

TABLE C-17. Maximum likelihood estimates for tenure, 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 | 7.66684E-02 | 6.76740E-02 | 1.133 | 0.2573 | | MMARRIED | 7.20612E-02 | 3.32420E-02 | 2.168 | 0.0302 | 3.51600E-02 |
| FEMALE | -6.90980E-02 | 1.25060E-02 | -5.525 | 0.0000 | 3.67600E-01 | DEP6 | 1.04907E-02 | 9.88450E-03 | 1.061 | 0.2885 | 4.01300E-01 |
| YRPHD9 | 1.21689E-01 | 1.12640E-02 | 10.803 | 0.0000 | 5.06600E-01 | DEP618 | 2.48756E-02 | 7.97240E-03 | 3.120 | 0.0018 | 4.61600E-01 |
| TA | 2.66883E-02 | 2.15840E-02 | 1.236 | 0.2163 | 1.16900E-01 | MDEP | -3.26270E-02 | 2.12170E-02 | -1.538 | 0.1241 | 3.68200E-01 |
| RA | -1.01230E-02 | 2.04980E-02 | -0.494 | 0.6214 | 1.65000E-01 | BIO | -2.27125E-01 | 2.68320E-02 | -8.465 | 0.0000 | 2.99200E-01 |
| FELLOW | 1.09974E-01 | 3.84300E-02 | 2.862 | 0.0042 | 2.57300E-02 | HEALTH | -5.80661E-02 | 3.05970E-02 | -1.898 | 0.0577 | 7.82200E-02 |
| TRAIN | -1.63415E-02 | 2.38880E-02 | -0.684 | 0.4939 | 1.03300E-01 | CHEMENG | 1.36721E-01 | 5.95570E-02 | 2.296 | 0.0217 | 1.02300E-02 |
| MPSOURC | 4.35578E-02 | 2.27790E-02 | 1.912 | 0.0559 | 4.16000E-01 | ELECENG | 5.32276E-02 | 4.35790E-02 | 1.221 | 0.2219 | 2.13800E-02 |
| TTD1 | -3.10362E-03 | 2.52030E-03 | -1.231 | 0.2182 | 8.60300E+00 | OTHENG | 3.31984E-03 | 3.10750E-02 | 0.107 | 0.9149 | 7.37600E-02 |
| MTTD1 | 9.36791E-02 | 5.80490E-02 | 1.614 | 0.1066 | 2.50300E-02 | COMP | 1.09403E-01 | 5.14720E-02 | 2.125 | 0.0336 | 1.39800E-02 |
| PDOCP | -2.73494E-01 | -1.42270E-02 | 19.224 | 0.0000 | 3.80900E-01 | MATH | 5.24533E-02 | 3.06670E-02 | 1.710 | 0.0872 | 8.54100E-02 |
| MPDOCP | -1.17854E-01 | 3.25290E-02 | -3.623 | 0.0003 | 5.07600E-02 | PHYSICS | -1.94573E-01 | 3.45520E-02 | -5.631 | 0.0000 | 5.25800E-02 |
| FSWI | 5.40625E-04 | 1.27470E-02 | 0.042 | 0.9662 | 3.68300E-01 | CHEM | -7.23279E-02 | 3.29980E-02 | -2.192 | 0.0284 | 6.18000E-02 |
| MFSWI | -6.57096E-02 | 1.37620E-02 | -4.775 | 0.0000 | 3.44900E-01 | EAOSCI | -5.38586E-02 | 3.43410E-02 | -1.568 | 0.1168 | 4.40700E-02 |
| BAINT | -1.79622E-02 | 2.87470E-02 | -0.625 | 0.5321 | 8.11600E-02 | OPSCI | -6.45989E-02 | 9.51110E-02 | -0.679 | 0.4970 | 3.34300E-03 |
| MBAINT | -1.34410E-01 | 6.91370E-02 | -1.944 | 0.0519 | 1.29700E-02 | PSYCH | -1.17394E-01 | 2.96910E-02 | -3.954 | 0.0001 | 8.65200E-02 |
| AGEPHD | 3.96007E-03 | 2.22150E-03 | 1.783 | 0.0747 | 3.13800E+01 | ECON | 4.68351E-02 | 4.17010E-02 | 1.123 | 0.2614 | 2.50300E-02 |
| MAGEPHD | -1.37423E-02 | 1.29070E-01 | -0.106 | 0.9152 | 3.54600E-03 | POLYSCI | 7.47495E-03 | 4.41380E-02 | 0.169 | 0.8655 | 2.02600E-02 |
| NATUPHD | -6.37864E-02 | 3.01980E-02 | -2.112 | 0.0347 | 4.14400E-02 | SAD | -2.65226E-02 | 3.32550E-02 | -0.798 | 0.4251 | 5.12700E-02 |
| PERMPHD | -4.47906E-02 | 3.29480E-02 | -1.359 | 0.1740 | 4.26500E-02 | OSSCI | -3.08127E-02 | 4.56700E-02 | -0.675 | 0.4999 | 1.80300E-02 |
| TEMPPHD | 6.92665E-02 | 2.79900E-02 | 2.475 | 0.0133 | 8.41900E-02 | WAVE97 | -1.59257E-01 | 3.17580E-02 | -5.015 | 0.0000 | 9.33100E-02 |
| MCITPHD | 3.14914E-02 | 4.71130E-02 | 0.668 | 0.5039 | 2.58400E-02 | WAVE95 | -2.09692E-01 | 3.09250E-02 | -6.781 | 0.0000 | 1.18100E-01 |
| HISPAN | 7.93177E-02 | 2.59310E-02 | 3.059 | 0.0022 | 5.02500E-02 | WAVE93 | -1.66009E-01 | 3.02790E-02 | -5.483 | 0.0000 | 1.20700E-01 |
| BLACK | 2.41386E-03 | 2.36190E-02 | 0.102 | 0.9186 | 5.90700E-02 | WAVE91 | -8.28609E-02 | 3.19210E-02 | -2.596 | 0.0094 | 7.89300E-02 |
| ASIAN | -8.96375E-03 | 2.13970E-02 | -0.419 | 0.6753 | 1.12700E-01 | WAVE89 | -8.64705E-02 | 2.99730E-02 | -2.885 | 0.0039 | 9.62500E-02 |
| MRACE | 1.38478E-01 | 1.56880E-01 | 0.883 | 0.3774 | 1.31700E-03 | WAVE87 | -6.39979E-02 | 2.95300E-02 | -2.167 | 0.0302 | 9.20000E-02 |
| NATAMER | -5.27274E-02 | 8.94800E-02 | -0.589 | 0.5557 | 3.64700E-03 | WAVE85 | -5.94072E-02 | 2.39200E-02 | -2.484 | 0.0130 | 1.17000E-01 |
| MARRIED | -3.31604E-03 | 1.46650E-02 | -0.226 | 0.8211 | 7.29400E-01 | WAVE83 | 5.05212E-02 | 2.33080E-02 | 2.168 | 0.0302 | 1.47600E-01 |

NOTES: Dependent variable: TENURED; marginal effects: tenured; 9870 observations; 5 iterations; log likelihood function = -5770.553.