

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.