

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

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

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