

TABLE C-9. Maximum likelihood estimates for tenure track, logit model 1: 14 or 15 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	2.61190E-01	3.58020E-02	7.295	0.0000		MMARRIED	1.81627E-02	1.71260E-02	1.061	0.2889	4.11300E-02
FEMALE	-4.54237E-02	5.62920E-03	-8.069	0.0000	3.25500E-01	DEP6	-2.54045E-03	5.68630E-03	-0.447	0.6551	1.94200E-01
YRPHD15	8.92847E-03	5.17800E-03	1.724	0.0847	4.92900E-01	DEP618	2.87275E-03	3.70380E-03	0.776	0.4380	7.61900E-01
TA	5.00748E-03	1.41210E-02	0.355	0.7229	6.00700E-02	MDEP	5.24177E-03	9.62150E-03	0.545	0.5859	3.72500E-01
RA	1.49540E-02	1.34400E-02	1.113	0.2659	7.72700E-02	BIO	-4.93537E-02	1.41100E-02	-3.498	0.0005	3.10700E-01
FELLOW	3.93080E-02	2.77720E-02	1.415	0.1570	1.45200E-02	HEALTH	2.29817E-04	1.74170E-02	0.013	0.9895	6.28600E-02
TRAIN	2.91522E-02	1.42880E-02	2.040	0.0413	5.94900E-02	CHEMENG	-1.94288E-04	5.00430E-02	-0.004	0.9969	4.53200E-03
MPSOURC	1.75695E-02	1.57440E-02	1.116	0.2644	7.11500E-01	ELECENG	2.51869E-02	4.10220E-02	0.614	0.5392	9.99300E-03
TTD1	-5.75949E-04	1.17820E-03	-0.489	0.6250	8.17400E+00	OTHENG	3.18906E-02	2.42590E-02	1.315	0.1887	3.80000E-02
MTTD1	-5.99910E-03	3.25620E-02	-0.184	0.8538	1.76600E-02	COMP	-1.17649E-02	5.05660E-02	-0.233	0.8160	3.48600E-03
PDOCP	-3.28972E-02	6.34310E-03	-5.186	0.0000	3.23500E-01	MATH	4.62174E-02	1.85810E-02	2.487	0.0129	1.07400E-01
MPDOCP	-2.10251E-02	1.53130E-02	-1.373	0.1698	4.31100E-02	PHYSICS	-5.43677E-02	1.61510E-02	-3.366	0.0008	5.68200E-02
FSWI	-7.80966E-03	5.62800E-03	-1.388	0.1652	3.69000E-01	CHEM	-4.09372E-02	1.63400E-02	-2.505	0.0122	6.41400E-02
MFSWI	6.51453E-04	5.92240E-03	0.110	0.9124	3.43400E-01	EAOSCI	-1.20939E-02	1.89100E-02	-0.640	0.5225	4.35700E-02
BAINT	-1.14685E-02	1.45640E-02	-0.787	0.4310	7.80900E-02	OPSCI	2.28189E-02	6.88710E-02	0.331	0.7404	2.55600E-03
MBAINT	-9.59039E-04	3.94130E-02	-0.024	0.9806	9.99300E-03	PSYCH	-2.89557E-02	1.54770E-02	-1.871	0.0614	9.94700E-02
AGEPHD	-1.90120E-03	1.06090E-03	-1.792	0.0731	3.08700E+01	ECON	-1.74746E-02	2.01430E-02	-0.868	0.3856	3.21900E-02
MAGEPHD	-8.28506E-02	8.08220E-02	-1.025	0.3053	1.51100E-03	POLYSCI	3.81315E-02	2.54660E-02	1.497	0.1343	2.85800E-02
NATUPHD	-1.11712E-02	1.41790E-02	-0.788	0.4308	3.11400E-02	SAD	2.83513E-02	1.95670E-02	1.449	0.1474	5.83300E-02
PERMPHD	6.38944E-03	1.62820E-02	0.392	0.6947	4.32300E-02	OSSCI	4.86880E-02	3.05270E-02	1.595	0.1107	2.01000E-02
TEMPPHD	-5.94428E-03	1.59160E-02	-0.373	0.7088	5.78700E-02	WAVE97	8.39690E-03	1.85500E-02	0.453	0.6508	8.13400E-02
MCITPHD	1.56380E-02	2.59700E-02	0.602	0.5471	1.70800E-02	WAVE95	4.75688E-03	1.82080E-02	0.261	0.7939	8.83100E-02
HISPAN	1.94713E-02	1.88800E-02	1.031	0.3024	2.85800E-02	WAVE93	3.71752E-03	1.82570E-02	0.204	0.8387	1.01400E-01
BLACK	4.01870E-02	1.69570E-02	2.370	0.0178	4.43900E-02	WAVE91	4.85148E-03	1.58670E-02	0.306	0.7598	7.77400E-02
ASIAN	-1.46028E-02	1.06290E-02	-1.374	0.1695	7.93600E-02	WAVE89	-3.20912E-03	1.11640E-02	-0.287	0.7738	1.44600E-01
MRACE	-3.72230E-02	5.16340E-02	-0.721	0.4710	1.97500E-03	WAVE87	1.00526E-03	1.11850E-02	0.090	0.9284	1.42500E-01
NATAMER	6.14939E-02	6.81730E-02	0.902	0.3670	3.48600E-03	WAVE85	-3.15922E-02	1.07160E-02	-2.948	0.0032	1.30300E-01
MARRIED	-7.08837E-03	6.85380E-03	-1.034	0.3010	7.54100E-01	WAVE83	-1.59348E-02	1.20830E-02	-1.319	0.1873	1.26800E-01

NOTES: Dependent variable: TRAC; marginal effects: tenure track; 8906 observations; 6 iterations; log likelihood function = -2385.866.