

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.