

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.