPHD	-4.00534E-01	6.84128E-02	-5.855	0.0000	6.97078E-01	OSSCI	1.29880E-01	1.38674E-01	0.937	0.3490	2.18662E+06
HISPAN	3.82433E-02	7.86462E-02	0.486	0.6268	6.29595E+06	PHD70S	-7.34430E-01	1.18149E-01	-6.216	0.0000	5.57964E+06
BLACK	-2.59914E-01	7.99072E-02	-3.253	0.0011	6.03205E+06	PHD80S	-4.55345E-01	8.90992E-02	-5.111	0.0000	7.65127E-01

NOTES: Dependent variable: YRSASO; 5305 observations; 5 iterations; log likelihood function = -22896.80; restricted log likelihood = -23770.29; Chi-squared = 1746.981; d.f. = 54; significance = .0000000. Log-rank test with 54 degrees of freedom: Chi-squared = 1711.700, Prob = .0000.

TABLE D-11. Maximum likelihood estimates for associate-professor rank, hazard model 3

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
FEMALE	-1.90851E-01	4.43648E-02	-4.302	0.0000	3.31197E-01	HISPAN	7.24973E-04	7.85869E-02	0.009	0.9926	6.29595E+06
DEP63	-2.77672E-02	3.03638E-02	-0.914	0.3605	4.36381E-01	BLACK	-2.78332E-01	7.96343E-02	-3.495	0.0005	6.03205E+06
DEP183	1.99947E-02	2.59574E-02	0.770	0.4411	3.76249E-01	ASIAN	-1.56098E-01	7.32788E-02	-2.130	0.0332	1.15174E-01
MDEP3	-2.97538E-01	5.98122E-02	-4.975	0.0000	2.07540E-01	NATAMER	-2.02048E-01	2.11369E-01	-0.956	0.3391	8.10556E+05
MAR3	1.80993E-01	5.35275E-02	3.381	0.0007	5.97549E-01	PRNKANA	-4.92996E-02	2.72984E-03	-18.060	0.0000	1.16226E+01
TA	3.09793E-02	5.88595E-02	0.526	0.5987	1.66447E-01	PMASO	2.67429E-03	7.63524E-04	3.503	0.0005	2.62742E+01
RA	1.54469E-02	5.54848E-02	0.278	0.7807	2.58812E-01	BIO	-3.82373E-01	9.23909E-02	-4.139	0.0000	3.06880E-01
FELLOW	2.75733E-02	1.01143E-01	0.273	0.7851	3.92083E+06	HEALTH	8.75357E-02	1.02057E-01	0.858	0.3910	7.78511E+06
TRAIN	-5.65863E-03	6.44833E-02	-0.088	0.9301	1.44769E-01	CHEMENG	5.29046E-01	1.60295E-01	3.300	0.0010	1.35721E+06
MPSOURC	3.61085E-02	7.47063E-02	0.483	0.6289	1.22337E-01	ELECENG	1.83126E-01	1.24151E-01	1.475	0.1402	3.03487E+06
TTD1	-8.34612E-03	9.25185E-03	-0.902	0.3670	9.06956E+00	OTHENG	1.35853E-01	9.66472E-02	1.406	0.1598	9.74552E+06
MTTD1	3.00736E-01	3.47430E-01	0.866	0.3867	2.63902E+06	COMP	4.25862E-01	1.37401E-01	3.099	0.0019	1.97926E+06
PDOCP	-4.55419E-01	4.97707E-02	-9.150	0.0000	4.27144E-01	MATH	9.32554E-02	1.11010E-01	0.840	0.4009	4.80679E+06
MPDOCP	-4.48441E-01	1.36117E-01	-3.295	0.0010	4.56173E+06	PHYSICS	-1.74545E-01	1.19874E-01	-1.456	0.1454	5.18379E+06
FSWI	-7.57283E-02	4.26268E-02	-1.777	0.0756	3.77568E-01	CHEM	-2.43946E-01	1.22694E-01	-1.988	0.0468	4.75024E+06
MFSWI	-6.91549E-03	4.80153E-02	-0.144	0.8855	3.47220E-01	EAOSCI	-1.18116E-02	1.25615E-01	-0.094	0.9251	3.58153E+06
BAINT	2.49628E-03	1.03054E-01	0.024	0.9807	1.09896E-01	OPSCI	-1.57217E-01	4.54953E-01	-0.346	0.7297	1.69651E+05
MBAINT	1.03027E-01	3.07668E-01	0.335	0.7377	2.18662E+06	PSYCH	-2.32708E-01	1.02769E-01	-2.264	0.0236	8.21866E+06
AGEPHD	1.53341E-02	8.24380E-03	1.860	0.0629	3.11889E+01	ECON	5.42021E-02	1.20545E-01	0.450	0.6530	3.31762E+06
NATUPHD	-1.22197E-01	1.00111E-01	-1.221	0.2222	4.59943E+06	POLYSCI	-6.45541E-02	1.36636E-01	-0.472	0.6366	2.29972E+06
PERMPHD	-6.53672E-02	1.18172E-01	-0.553	0.5802	3.54383E+06	SAD	2.51496E-02	1.06383E-01	0.236	0.8131	5.86239E+06
TEMPPHD	1.29552E-01	1.11614E-01	1.161	0.2458	8.74647E+06	OSSCI	1.39064E-01	1.37711E-01	1.010	0.3126	2.18662E+06
MCITPHD	8.51118E-02	1.81447E-01	0.469	0.6390	2.43167E+06	PHD70S	-4.43877E-01	1.16718E-01	-3.803	0.0001	5.57964E+06
HCAPPHD	3.14009E-01	2.17190E-01	1.446	0.1482	7.35156E+05	PHD80S	-3.26268E-01	8.77395E-02	-3.719	0.0002	7.65127E-01
MHCAPPHD	-1.29127E-01	6.57938E-02	-1.963	0.0497	6.97078E-01						

NOTES: Dependent variable: YRSASO; 5305 observations; 7 iterations; log likelihood function = -22932.24; restricted log likelihood = -23770.29; Chi-squared = 1676.105; d.f. = 49; significance = .0000000. Log-rank test with 49 degrees of freedom: Chi-squared = 1316.600, Prob = .0000.

TABLE D-12. Maximum likelihood estimates for associate-professor rank, hazard model 4

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
FEMALE	-1.26241E-01	4.50032E-02	-2.805	0.0050	3.31197E-01	NATAMER	-7.92094E-02	2.11804E-01	-0.374	0.7084	8.10556E+05
DEP63	-2.56972E-02	3.07178E-02	-0.837	0.4028	4.36381E-01	PNACAFA	-2.04198E-02	8.61516E-04	-23.702	0.0000	2.06880E+01
DEP183	2.57128E-02	2.63332E-02	0.976	0.3288	3.76249E-01	PMCRGA	-2.99232E-02	1.61907E-03	-18.482	0.0000	4.26743E+01
MDEP3	-3.66162E-01	5.95337E-02	-6.150	0.0000	2.07540E-01	PEMPRSA	-3.17717E-03	5.22539E-04	-6.080	0.0000	3.87165E+01
MAR3	1.38229E-01	5.30921E-02	2.604	0.0092	5.97549E-01	PEMPDOA	-2.24515E-03	7.46546E-04	-3.007	0.0026	8.40889E+00
TA	1.27179E-02	5.92317E-02	0.215	0.8300	1.66447E-01	PMWAA	9.11268E-03	2.21665E-03	4.111	0.0000	2.72773E+01
RA	3.95505E-02	5.60289E-02	0.706	0.4803	2.58812E-01	PTEACHA	-3.34094E-03	6.71000E-04	-4.979	0.0000	3.24328E+01
FELLOW	2.27548E-03	1.01700E-01	0.022	0.9821	3.92083E+06	PRESCHA	-2.13180E-03	7.06093E-04	-3.019	0.0025	4.84227E+01
TRAIN	-1.09178E-03	6.46162E-02	-0.017	0.9865	1.44769E-01	PRNKANA	-4.60270E-02	2.73761E-03	-16.813	0.0000	1.16226E+01
MPSOURC	2.00990E-02	7.44940E-02	0.270	0.7873	1.22337E-01	PMASO	1.52786E-02	2.55464E-03	5.981	0.0000	2.62742E+01
TTD1	-7.18689E-03	9.54435E-03	-0.753	0.4515	9.06956E+00	BIO	-3.51054E-01	9.29027E-02	-3.779	0.0002	3.06880E-01
MTTD1	2.81885E-01	3.58353E-01	0.787	0.4315	2.63902E+06	HEALTH	5.73869E-02	1.02858E-01	0.558	0.5769	7.78511E+06
PDOCP	-2.60992E-01	5.05458E-02	-5.163	0.0000	4.27144E-01	CHEMENG	6.03898E-01	1.61052E-01	3.750	0.0002	1.35721E+06
MPDOCP	-4.39935E-01	1.35784E-01	-3.240	0.0012	4.56173E+06	ELECENG	2.65893E-01	1.24950E-01	2.128	0.0333	3.03487E+06
FSWI	-2.93648E-02	4.26196E-02	-0.689	0.4908	3.77568E-01	OTHENG	2.12955E-01	9.77014E-02	2.180	0.0293	9.74552E+06
MFSWI	3.80488E-02	4.76900E-02	0.798	0.4250	3.47220E-01	COMP	3.77372E-01	1.38346E-01	2.728	0.0064	1.97926E+06
BAINT	-7.31178E-03	1.01889E-01	-0.072	0.9428	1.09896E-01	MATH	2.84243E-02	1.12486E-01	0.253	0.8005	4.80679E+06
MBAINT	2.26197E-01	3.15988E-01	0.716	0.4741	2.18662E+06	PHYSICS	-4.21472E-02	1.20809E-01	-0.349	0.7272	5.18379E+06
AGEPHD	1.75318E-02	8.50978E-03	2.060	0.0394	3.11889E+01	CHEM	-1.73997E-01	1.24381E-01	-1.399	0.1618	4.75024E+06
NATUPHD	-1.12926E-01	1.00584E-01	-1.123	0.2616	4.59943E+06	EAOSCI	-3.53185E-02	1.26643E-01	-0.279	0.7803	3.58153E+06
PERMPHD	-2.14879E-02	1.15998E-01	-0.185	0.8530	3.54383E+06	OPSCI	-1.84447E-02	4.55233E-01	-0.041	0.9677	1.69651E+05
TEMPPHD	1.03663E-01	1.11175E-01	0.932	0.3511	8.74647E+06	PSYCH	-2.37032E-01	1.04398E-01	-2.270	0.0232	8.21866E+06
MCITPHD	2.31798E-01	1.81404E-01	1.278	0.2013	2.43167E+06	ECON	1.08943E-02	1.21881E-01	0.089	0.9288	3.31762E+06
HCAPPHD	1.02737E-01	2.19100E-01	0.469	0.6391	7.35156E+05	POLYSCI	-7.11953E-02	1.38690E-01	-0.513	0.6077	2.29972E+06
MHCAPPHD	-4.68282E-01	7.01365E-02	-6.677	0.0000	6.97078E-01	SAD	4.82150E-04	1.07696E-01	0.004	0.9964	5.86239E+06
HISPAN	6.67539E-03	7.87208E-02	0.085	0.9324	6.29595E+06	OSSCI	1.59957E-01	1.39027E-01	1.151	0.2499	2.18662E+06
BLACK	-2.88088E-01	7.98939E-02	-3.606	0.0003	6.03205E+06	PHD70S	-8.34161E-01	1.18776E-01	-7.023	0.0000	5.57964E+06
ASIAN	-1.17568E-01	7.33486E-02	-1.603	0.1090	1.15174E-01	PHD80S	-5.35458E-01	8.92751E-02	-5.998	0.0000	7.65127E-01

NOTES: Dependent variable: YRSASO; 5305 observations; 7 iterations; log likelihood function = -22533.95; restricted log likelihood = -23770.29; Chi-squared = 2472.669; d.f. = 56; significance = .0000000. Log-rank test with 56 degrees of freedom: Chi-squared = 2113.252, Prob = .0000.

TABLE D-13. Maximum likelihood estimates for associate-professor rank, hazard model I-1

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
FEMALE	-1.02297E-01	6.71995E-02	-1.522	0.1279	3.31197E-01	MCITPHD	2.00989E-01	1.82581E-01	1.101	0.2710	2.43167E+06
FDEP63	-1.44711E-01	7.11107E-02	-2.035	0.0419	1.01791E-01	HCAPPHD	2.42590E-01	2.16920E-01	1.118	0.2634	7.35156E+05
FDEP183	-2.37485E-01	6.28011E-02	-3.782	0.0002	8.91612E+06	MHCAPPHD	-7.45528E-02	6.57047E-02	-1.135	0.2565	6.97078E-01
FMAR3	6.55210E-02	9.90049E-02	0.662	0.5081	1.69651E-01	HISPAN	7.45140E-02	7.84299E-02	0.950	0.3421	6.29595E+06
DEP63	4.75091E-02	3.37270E-02	1.409	0.1589	4.36381E-01	BLACK	-1.57616E-01	7.94909E-02	-1.983	0.0474	6.03205E+06
DEP183	9.77699E-02	2.87705E-02	3.398	0.0007	3.76249E-01	ASIAN	-9.57960E-02	7.24682E-02	-1.322	0.1862	1.15174E-01
MDEP3	5.22073E-02	7.05524E-02	0.740	0.4593	2.07540E-01	NATAMER	-1.42758E-01	2.11337E-01	-0.676	0.4994	8.10556E+05
MAR3	8.33067E-02	6.59435E-02	1.263	0.2065	5.97549E-01	BIO	-3.91083E-01	9.26093E-02	-4.223	0.0000	3.06880E-01
MMAR3	-3.56675E-01	8.11211E-02	-4.397	0.0000	1.36475E-01	HEALTH	1.93176E-01	1.01952E-01	1.895	0.0581	7.78511E+06
TA	5.36558E-02	5.88480E-02	0.912	0.3619	1.66447E-01	CHEMENG	5.15690E-01	1.60109E-01	3.221	0.0013	1.35721E+06
RA	2.52727E-03	5.56366E-02	0.045	0.9638	2.58812E-01	ELECENG	2.28427E-01	1.23761E-01	1.846	0.0649	3.03487E+06
FELLOW	1.07966E-01	1.01175E-01	1.067	0.2859	3.92083E+06	OTHENG	1.42750E-01	9.63651E-02	1.481	0.1385	9.74552E+06
TRAIN	2.00873E-02	6.45117E-02	0.311	0.7555	1.44769E-01	COMP	5.82885E-01	1.37263E-01	4.246	0.0000	1.97926E+06
MPSOURC	5.82773E-02	7.45848E-02	0.781	0.4346	1.22337E-01	MATH	2.70806E-01	1.10784E-01	2.444	0.0145	4.80679E+06
TTD1	-1.44328E-02	9.44956E-03	-1.527	0.1267	9.06956E+00	PHYSICS	-3.68969E-01	1.19902E-01	-3.077	0.0021	5.18379E+06
MTTD1	2.56127E-01	3.51991E-01	0.728	0.4668	2.63902E+06	CHEM	-2.25331E-01	1.22665E-01	-1.837	0.0662	4.75024E+06
PDOCP	-5.65391E-01	5.00691E-02	-11.292	0.0000	4.27144E-01	EAOSCI	-1.19495E-01	1.25748E-01	-0.950	0.3420	3.58153E+06
MPDOCP	-4.59965E-01	1.35384E-01	-3.397	0.0007	4.56173E+06	OPSCI	-7.16497E-02	4.54940E-01	-0.157	0.8749	1.69651E+05
FSWI	-4.74556E-02	4.26642E-02	-1.112	0.2660	3.77568E-01	PSYCH	-2.52598E-01	1.02630E-01	-2.461	0.0138	8.21866E+06
MFSWI	-7.05217E-02	4.75780E-02	-1.482	0.1383	3.47220E-01	ECON	1.55624E-01	1.20463E-01	1.292	0.1964	3.31762E+06
BAINT	-1.51405E-02	1.03990E-01	-0.146	0.8842	1.09896E-01	POLYSCI	1.41315E-02	1.36584E-01	0.103	0.9176	2.29972E+06
MBAINT	3.68467E-02	3.12143E-01	0.118	0.9060	2.18662E+06	SAD	3.50518E-02	1.06239E-01	0.330	0.7415	5.86239E+06
AGEPHD	1.38666E-02	8.41470E-03	1.648	0.0994	3.11889E+01	OSSCI	1.75595E-01	1.37528E-01	1.277	0.2017	2.18662E+06
NATUPHD	-9.50339E-02	1.00162E-01	-0.949	0.3427	4.59943E+06	PHD70S	-4.22503E-01	1.16996E-01	-3.611	0.0003	5.57964E+06
PERMPHD	2.43658E-02	1.17440E-01	0.207	0.8356	3.54383E+06	PHD80S	-2.34753E-01	8.78656E-02	-2.672	0.0075	7.65127E-01
TEMPPHD	1.44348E-01	1.12573E-01	1.282	0.1998	8.74647E+06						

NOTES: Dependent variable: YRSASO; 5305 observations; 6 iterations; log likelihood function = -23353.82; restricted log likelihood = -23770.29; Chi-squared = 832.9312; d.f. = 51; significance = .000000. Log-rank test with 51 degrees of freedom: Chi-squared = 858.780, Prob = .0000.

TABLE D-14. Maximum likelihood estimates for associate-professor rank, hazard model I-2

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
FEMALE	-7.19004E-02	6.75882E-02	-1.064	0.2874	3.31197E-01	HISPAN	4.39082E-02	7.87157E-02	0.558	0.5770	6.29595E+06
FDEP63	-1.51545E-01	7.09847E-02	-2.135	0.0328	1.01791E-01	BLACK	-2.47773E-01	7.98851E-02	-3.102	0.0019	6.03205E+06
FDEP183	-1.60035E-01	6.30405E-02	-2.539	0.0111	8.91612E+06	ASIAN	-7.49742E-02	7.31029E-02	-1.026	0.3051	1.15174E-01
FMAR3	1.63670E-02	9.96356E-02	0.164	0.8695	1.69651E-01	NATAMER	-1.06068E-01	2.11776E-01	-0.501	0.6165	8.10556E+05
DEP63	2.96974E-02	3.39392E-02	0.875	0.3816	4.36381E-01	PNACAFSA	-2.09208E-02	8.87287E-04	-23.578	0.0000	2.06880E+01
DEP183	6.44040E-02	2.92688E-02	2.200	0.0278	3.76249E-01	PMCRGA	-2.86633E-02	1.25645E-03	-22.813	0.0000	4.26743E+01
MDEP3	-1.70610E-01	7.17175E-02	-2.379	0.0174	2.07540E-01	PEMPRSA	-4.51913E-03	5.17755E-04	-8.728	0.0000	3.87165E+01
MAR3	1.23274E-01	6.66650E-02	1.849	0.0644	5.97549E-01	PEMPDOA	-3.03398E-03	7.43964E-04	-4.078	0.0000	8.40889E+00
MMAR3	-2.26588E-01	8.56097E-02	-2.647	0.0081	1.36475E-01	PMWAA	2.43327E-02	1.22644E-03	19.840	0.0000	2.72773E+01
TA	-8.04044E-03	5.90542E-02	-0.136	0.8917	1.66447E-01	PTEACHA	6.10125E-04	6.46673E-04	0.943	0.3454	3.24328E+01
RA	4.96005E-02	5.58769E-02	0.888	0.3747	2.58812E-01	PRESCHA	-9.47453E-05	6.91766E-04	-0.137	0.8911	4.84227E+01
FELLOW	9.83406E-02	1.01582E-01	0.968	0.3330	3.92083E+06	BIO	-3.70732E-01	9.28346E-02	-3.993	0.0001	3.06880E-01
TRAIN	2.03876E-02	6.45316E-02	0.316	0.7521	1.44769E-01	HEALTH	1.35376E-01	1.03076E-01	1.313	0.1891	7.78511E+06
MPSOURC	3.15688E-02	7.42176E-02	0.425	0.6706	1.22337E-01	CHEMENG	6.79845E-01	1.61091E-01	4.220	0.0000	1.35721E+06
TTD1	-7.82815E-03	9.65243E-03	-0.811	0.4174	9.06956E+00	ELECENG	3.29567E-01	1.24764E-01	2.642	0.0083	3.03487E+06
MTTD1	1.82957E-01	3.59741E-01	0.509	0.6110	2.63902E+06	OTHENG	2.17662E-01	9.73631E-02	2.236	0.0254	9.74552E+06
PDOCP	-3.27977E-01	5.09943E-02	-6.432	0.0000	4.27144E-01	COMP	5.13040E-01	1.38457E-01	3.705	0.0002	1.97926E+06
MPDOCP	-4.56246E-01	1.35066E-01	-3.378	0.0007	4.56173E+06	MATH	8.53340E-02	1.12375E-01	0.759	0.4476	4.80679E+06
FSWI	1.70944E-03	4.27917E-02	0.040	0.9681	3.77568E-01	PHYSICS	-1.94063E-01	1.20826E-01	-1.606	0.1082	5.18379E+06
MFSWI	-4.15061E-03	4.75418E-02	-0.087	0.9304	3.47220E-01	CHEM	-1.95951E-01	1.24188E-01	-1.578	0.1146	4.75024E+06
BAINT	-5.50973E-03	1.02930E-01	-0.054	0.9573	1.09896E-01	EAOSCI	-1.73044E-01	1.26390E-01	-1.369	0.1710	3.58153E+06
MBAINT	1.27269E-01	3.17199E-01	0.401	0.6883	2.18662E+06	OPSCI	1.12687E-01	4.55308E-01	0.247	0.8045	1.69651E+05
AGEPHD	1.13010E-02	8.59393E-03	1.315	0.1885	3.11889E+01	PSYCH	-2.48162E-01	1.04611E-01	-2.372	0.0177	8.21866E+06
NATUPHD	-1.17548E-01	1.00399E-01	-1.171	0.2417	4.59943E+06	ECON	6.83103E-03	1.21512E-01	0.056	0.9552	3.31762E+06
PERMPHD	2.04275E-02	1.15639E-01	0.177	0.8598	3.54383E+06	POLYSCI	-7.57855E-02	1.38711E-01	-0.546	0.5848	2.29972E+06
TEMPPHD	5.90065E-02	1.12268E-01	0.526	0.5992	8.74647E+06	SAD	-2.13651E-02	1.07864E-01	-0.198	0.8430	5.86239E+06
MCITPHD	3.01491E-01	1.82855E-01	1.649	0.0992	2.43167E+06	OSSCI	1.22829E-01	1.38801E-01	0.885	0.3762	2.18662E+06
HCAPPHD	-4.19281E-02	2.18722E-01	-0.192	0.8480	7.35156E+05	PHD70S	-7.26745E-01	1.18124E-01	-6.152	0.0000	5.57964E+06
MHCAPPHD	-3.96041E-01	6.85052E-02	-5.781	0.0000	6.97078E-01	PHD80S	-4.41432E-01	8.91224E-02	-4.953	0.0000	7.65127E-01

NOTES: Dependent variable: YRSASO; 5305 observations; 5 iterations; log likelihood function = -22886.23; restricted log likelihood = -23770.29; Chi-squared = 1768.113; d.f. = 58; significance = .0000000. Log-rank test with 58 degrees of freedom: Chi-squared = 1737.345, Prob = .0000.

TABLE D-15. Maximum likelihood estimates for associate-professor rank, hazard model I-3

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
FEMALE	-9.70868E-02	6.71744E-02	-1.445	0.1484	3.31197E-01	HCAPPHD	2.77838E-01	2.17537E-01	1.277	0.2015	7.35156E+05
FDEP63	-1.10261E-01	7.10785E-02	-1.551	0.1208	1.01791E-01	MHCAPPHD	-1.33624E-01	6.58918E-02	-2.028	0.0426	6.97078E-01
FDEP183	-2.52205E-01	6.25236E-02	-4.034	0.0001	8.91612E+06	HISPAN	1.14700E-02	7.86081E-02	0.146	0.8840	6.29595E+06
FMAR3	3.02355E-02	9.88310E-02	0.306	0.7597	1.69651E-01	BLACK	-2.63014E-01	7.96119E-02	-3.304	0.0010	6.03205E+06
DEP63	1.43630E-02	3.38413E-02	0.424	0.6713	4.36381E-01	ASIAN	-1.41912E-01	7.31200E-02	-1.941	0.0523	1.15174E-01
DEP183	8.89724E-02	2.88134E-02	3.088	0.0020	3.76249E-01	NATAMER	-1.72659E-01	2.11410E-01	-0.817	0.4141	8.10556E+05
MDEP3	-4.89605E-03	7.05612E-02	-0.069	0.9447	2.07540E-01	PRNKANA	-4.96467E-02	2.73874E-03	-18.128	0.0000	1.16226E+01
MAR3	5.66903E-02	6.60783E-02	0.858	0.3909	5.97549E-01	PMASO	4.40695E-03	7.96239E-04	5.535	0.0000	2.62742E+01
MMAR3	-5.80577E-01	8.56154E-02	-6.781	0.0000	1.36475E-01	BIO	-3.75970E-01	9.25194E-02	-4.064	0.0000	3.06880E-01
TA	1.57338E-02	5.88802E-02	0.267	0.7893	1.66447E-01	HEALTH	1.20486E-01	1.02223E-01	1.179	0.2385	7.78511E+06
RA	1.25952E-02	5.54581E-02	0.227	0.8203	2.58812E-01	CHEMENG	5.37424E-01	1.60288E-01	3.353	0.0008	1.35721E+06
FELLOW	8.54871E-03	1.01193E-01	0.084	0.9327	3.92083E+06	ELECENG	1.82970E-01	1.24363E-01	1.471	0.1412	3.03487E+06
TRAIN	-1.59037E-02	6.45402E-02	-0.246	0.8054	1.44769E-01	OTHENG	1.30380E-01	9.67563E-02	1.348	0.1778	9.74552E+06
MPSOURC	1.37842E-02	7.48828E-02	0.184	0.8540	1.22337E-01	COMP	4.26832E-01	1.37596E-01	3.102	0.0019	1.97926E+06
TTD1	-6.23075E-03	9.26762E-03	-0.672	0.5014	9.06956E+00	MATH	9.97672E-02	1.11195E-01	0.897	0.3696	4.80679E+06
MTTD1	2.72442E-01	3.48108E-01	0.783	0.4338	2.63902E+06	PHYSICS	-1.81372E-01	1.19936E-01	-1.512	0.1305	5.18379E+06
PDOCP	-4.68696E-01	4.97265E-02	-9.425	0.0000	4.27144E-01	CHEM	-2.39017E-01	1.22849E-01	-1.946	0.0517	4.75024E+06
MPDOCP	-4.18473E-01	1.36038E-01	-3.076	0.0021	4.56173E+06	EAOSCI	-3.70801E-04	1.25804E-01	-0.003	0.9976	3.58153E+06
FSWI	-7.14570E-02	4.26314E-02	-1.676	0.0937	3.77568E-01	OPSCI	-1.68169E-01	4.55006E-01	-0.370	0.7117	1.69651E+05
MFSWI	3.19541E-03	4.80448E-02	0.067	0.9470	3.47220E-01	PSYCH	-2.30218E-01	1.02883E-01	-2.238	0.0252	8.21866E+06
BAINT	-3.87257E-03	1.03134E-01	-0.038	0.9700	1.09896E-01	ECON	7.71849E-02	1.20822E-01	0.639	0.5229	3.31762E+06
MBAINT	4.65107E-02	3.07592E-01	0.151	0.8798	2.18662E+06	POLYSCI	-6.90509E-02	1.36684E-01	-0.505	0.6134	2.29972E+06
AGEPHD	1.30782E-02	8.29584E-03	1.576	0.1149	3.11889E+01	SAD	1.52377E-02	1.06528E-01	0.143	0.8863	5.86239E+06
NATUPHD	-6.46556E-02	1.00340E-01	-0.644	0.5193	4.59943E+06	OSSCI	1.01625E-01	1.37940E-01	0.737	0.4613	2.18662E+06
PERMPHD	-3.33240E-02	1.18474E-01	-0.281	0.7785	3.54383E+06	PHD70S	-4.55875E-01	1.16766E-01	-3.904	0.0001	5.57964E+06
TEMPPHD	1.16123E-01	1.11553E-01	1.041	0.2979	8.74647E+06	PHD80S	-3.08628E-01	8.77395E-02	-3.518	0.0004	7.65127E-01
MCITPHD	5.03028E-02	1.80869E-01	0.278	0.7809	2.43167E+06						

NOTES: Dependent variable: YRSASO; 5305 observations; 7 iterations; log likelihood function = -22897.63; restricted log likelihood = -23770.29; Chi-squared = 1745.322; d.f. = 53; significance = .000000. Log-rank test with 53 degrees of freedom: Chi-squared = 1388.322, Prob = .0000.

TABLE D-16. Maximum likelihood estimates for associate-professor rank, hazard model I-4

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
FEMALE	-1.83230E-02	6.76294E-02	-0.271	0.7864	3.31197E-01	BLACK	-2.73697E-01	7.98642E-02	-3.427	0.0006	6.03205E+06
FDEP63	-1.31536E-01	7.15906E-02	-1.837	0.0662	1.01791E-01	ASIAN	-1.13815E-01	7.32855E-02	-1.553	0.1204	1.15174E-01
FDEP183	-1.84011E-01	6.28103E-02	-2.930	0.0034	8.91612E+06	NATAMER	-7.78174E-02	2.11946E-01	-0.367	0.7135	8.10556E+05
FMAR3	-1.09831E-02	9.96846E-02	-0.110	0.9123	1.69651E-01	PNACAFSA	-2.00960E-02	8.65313E-04	-23.224	0.0000	2.06880E+01
DEP63	1.40268E-02	3.42997E-02	0.409	0.6826	4.36381E-01	PMCRGA	-2.92965E-02	1.62484E-03	-18.030	0.0000	4.26743E+01
DEP183	7.26878E-02	2.93813E-02	2.474	0.0134	3.76249E-01	PEMPRSA	-3.10963E-03	5.23139E-04	-5.944	0.0000	3.87165E+01
MDEP3	-1.93195E-01	7.16958E-02	-2.695	0.0070	2.07540E-01	PEMPDOA	-2.03862E-03	7.48148E-04	-2.725	0.0064	8.40889E+00
MAR3	7.86319E-02	6.67968E-02	1.177	0.2391	5.97549E-01	PMWAA	8.94369E-03	2.21929E-03	4.030	0.0001	2.72773E+01
MMAR3	-3.46762E-01	8.57391E-02	-4.044	0.0001	1.36475E-01	PTEACHA	-3.29743E-03	6.72677E-04	-4.902	0.0000	3.24328E+01
TA	2.24752E-03	5.92906E-02	0.038	0.9698	1.66447E-01	PRESCHA	-2.09795E-03	7.08423E-04	-2.961	0.0031	4.84227E+01
RA	4.11691E-02	5.60098E-02	0.735	0.4623	2.58812E-01	PRNKANA	-4.64611E-02	2.74875E-03	-16.903	0.0000	1.16226E+01
FELLOW	-7.72267E-03	1.01712E-01	-0.076	0.9395	3.92083E+06	PMASO	1.59921E-02	2.56014E-03	6.247	0.0000	2.62742E+01
TRAIN	-4.68443E-03	6.46348E-02	-0.072	0.9422	1.44769E-01	BIO	-3.42780E-01	9.29781E-02	-3.687	0.0002	3.06880E-01
MPSOURC	1.13425E-02	7.46218E-02	0.152	0.8792	1.22337E-01	HEALTH	8.09871E-02	1.03043E-01	0.786	0.4319	7.78511E+06
TTD1	-5.71273E-03	9.52236E-03	-0.600	0.5486	9.06956E+00	CHEMENG	6.11588E-01	1.61071E-01	3.797	0.0001	1.35721E+06
MTTD1	2.50515E-01	3.59057E-01	0.698	0.4854	2.63902E+06	ELECENG	2.69616E-01	1.25153E-01	2.154	0.0312	3.03487E+06
PDOCP	-2.74642E-01	5.05765E-02	-5.430	0.0000	4.27144E-01	OTHENG	2.10267E-01	9.77842E-02	2.150	0.0315	9.74552E+06
MPDOCP	-4.21517E-01	1.35935E-01	-3.101	0.0019	4.56173E+06	COMP	3.86959E-01	1.38609E-01	2.792	0.0052	1.97926E+06
FSWI	-2.88944E-02	4.26100E-02	-0.678	0.4977	3.77568E-01	MATH	4.08054E-02	1.12573E-01	0.362	0.7170	4.80679E+06
MFSWI	4.21847E-02	4.77273E-02	0.884	0.3768	3.47220E-01	PHYSICS	-4.27510E-02	1.20983E-01	-0.353	0.7238	5.18379E+06
BAINT	-1.48273E-02	1.01973E-01	-0.145	0.8844	1.09896E-01	CHEM	-1.72417E-01	1.24599E-01	-1.384	0.1664	4.75024E+06
MBAINT	1.85442E-01	3.16183E-01	0.587	0.5575	2.18662E+06	EAOSCI	-3.23767E-02	1.26685E-01	-0.256	0.7983	3.58153E+06
AGEPHD	1.57542E-02	8.52882E-03	1.847	0.0647	3.11889E+01	OPSCI	-2.58912E-02	4.55289E-01	-0.057	0.9547	1.69651E+05
NATUPHD	-7.21001E-02	1.00878E-01	-0.715	0.4748	4.59943E+06	PSYCH	-2.28230E-01	1.04401E-01	-2.186	0.0288	8.21866E+06
PERMPHD	-2.49535E-03	1.16371E-01	-0.021	0.9829	3.54383E+06	ECON	2.85871E-02	1.21964E-01	0.234	0.8147	3.31762E+06
TEMPPHD	1.00402E-01	1.11088E-01	0.904	0.3661	8.74647E+06	POLYSCI	-6.06253E-02	1.38709E-01	-0.437	0.6621	2.29972E+06
MCITPHD	2.10733E-01	1.81322E-01	1.162	0.2452	2.43167E+06	SAD	1.04048E-03	1.07840E-01	0.010	0.9923	5.86239E+06
HCAPPHD	7.16571E-02	2.19438E-01	0.327	0.7440	7.35156E+05	OSSCI	1.45179E-01	1.39185E-01	1.043	0.2969	2.18662E+06
MHCAPPHD	-4.61317E-01	7.01672E-02	-6.575	0.0000	6.97078E-01	PHD70S	-8.35292E-01	1.18825E-01	-7.030	0.0000	5.57964E+06
HISPAN	1.63211E-02	7.88177E-02	0.207	0.8360	6.29595E+06	PHD80S	-5.20300E-01	8.92769E-02	-5.828	0.0000	7.65127E-01

NOTES: Dependent variable: YRSASO; 5305 observations; 7 iterations; log likelihood function = -22517.44; restricted log likelihood = -23770.29; Chi-squared = 2505.693; d.f. = 60; significance = .000000. Log-rank test with 60 degrees of freedom: Chi-squared = 2142.723, Prob = .0000.

TABLE D-17. Maximum likelihood estimates for full-professor rank, hazard model 1

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
FEMALE	-2.91647E-01	9.15540E-02	-3.186	0.0014	3.00601E-01	MCITPHD	3.36589E-01	3.70217E-01	0.909	0.3633	2.00401E+06
DEP66	6.39114E-02	6.29420E-02	1.015	0.3099	2.69739E-01	HISPAN	1.51064E-01	1.68026E-01	0.899	0.3686	4.84970E+06
DEP186	6.98758E-02	4.03710E-02	1.731	0.0835	7.00601E-01	BLACK	-3.24577E-01	1.63254E-01	-1.988	0.0468	6.33267E+06
MDEP6	-5.52596E-02	1.91370E-01	-0.289	0.7728	3.88778E+06	ASIAN	5.58244E-02	1.47346E-01	0.379	0.7048	9.73948E+06
MAR6	1.01133E-01	1.00524E-01	1.006	0.3144	6.26052E-01	NATAMER	2.38403E-01	4.53426E-01	0.526	0.5990	5.21042E+05
TA	-6.59604E-02	1.15498E-01	-0.571	0.5679	1.78357E-01	BIO	-5.11920E-01	1.59225E-01	-3.215	0.0013	3.32665E-01
RA	-2.03950E-03	1.08427E-01	-0.019	0.9850	2.53307E-01	HEALTH	-4.47016E-02	1.79861E-01	-0.249	0.8037	7.65531E+06
FELLOW	2.46947E-02	1.98425E-01	0.124	0.9010	4.28858E+06	CHEMENG	1.00410E+00	3.01673E-01	3.328	0.0009	8.01603E+05
TRAIN	1.96760E-02	1.25951E-01	0.156	0.8759	1.72745E-01	ELECENG	-4.71447E-02	2.51231E-01	-0.188	0.8511	2.12425E+06
MPSOURC	1.16626E-01	1.56593E-01	0.745	0.4564	9.69940E+06	OTHENG	2.01820E-02	1.85076E-01	0.109	0.9132	5.77154E+06
TTD1	1.82341E-02	2.29604E-02	0.794	0.4271	8.60040E+00	COMP	-5.91202E-01	3.76652E-01	-1.570	0.1165	1.08216E+06
MTTD1	1.87462E-01	7.64349E-01	0.245	0.8063	2.24449E+06	MATH	-1.10637E-01	1.90939E-01	-0.579	0.5623	5.65130E+06
PDOCP	-5.40578E-01	1.00976E-01	-5.354	0.0000	4.25251E-01	PHYSICS	-4.33039E-01	2.17994E-01	-1.986	0.0470	5.17034E+06
MPDOCP	-5.54563E-01	2.78871E-01	-1.989	0.0467	4.04810E+06	CHEM	-1.16818E-01	2.25351E-01	-0.518	0.6042	4.56914E+06
FSWI	4.63546E-02	8.32408E-02	0.557	0.5776	3.46293E-01	EAOSCI	-1.89162E-01	2.10268E-01	-0.900	0.3683	3.68737E+06
MFSWI	-3.01690E-01	9.64035E-02	-3.129	0.0018	3.50701E-01	OPSCI	8.69290E-01	6.02202E-01	1.444	0.1489	1.20240E+05
BAINT	-1.14219E-01	2.35061E-01	-0.486	0.6270	9.01804E+06	PSYCH	-4.96654E-01	1.83393E-01	-2.708	0.0068	8.85772E+06
MBAINT	-9.92510E-02	6.46353E-01	-0.154	0.8780	1.80361E+06	ECON	-1.75073E-02	2.00991E-01	-0.087	0.9306	3.80762E+06
AGEPHD	-1.30682E-02	2.07801E-02	-0.629	0.5294	3.06160E+01	POLYSCI	-1.29917E-01	2.43720E-01	-0.533	0.5940	2.52505E+06
NATUPHD	-5.53404E-01	2.36792E-01	-2.337	0.0194	3.88778E+06	SAD	-3.16708E-01	1.87050E-01	-1.693	0.0904	6.77355E+06
PERMPHD	-7.51902E-02	2.55370E-01	-0.294	0.7684	3.80762E+06	OSSCI	-5.41869E-02	2.43983E-01	-0.222	0.8242	2.04409E+06
TEMPPHD	3.19745E-01	2.48813E-01	1.285	0.1988	6.49299E+06	PHD70S	-7.92723E-02	1.05020E-01	-0.755	0.4504	1.18637E-01

NOTES: Dependent variable: YRSFULL; 2495 observations; 7 iterations; log likelihood function = -5574.609; restricted log likelihood = -5686.806; Chi-squared = 224.3925; d.f. = 44; significance = .0000000. Log-rank test with 44 degrees of freedom: Chi-squared = 241.731, Prob = .0000.

TABLE D-18. Maximum likelihood estimates for full-professor rank, hazard model 2

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
FEMALE	-3.14598E-01	9.40552E-02	-3.345	0.0008	3.00601E-01	NATAMER	5.04218E-01	4.57758E-01	1.101	0.2707	5.21042E+05
DEP66	6.89205E-02	6.47455E-02	1.064	0.2871	2.69739E-01	PNACAFF	-3.23800E-02	2.23685E-03	-14.476	0.0000	2.01484E+01
DEP186	2.62883E-02	4.09341E-02	0.642	0.5207	7.00601E-01	PMCRGF	-5.54270E-02	3.34247E-03	-16.583	0.0000	3.76460E+01
MDEP6	-1.91800E-01	1.98040E-01	-0.968	0.3328	3.88778E+06	PEMPRSF	-3.48197E-03	1.04210E-03	-3.341	0.0008	4.06703E+01
MAR6	1.06586E-02	1.01795E-01	0.105	0.9166	6.26052E-01	PEMPDOF	-4.30518E-03	1.53407E-03	-2.806	0.0050	9.26544E+00
TA	-4.06624E-02	1.16479E-01	-0.349	0.7270	1.78357E-01	PMWACF	4.87980E-02	3.21924E-03	15.158	0.0000	2.52032E+01
RA	2.08111E-02	1.09316E-01	0.190	0.8490	2.53307E-01	PTEACHF	-2.11009E-03	1.51967E-03	-1.389	0.1650	3.63611E+01
FELLOW	2.16496E-01	2.01808E-01	1.073	0.2834	4.28858E+06	PRESCHF	3.15695E-04	1.55111E-03	0.204	0.8387	4.88544E+01
TRAIN	4.75468E-02	1.25554E-01	0.379	0.7049	1.72745E-01	BIO	-4.08702E-01	1.60526E-01	-2.546	0.0109	3.32665E-01
MPSOURC	4.52041E-02	1.56802E-01	0.288	0.7731	9.69940E+06	HEALTH	2.89128E-02	1.81905E-01	0.159	0.8737	7.65531E+06
TTD1	6.71281E-03	2.25336E-02	0.298	0.7658	8.60040E+00	CHEMENG	1.02867E+00	3.02152E-01	3.404	0.0007	8.01603E+05
MTTD1	8.54179E-01	7.63929E-01	1.118	0.2635	2.24449E+06	ELECENG	1.80130E-01	2.57445E-01	0.700	0.4841	2.12425E+06
PDOCP	-2.97151E-01	1.03561E-01	-2.869	0.0041	4.25251E-01	OTHENG	1.08035E-01	1.86217E-01	0.580	0.5618	5.77154E+06
MPDOCP	-2.14369E-01	2.71913E-01	-0.788	0.4305	4.04810E+06	COMP	-6.70354E-01	3.79074E-01	-1.768	0.0770	1.08216E+06
FSWI	1.43727E-01	8.39596E-02	1.712	0.0869	3.46293E-01	MATH	-1.74587E-01	1.96561E-01	-0.888	0.3744	5.65130E+06
MFSWI	-2.58461E-01	9.57705E-02	-2.699	0.0070	3.50701E-01	PHYSICS	-2.73476E-02	2.21509E-01	-0.123	0.9017	5.17034E+06
BAINT	-1.75706E-02	2.32072E-01	-0.076	0.9396	9.01804E+06	CHEM	-3.28244E-02	2.28974E-01	-0.143	0.8860	4.56914E+06
MBAINT	-4.43652E-01	6.51878E-01	-0.681	0.4961	1.80361E+06	EAOSCI	-1.33650E-01	2.12878E-01	-0.628	0.5301	3.68737E+06
AGEPHD	1.36137E-03	2.00888E-02	0.068	0.9460	3.06160E+01	OPSCI	1.38445E+00	6.11910E-01	2.263	0.0237	1.20240E+05
NATUPHD	-5.04468E-01	2.39020E-01	-2.111	0.0348	3.88778E+06	PSYCH	-3.50583E-01	1.87947E-01	-1.865	0.0621	8.85772E+06
PERMPHD	-6.73732E-02	2.45994E-01	-0.274	0.7842	3.80762E+06	ECON	4.68710E-02	2.07190E-01	0.226	0.8210	3.80762E+06
TEMPPHD	2.14460E-01	2.48121E-01	0.864	0.3874	6.49299E+06	POLYSCI	-1.09806E-01	2.48387E-01	-0.442	0.6584	2.52505E+06
MCITPHD	1.69833E-01	3.65195E-01	0.465	0.6419	2.00401E+06	SAD	-3.17592E-01	1.94141E-01	-1.636	0.1019	6.77355E+06
HISPAN	7.06908E-02	1.70797E-01	0.414	0.6790	4.84970E+06	OSSCI	-2.71716E-02	2.49471E-01	-0.109	0.9133	2.04409E+06
BLACK	-3.86079E-01	1.65331E-01	-2.335	0.0195	6.33267E+06	PHD70S	-2.49934E-01	1.04724E-01	-2.387	0.0170	1.18637E-01
ASIAN	1.30848E-01	1.50512E-01	0.869	0.3847	9.73948E+06						

NOTES: Dependent variable: YRSFULL; 2495 observations; 7 iterations; log likelihood function = -5398.742; restricted log likelihood = -5686.806; Chi-squared = 576.1268; d.f. = 51; significance = .000000. Log-rank test with 51 degrees of freedom: Chi-squared = 536.080, Prob = .0000.

TABLE D-19. Maximum likelihood estimates for full-professor rank, hazard model 3

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
FEMALE	-2.90030E-01	9.16503E-02	-3.165	0.0016	3.00601E-01	HISPAN	8.47557E-02	1.68517E-01	0.503	0.6150	4.84970E+06
DEP66	3.97859E-02	6.26994E-02	0.635	0.5257	2.69739E-01	BLACK	-3.57858E-01	1.64375E-01	-2.177	0.0295	6.33267E+06
DEP186	4.81554E-02	4.04121E-02	1.192	0.2334	7.00601E-01	ASIAN	4.38903E-02	1.49340E-01	0.294	0.7688	9.73948E+06
MDEP6	-1.75049E-01	1.97032E-01	-0.888	0.3743	3.88778E+06	NATAMER	1.57294E-01	4.54100E-01	0.346	0.7291	5.21042E+05
MAR6	1.20799E-01	1.00816E-01	1.198	0.2308	6.26052E-01	PRANKNA	-5.45833E-02	7.73663E-03	-7.055	0.0000	6.15836E+00
TA	-8.74555E-02	1.15685E-01	-0.756	0.4497	1.78357E-01	PMFULL	1.76936E-03	1.71774E-03	1.030	0.3030	2.45000E+01
RA	-2.65245E-02	1.08457E-01	-0.245	0.8068	2.53307E-01	BIO	-4.85564E-01	1.58851E-01	-3.057	0.0022	3.32665E-01
FELLOW	-3.30134E-02	1.98773E-01	-0.166	0.8681	4.28858E+06	HEALTH	-7.63251E-02	1.80610E-01	-0.423	0.6726	7.65531E+06
TRAIN	-7.23610E-03	1.26027E-01	-0.057	0.9542	1.72745E-01	CHEMENG	1.03300E+00	3.01661E-01	3.424	0.0006	8.01603E+05
MPSOURC	7.89840E-02	1.57019E-01	0.503	0.6149	9.69940E+06	ELECENG	2.28346E-02	2.53596E-01	0.090	0.9283	2.12425E+06
TTD1	1.73640E-02	2.25293E-02	0.771	0.4409	8.60040E+00	OTHENG	5.99849E-02	1.85847E-01	0.323	0.7469	5.77154E+06
MTTD1	3.80207E-01	7.65476E-01	0.497	0.6194	2.24449E+06	COMP	-6.39426E-01	3.77198E-01	-1.695	0.0900	1.08216E+06
PDOCP	-4.86335E-01	1.00342E-01	-4.847	0.0000	4.25251E-01	MATH	-1.71745E-01	1.92083E-01	-0.894	0.3713	5.65130E+06
MPDOCP	-4.62104E-01	2.78332E-01	-1.660	0.0969	4.04810E+06	PHYSICS	-2.08280E-01	2.19497E-01	-0.949	0.3427	5.17034E+06
FSWI	1.81389E-02	8.36611E-02	0.217	0.8284	3.46293E-01	CHEM	-5.68222E-02	2.26429E-01	-0.251	0.8019	4.56914E+06
MFSWI	-2.65764E-01	9.71166E-02	-2.737	0.0062	3.50701E-01	EAOSCI	-2.86248E-02	2.11629E-01	-0.135	0.8924	3.68737E+06
BAINT	-9.86312E-02	2.31607E-01	-0.426	0.6702	9.01804E+06	OPSCI	7.88920E-01	6.02759E-01	1.309	0.1906	1.20240E+05
MBAINT	-1.04764E-01	6.49668E-01	-0.161	0.8719	1.80361E+06	PSYCH	-4.69479E-01	1.83780E-01	-2.555	0.0106	8.85772E+06
AGEPHD	-5.17854E-03	2.03492E-02	-0.254	0.7991	3.06160E+01	ECON	1.03812E-02	2.01484E-01	0.052	0.9589	3.80762E+06
NATUPHD	-5.56331E-01	2.37661E-01	-2.341	0.0192	3.88778E+06	POLYSCI	-1.68834E-01	2.44094E-01	-0.692	0.4891	2.52505E+06
PERMPHD	-1.16765E-01	2.55455E-01	-0.457	0.6476	3.80762E+06	SAD	-3.38302E-01	1.87349E-01	-1.806	0.0710	6.77355E+06
TEMPPHD	3.04038E-01	2.45284E-01	1.240	0.2151	6.49299E+06	OSSCI	-1.52369E-01	2.45155E-01	-0.622	0.5343	2.04409E+06
MCITPHD	2.48520E-01	3.66187E-01	0.679	0.4973	2.00401E+06	PHD70S	-2.30888E-02	1.04694E-01	-0.221	0.8255	1.18637E-01

NOTES: Dependent variable: YRSFULL; 2495 observations; 8 iterations; log likelihood function = -5508.145; restricted log likelihood = -5686.806; Chi-squared = 357.3212; d.f. = 46; significance = .0000000. Log-rank test with 46 degrees of freedom: Chi-squared = 311.375, Prob = .0000.

TABLE D-20. Maximum likelihood estimates for full-professor rank, hazard model 4

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
FEMALE	-2.71489E-01	9.38841E-02	-2.892	0.0038	3.00601E-01	PNACAFF	-3.01318E-02	2.16543E-03	-13.915	0.0000	2.01484E+01
DEP66	4.50484E-02	6.49167E-02	0.694	0.4877	2.69739E-01	PMCRGF	-8.03817E-02	5.16237E-03	-15.571	0.0000	3.76460E+01
DEP186	1.84465E-02	4.09759E-02	0.450	0.6526	7.00601E-01	PEMPSRF	-2.52101E-03	1.05167E-03	-2.397	0.0165	4.06703E+01
MDEP6	-4.73739E-01	2.00387E-01	-2.364	0.0181	3.88778E+06	PEMPDOF	-3.38884E-03	1.53356E-03	-2.210	0.0271	9.26544E+00
MAR6	-3.69567E-02	1.01389E-01	-0.365	0.7155	6.26052E-01	PMWACF	2.52185E-02	5.29582E-03	4.762	0.0000	2.52032E+01
TA	-7.09937E-02	1.16435E-01	-0.610	0.5420	1.78357E-01	PTEACHF	-4.65933E-03	1.58005E-03	-2.949	0.0032	3.63611E+01
RA	-8.08078E-02	1.10646E-01	-0.730	0.4652	2.53307E-01	PRESCHF	-6.81563E-04	1.58140E-03	-0.431	0.6665	4.88544E+01
FELLOW	1.73545E-01	2.01983E-01	0.859	0.3902	4.28858E+06	PRANKNA	-5.14757E-02	7.99105E-03	-6.442	0.0000	6.15836E+00
TRAIN	3.12711E-02	1.25862E-01	0.248	0.8038	1.72745E-01	PMFULL	4.97132E-02	6.92878E-03	7.175	0.0000	2.45000E+01
MPSOURC	2.37179E-02	1.58180E-01	0.150	0.8808	9.69940E+06	BIO	-3.32233E-01	1.61937E-01	-2.052	0.0402	3.32665E-01
TTD1	1.27823E-02	2.23521E-02	0.572	0.5674	8.60040E+00	HEALTH	6.21757E-02	1.83887E-01	0.338	0.7353	7.65531E+06
MTTD1	1.10285E+00	7.66388E-01	1.439	0.1501	2.24449E+06	CHEMENG	9.65252E-01	3.04194E-01	3.173	0.0015	8.01603E+05
PDOCP	-2.78972E-01	1.02824E-01	-2.713	0.0067	4.25251E-01	ELECENG	1.53984E-01	2.60111E-01	0.592	0.5539	2.12425E+06
MPDOCP	-2.22601E-01	2.74681E-01	-0.810	0.4177	4.04810E+06	OTHENG	1.45958E-01	1.87645E-01	0.778	0.4367	5.77154E+06
FSWI	8.15302E-02	8.37314E-02	0.974	0.3302	3.46293E-01	COMP	-6.68459E-01	3.79780E-01	-1.760	0.0784	1.08216E+06
MFSWI	-2.44660E-01	9.64333E-02	-2.537	0.0112	3.50701E-01	MATH	-5.69535E-02	2.00184E-01	-0.285	0.7760	5.65130E+06
BAINT	-3.93900E-02	2.27182E-01	-0.173	0.8623	9.01804E+06	PHYSICS	9.55867E-02	2.22836E-01	0.429	0.6680	5.17034E+06
MBAINT	-8.83080E-01	6.55607E-01	-1.347	0.1780	1.80361E+06	CHEM	8.41893E-02	2.31353E-01	0.364	0.7159	4.56914E+06
AGEPHD	3.15947E-03	1.99674E-02	0.158	0.8743	3.06160E+01	EAOSCI	1.04887E-01	2.15178E-01	0.487	0.6259	3.68737E+06
NATUPHD	-5.36341E-01	2.40868E-01	-2.227	0.0260	3.88778E+06	OPSCI	1.67865E+00	6.11154E-01	2.747	0.0060	1.20240E+05
PERMPHD	-3.75925E-02	2.45244E-01	-0.153	0.8782	3.80762E+06	PSYCH	-3.21164E-01	1.89410E-01	-1.696	0.0900	8.85772E+06
TEMPPHD	2.70032E-01	2.42067E-01	1.116	0.2646	6.49299E+06	ECON	1.92089E-01	2.10021E-01	0.915	0.3604	3.80762E+06
MCITPHD	2.21671E-01	3.65209E-01	0.607	0.5439	2.00401E+06	POLYSCI	-4.61258E-02	2.50552E-01	-0.184	0.8539	2.52505E+06
HISPAN	7.42475E-03	1.70903E-01	0.043	0.9653	4.84970E+06	SAD	-2.45547E-01	1.95328E-01	-1.257	0.2087	6.77355E+06
BLACK	-4.07881E-01	1.65640E-01	-2.462	0.0138	6.33267E+06	OSSCI	5.09277E-03	2.50216E-01	0.020	0.9838	2.04409E+06
ASIAN	9.02437E-02	1.50050E-01	0.601	0.5476	9.73948E+06	PHD70S	-3.50317E-01	1.06232E-01	-3.298	0.0010	1.18637E-01
NATAMER	3.40324E-01	4.61290E-01	0.738	0.4607	5.21042E+05						

NOTES: Dependent variable: YRSFULL; 2495 observations; 8 iterations; log likelihood function = -5324.159; restricted log likelihood = -5686.806; Chi-squared = 725.2924; d.f. = 53; significance = .0000000. Log-rank test with 53 degrees of freedom: Chi-squared = 639.777, Prob = .0000.

TABLE D-21. Maximum likelihood estimates for full-professor rank, hazard model I-1

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
FEMALE	4.51201E-02	1.45839E-01	0.309	0.7570	3.00601E-01	TEMPPHD	3.29281E-01	2.49027E-01	1.322	0.1861	6.49299E+06
FDEP66	-1.79643E-01	1.68481E-01	-1.066	0.2863	6.41283E+06	MCITPHD	3.21151E-01	3.73562E-01	0.860	0.3900	2.00401E+06
FDEP186	-4.42963E-01	1.23377E-01	-3.590	0.0003	1.45491E-01	HISPAN	1.70031E-01	1.68222E-01	1.011	0.3121	4.84970E+06
FMAR6	-6.40573E-02	2.02914E-01	-0.316	0.7522	1.52705E-01	BLACK	-3.20323E-01	1.63024E-01	-1.965	0.0494	6.33267E+06
DEP66	9.05774E-02	6.78824E-02	1.334	0.1821	2.69739E-01	ASIAN	2.99392E-02	1.47877E-01	0.202	0.8396	9.73948E+06
DEP186	1.20619E-01	4.30969E-02	2.799	0.0051	7.00601E-01	NATAMER	2.09294E-01	4.53716E-01	0.461	0.6446	5.21042E+05
MDEP6	-5.02218E-02	1.91650E-01	-0.262	0.7933	3.88778E+06	BIO	-5.02414E-01	1.59322E-01	-3.153	0.0016	3.32665E-01
MAR6	1.57247E-01	1.22661E-01	1.282	0.1999	6.26052E-01	HEALTH	-5.09824E-02	1.80436E-01	-0.283	0.7775	7.65531E+06
TA	-8.23675E-02	1.15633E-01	-0.712	0.4763	1.78357E-01	CHEMENG	1.02028E+00	3.01809E-01	3.381	0.0007	8.01603E+05
RA	-8.74586E-03	1.08514E-01	-0.081	0.9358	2.53307E-01	ELECENG	-3.96556E-02	2.51505E-01	-0.158	0.8747	2.12425E+06
FELLOW	1.96830E-02	1.98764E-01	0.099	0.9211	4.28858E+06	OTHENG	4.18700E-02	1.85213E-01	0.226	0.8212	5.77154E+06
TRAIN	1.29060E-02	1.26033E-01	0.102	0.9184	1.72745E-01	COMP	-5.27007E-01	3.77478E-01	-1.396	0.1627	1.08216E+06
MPSOURC	9.72169E-02	1.56499E-01	0.621	0.5345	9.69940E+06	MATH	-1.12170E-01	1.91537E-01	-0.586	0.5581	5.65130E+06
TTD1	2.33422E-02	2.28698E-02	1.021	0.3074	8.60040E+00	PHYSICS	-4.35708E-01	2.18109E-01	-1.998	0.0458	5.17034E+06
MTTD1	1.25920E-01	7.65487E-01	0.164	0.8693	2.24449E+06	CHEM	-1.08452E-01	2.25521E-01	-0.481	0.6306	4.56914E+06
PDOCP	-5.42021E-01	1.00999E-01	-5.367	0.0000	4.25251E-01	EAOSCI	-1.79172E-01	2.10349E-01	-0.852	0.3943	3.68737E+06
MPDOCP	-5.24658E-01	2.79561E-01	-1.877	0.0606	4.04810E+06	OPSCI	8.78176E-01	6.02346E-01	1.458	0.1449	1.20240E+05
FSWI	3.78058E-02	8.32086E-02	0.454	0.6496	3.46293E-01	PSYCH	-4.70683E-01	1.83589E-01	-2.564	0.0104	8.85772E+06
MFSWI	-3.03307E-01	9.64903E-02	-3.143	0.0017	3.50701E-01	ECON	2.06126E-02	2.01339E-01	0.102	0.9185	3.80762E+06
BAINT	-1.19143E-01	2.35476E-01	-0.506	0.6129	9.01804E+06	POLYSCI	-1.49999E-01	2.43897E-01	-0.615	0.5385	2.52505E+06
MBAINT	-2.03681E-01	6.46769E-01	-0.315	0.7528	1.80361E+06	SAD	-3.35820E-01	1.87961E-01	-1.787	0.0740	6.77355E+06
AGEPHD	-2.01860E-02	2.07852E-02	-0.971	0.3315	3.06160E+01	OSSCI	-7.02316E-02	2.44735E-01	-0.287	0.7741	2.04409E+06
NATUPHD	-5.43578E-01	2.37274E-01	-2.291	0.0220	3.88778E+06	PHD70S	-7.77925E-02	1.05075E-01	-0.740	0.4591	1.18637E-01
PERMPHD	-2.47611E-02	2.56395E-01	-0.097	0.9231	3.80762E+06						

NOTES: Dependent variable: YRSFULL; 2495 observations; 7 iterations; log likelihood function = -5564.474; restricted log likelihood = -5686.806; Chi-squared = 244.6636; d.f. = 47; significance = .0000000. Log-rank test with 47 degrees of freedom: Chi-squared = 261.508, Prob = .0000.

TABLE D-22. Maximum likelihood estimates for full-professor rank, hazard model I-2

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
FEMALE	-1.36574E-01	1.47551E-01	-0.926	0.3547	3.00601E-01	BLACK	-3.64887E-01	1.65237E-01	-2.208	0.0272	6.33267E+06
FDEP66	-1.32271E-01	1.73078E-01	-0.764	0.4447	6.41283E+06	ASIAN	1.07929E-01	1.50669E-01	0.716	0.4738	9.73948E+06
FDEP186	-3.50738E-01	1.20846E-01	-2.902	0.0037	1.45491E-01	NATAMER	4.66845E-01	4.58821E-01	1.017	0.3089	5.21042E+05
FMAR6	6.20336E-02	2.03349E-01	0.305	0.7603	1.52705E-01	PNACAFF	-3.14658E-02	2.24717E-03	-14.002	0.0000	2.01484E+01
DEP66	9.37955E-02	6.97602E-02	1.345	0.1788	2.69739E-01	PMCRGF	-5.52196E-02	3.34929E-03	-16.487	0.0000	3.76460E+01
DEP186	7.31436E-02	4.42861E-02	1.652	0.0986	7.00601E-01	PEMPSRF	-3.57136E-03	1.04380E-03	-3.422	0.0006	4.06703E+01
MDEP6	-1.93853E-01	1.98040E-01	-0.979	0.3277	3.88778E+06	PEMPDOF	-4.25239E-03	1.53426E-03	-2.772	0.0056	9.26544E+00
MAR6	9.84845E-03	1.23966E-01	0.079	0.9367	6.26052E-01	PMWACF	4.86377E-02	3.23107E-03	15.053	0.0000	2.52032E+01
TA	-4.37485E-02	1.16692E-01	-0.375	0.7077	1.78357E-01	PTEACHF	-1.93203E-03	1.52253E-03	-1.269	0.2045	3.63611E+01
RA	2.71686E-02	1.09397E-01	0.248	0.8039	2.53307E-01	PRESCHF	4.86685E-04	1.55836E-03	0.312	0.7548	4.88544E+01
FELLOW	2.35975E-01	2.02550E-01	1.165	0.2440	4.28858E+06	BIO	-4.12081E-01	1.60945E-01	-2.560	0.0105	3.32665E-01
TRAIN	4.97133E-02	1.25543E-01	0.396	0.6921	1.72745E-01	HEALTH	2.90339E-02	1.82577E-01	0.159	0.8737	7.65531E+06
MPSOURC	4.97184E-02	1.56853E-01	0.317	0.7513	9.69940E+06	CHEMENG	1.02950E+00	3.02650E-01	3.402	0.0007	8.01603E+05
TTD1	9.63756E-03	2.23811E-02	0.431	0.6668	8.60040E+00	ELECENG	1.70853E-01	2.58050E-01	0.662	0.5079	2.12425E+06
MTTD1	8.41174E-01	7.64541E-01	1.100	0.2712	2.24449E+06	OTHENG	9.98719E-02	1.86430E-01	0.536	0.5922	5.77154E+06
PDOCP	-3.06033E-01	1.03450E-01	-2.958	0.0031	4.25251E-01	COMP	-6.11026E-01	3.80618E-01	-1.605	0.1084	1.08216E+06
MPDOCP	-2.19263E-01	2.72409E-01	-0.805	0.4209	4.04810E+06	MATH	-1.72666E-01	1.97558E-01	-0.874	0.3821	5.65130E+06
FSWI	1.37248E-01	8.39640E-02	1.635	0.1021	3.46293E-01	PHYSICS	-3.01334E-02	2.21655E-01	-0.136	0.8919	5.17034E+06
MFSWI	-2.60029E-01	9.59243E-02	-2.711	0.0067	3.50701E-01	CHEM	-4.01643E-02	2.29367E-01	-0.175	0.8610	4.56914E+06
BAINT	-6.85485E-03	2.33336E-01	-0.029	0.9766	9.01804E+06	EAOSCI	-1.37343E-01	2.13141E-01	-0.644	0.5193	3.68737E+06
MBAINT	-5.35736E-01	6.53758E-01	-0.819	0.4125	1.80361E+06	OPSCI	1.42182E+00	6.12134E-01	2.323	0.0202	1.20240E+05
AGEPHD	-2.83772E-03	2.00247E-02	-0.142	0.8873	3.06160E+01	PSYCH	-3.26946E-01	1.88143E-01	-1.738	0.0823	8.85772E+06
NATUPHD	-4.89447E-01	2.39206E-01	-2.046	0.0407	3.88778E+06	ECON	5.25258E-02	2.07501E-01	0.253	0.8002	3.80762E+06
PERMPHD	-4.69047E-02	2.46277E-01	-0.190	0.8490	3.80762E+06	POLYSCI	-1.28475E-01	2.48716E-01	-0.517	0.6055	2.52505E+06
TEMPPHD	2.11382E-01	2.48984E-01	0.849	0.3959	6.49299E+06	SAD	-3.29764E-01	1.94622E-01	-1.694	0.0902	6.77355E+06
MCITPHD	1.71372E-01	3.67154E-01	0.467	0.6407	2.00401E+06	OSSCI	-5.71139E-02	2.50526E-01	-0.228	0.8197	2.04409E+06
HISPAN	7.89974E-02	1.71426E-01	0.461	0.6449	4.84970E+06	PHD70S	-2.53691E-01	1.04797E-01	-2.421	0.0155	1.18637E-01

NOTES: Dependent variable: YRSFULL; 2495 observations; 7 iterations; log likelihood function = -5393.415; restricted log likelihood = -5686.806; Chi-squared = 586.7801; d.f. = 54; significance = .000000. Log-rank test with 54 degrees of freedom: Chi-squared = 550.971, Prob = .0000.

TABLE D-23. Maximum likelihood estimates for full-professor rank, hazard model I-3

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
FEMALE	5.61679E-02	1.45990E-01	0.385	0.7004	3.00601E-01	MCITPHD	2.36521E-01	3.69691E-01	0.640	0.5223	2.00401E+06
FDEP66	-1.77309E-01	1.67469E-01	-1.059	0.2897	6.41283E+06	HISPAN	1.02931E-01	1.68735E-01	0.610	0.5419	4.84970E+06
FDEP186	-4.28722E-01	1.24227E-01	-3.451	0.0006	1.45491E-01	BLACK	-3.48792E-01	1.64160E-01	-2.125	0.0336	6.33267E+06
FMAR6	-9.73134E-02	2.03187E-01	-0.479	0.6320	1.52705E-01	ASIAN	2.18174E-02	1.49740E-01	0.146	0.8842	9.73948E+06
DEP66	6.54611E-02	6.77150E-02	0.967	0.3337	2.69739E-01	NATAMER	1.15337E-01	4.54467E-01	0.254	0.7997	5.21042E+05
DEP186	9.56487E-02	4.31517E-02	2.217	0.0267	7.00601E-01	PRANKNA	-5.45957E-02	7.74001E-03	-7.054	0.0000	6.15836E+00
MDEP6	-1.70110E-01	1.97343E-01	-0.862	0.3887	3.88778E+06	PMFULL	1.77603E-03	1.71914E-03	1.033	0.3016	2.45000E+01
MAR6	1.86498E-01	1.23161E-01	1.514	0.1300	6.26052E-01	BIO	-4.70134E-01	1.58782E-01	-2.961	0.0031	3.32665E-01
TA	-1.03017E-01	1.15810E-01	-0.890	0.3737	1.78357E-01	HEALTH	-7.47841E-02	1.81026E-01	-0.413	0.6795	7.65531E+06
RA	-3.71318E-02	1.08534E-01	-0.342	0.7323	2.53307E-01	CHEMENG	1.04608E+00	3.02150E-01	3.462	0.0005	8.01603E+05
FELLOW	-4.65767E-02	1.99164E-01	-0.234	0.8151	4.28858E+06	ELECENG	3.18255E-02	2.53914E-01	0.125	0.9003	2.12425E+06
TRAIN	-2.20197E-02	1.26129E-01	-0.175	0.8614	1.72745E-01	OTHENG	8.51708E-02	1.85944E-01	0.458	0.6469	5.77154E+06
MPSOURC	6.01774E-02	1.57155E-01	0.383	0.7018	9.69940E+06	COMP	-5.71457E-01	3.78012E-01	-1.512	0.1306	1.08216E+06
TTD1	2.36377E-02	2.25380E-02	1.049	0.2943	8.60040E+00	MATH	-1.72646E-01	1.92404E-01	-0.897	0.3696	5.65130E+06
MTTD1	2.45074E-01	7.67846E-01	0.319	0.7496	2.24449E+06	PHYSICS	-2.09410E-01	2.19438E-01	-0.954	0.3399	5.17034E+06
PDOCP	-4.88684E-01	1.00190E-01	-4.878	0.0000	4.25251E-01	CHEM	-4.12450E-02	2.26630E-01	-0.182	0.8556	4.56914E+06
MPDOCP	-4.30245E-01	2.79667E-01	-1.538	0.1239	4.04810E+06	EAOSCI	-1.63057E-02	2.11551E-01	-0.077	0.9386	3.68737E+06
FSWI	1.32178E-02	8.36228E-02	0.158	0.8744	3.46293E-01	OPSCI	7.94978E-01	6.02829E-01	1.319	0.1873	1.20240E+05
MFSWI	-2.68529E-01	9.72114E-02	-2.762	0.0057	3.50701E-01	PSYCH	-4.33552E-01	1.83908E-01	-2.357	0.0184	8.85772E+06
BAINT	-1.18517E-01	2.32858E-01	-0.509	0.6108	9.01804E+06	ECON	5.26369E-02	2.01849E-01	0.261	0.7943	3.80762E+06
MBAINT	-1.65775E-01	6.49804E-01	-0.255	0.7986	1.80361E+06	POLYSCI	-1.90632E-01	2.44350E-01	-0.780	0.4353	2.52505E+06
AGEPHD	-1.35811E-02	2.04631E-02	-0.664	0.5069	3.06160E+01	SAD	-3.49367E-01	1.87967E-01	-1.859	0.0631	6.77355E+06
NATUPHD	-5.43337E-01	2.38070E-01	-2.282	0.0225	3.88778E+06	OSSCI	-1.65038E-01	2.45856E-01	-0.671	0.5020	2.04409E+06
PERMPHD	-8.16888E-02	2.56842E-01	-0.318	0.7504	3.80762E+06	PHD70S	-1.94837E-02	1.04762E-01	-0.186	0.8525	1.18637E-01
TEMPPHD	3.22148E-01	2.46303E-01	1.308	0.1909	6.49299E+06						

NOTES: Dependent variable: YRSFULL; 2495 observations; 8 iterations; log likelihood function = -5498.315; restricted log likelihood = -5686.806; Chi-squared = 376.9814; d.f. = 49; significance = .000000. Log-rank test with 49 degrees of freedom: Chi-squared = 330.866, Prob = .0000.

TABLE D-24. Maximum likelihood estimates for full-professor rank, hazard model I-4

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
FEMALE	-8.00738E-02	1.47636E-01	-0.542	0.5876	3.00601E-01	ASIAN	7.04009E-02	1.50310E-01	0.468	0.6395	9.73948E+06
FDEP66	-1.17306E-01	1.71204E-01	-0.685	0.4932	6.41283E+06	NATAMER	2.82833E-01	4.63304E-01	0.610	0.5416	5.21042E+05
FDEP186	-3.24240E-01	1.23062E-01	-2.635	0.0084	1.45491E-01	PNACAFF	-2.94184E-02	2.16617E-03	-13.581	0.0000	2.01484E+01
FMAR6	8.96871E-03	2.03332E-01	0.044	0.9648	1.52705E-01	PMCRGF	-7.98721E-02	5.16834E-03	-15.454	0.0000	3.76460E+01
DEP66	6.58044E-02	7.01899E-02	0.938	0.3485	2.69739E-01	PEMPRSF	-2.61185E-03	1.05308E-03	-2.480	0.0131	4.06703E+01
DEP186	5.81600E-02	4.41518E-02	1.317	0.1877	7.00601E-01	PEMPDOF	-3.30970E-03	1.53455E-03	-2.157	0.0310	9.26544E+00
MDEP6	-4.68563E-01	2.00281E-01	-2.340	0.0193	3.88778E+06	PMWACF	2.45527E-02	5.32301E-03	4.613	0.0000	2.52032E+01
MAR6	-1.97481E-02	1.23550E-01	-0.160	0.8730	6.26052E-01	PTEACHF	-4.56418E-03	1.58277E-03	-2.884	0.0039	3.63611E+01
TA	-7.01358E-02	1.16657E-01	-0.601	0.5477	1.78357E-01	PRESCHF	-6.36747E-04	1.58503E-03	-0.402	0.6879	4.88544E+01
RA	-7.75518E-02	1.10762E-01	-0.700	0.4838	2.53307E-01	PRANKNA	-5.14752E-02	7.98205E-03	-6.449	0.0000	6.15836E+00
FELLOW	1.82919E-01	2.02741E-01	0.902	0.3669	4.28858E+06	PMFULL	4.98403E-02	6.95248E-03	7.169	0.0000	2.45000E+01
TRAIN	3.09710E-02	1.25929E-01	0.246	0.8057	1.72745E-01	BIO	-3.37923E-01	1.62162E-01	-2.084	0.0372	3.32665E-01
MPSOURC	2.67949E-02	1.58319E-01	0.169	0.8656	9.69940E+06	HEALTH	6.27611E-02	1.84395E-01	0.340	0.7336	7.65531E+06
TTD1	1.63725E-02	2.22778E-02	0.735	0.4624	8.60040E+00	CHEMENG	9.66334E-01	3.04809E-01	3.170	0.0015	8.01603E+05
MTTD1	1.02253E+00	7.67415E-01	1.332	0.1827	2.24449E+06	ELECENG	1.42129E-01	2.60637E-01	0.545	0.5855	2.12425E+06
PDOCP	-2.86936E-01	1.02640E-01	-2.796	0.0052	4.25251E-01	OTHENG	1.41275E-01	1.87717E-01	0.753	0.4517	5.77154E+06
MPDOCP	-2.23542E-01	2.75304E-01	-0.812	0.4168	4.04810E+06	COMP	-6.18120E-01	3.80859E-01	-1.623	0.1046	1.08216E+06
FSWI	7.54116E-02	8.37232E-02	0.901	0.3677	3.46293E-01	MATH	-7.03429E-02	2.00694E-01	-0.350	0.7260	5.65130E+06
MFSWI	-2.42580E-01	9.65663E-02	-2.512	0.0120	3.50701E-01	PHYSICS	8.23961E-02	2.23206E-01	0.369	0.7120	5.17034E+06
BAINT	-4.80380E-02	2.28503E-01	-0.210	0.8335	9.01804E+06	CHEM	7.57598E-02	2.31491E-01	0.327	0.7435	4.56914E+06
MBAINT	-9.33420E-01	6.56400E-01	-1.422	0.1550	1.80361E+06	EAOSCI	1.02209E-01	2.15392E-01	0.475	0.6351	3.68737E+06
AGEPHD	-1.90177E-03	1.99881E-02	-0.095	0.9242	3.06160E+01	OPSCI	1.70489E+00	6.11533E-01	2.788	0.0053	1.20240E+05
NATUPHD	-5.15933E-01	2.41071E-01	-2.140	0.0323	3.88778E+06	PSYCH	-2.93713E-01	1.89404E-01	-1.551	0.1210	8.85772E+06
PERMPHD	-1.35810E-02	2.46358E-01	-0.055	0.9560	3.80762E+06	ECON	1.96601E-01	2.10237E-01	0.935	0.3497	3.80762E+06
TEMPPHD	2.81048E-01	2.43284E-01	1.155	0.2480	6.49299E+06	POLYSCI	-7.58200E-02	2.51059E-01	-0.302	0.7627	2.52505E+06
MCITPHD	2.23248E-01	3.67054E-01	0.608	0.5430	2.00401E+06	SAD	-2.55195E-01	1.95685E-01	-1.304	0.1922	6.77355E+06
HISPAN	1.31578E-02	1.71372E-01	0.077	0.9388	4.84970E+06	OSSCI	-1.89685E-02	2.51129E-01	-0.076	0.9398	2.04409E+06
BLACK	-3.86698E-01	1.65515E-01	-2.336	0.0195	6.33267E+06	PHD70S	-3.49883E-01	1.06244E-01	-3.293	0.0010	1.18637E-01

NOTES: Dependent variable: YRSFULL; 2495 observations; 8 iterations; log likelihood function = -5319.539; restricted log likelihood = -5686.806; Chi-squared = 734.5331; d.f. = 56; significance = .0000000. Log-rank test with 56 degrees of freedom: Chi-squared = 652.036, Prob = .0000.