

TABLE C-18. Maximum likelihood estimates for tenure, 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	4.55390E-02	7.02260E-02	0.648	0.5167		WATEACH	1.68797E-01	1.34430E-02	12.557	0.0000	4.49500E-01
FEMALE	-6.94884E-02	1.27720E-02	-5.440	0.0000	3.67600E-01	WAOTH	-7.10048E-02	1.91840E-02	-3.701	0.0002	1.27200E-01
YRPHD9	1.26713E-01	1.15130E-02	11.006	0.0000	5.06600E-01	EMPPRI	-1.35618E-01	1.35940E-02	-9.976	0.0000	2.74900E-01
TA	9.96432E-03	2.20340E-02	0.452	0.6511	1.16900E-01	MEMPPRI	5.68966E-02	4.98030E-02	1.142	0.2533	1.39200E-01
RA	-7.74103E-03	2.08940E-02	-0.370	0.7110	1.65000E-01	EMPRES	2.56406E-02	1.50950E-02	1.699	0.0894	3.06600E-01
FELLOW	1.07531E-01	3.93410E-02	2.733	0.0063	2.57300E-02	EMPDOC	9.00041E-02	2.22030E-02	4.054	0.0001	8.01400E-02
TRAIN	-7.20138E-03	2.44190E-02	-0.295	0.7681	1.03300E-01	MEMPCARN	-1.28228E-01	4.81420E-02	-2.664	0.0077	2.66600E-01
MPSOURC	4.97453E-02	2.32950E-02	2.135	0.0327	4.16000E-01	BIO	-2.09681E-01	2.75110E-02	-7.622	0.0000	2.99200E-01
TTD1	-1.98663E-03	2.56520E-03	-0.774	0.4387	8.60300E+00	HEALTH	-4.63340E-02	3.13650E-02	-1.477	0.1396	7.82200E-02
MTTD1	1.11966E-01	5.92820E-02	1.889	0.0589	2.50300E-02	CHEMENG	1.45620E-01	6.08350E-02	2.394	0.0167	1.02300E-02
PDOCP	-2.52043E-01	-1.46960E-02	17.150	0.0000	3.80900E-01	ELECENG	4.16406E-02	4.45600E-02	0.934	0.3501	2.13800E-02
MPDOCP	-1.02865E-01	3.33550E-02	-3.084	0.0020	5.07600E-02	OTHENG	-7.00540E-03	3.18020E-02	-0.220	0.8257	7.37600E-02
FSWI	6.49585E-03	1.30210E-02	0.499	0.6179	3.68300E-01	COMP	1.13513E-01	5.24460E-02	2.164	0.0304	1.39800E-02
MFSWI	-4.94564E-02	1.40940E-02	-3.509	0.0005	3.44900E-01	MATH	3.49428E-02	3.15070E-02	1.109	0.2674	8.54100E-02
BAINT	-1.31756E-02	2.96040E-02	-0.445	0.6563	8.11600E-02	PHYSICS	-1.84006E-01	3.52760E-02	-5.216	0.0000	5.25800E-02
MBAINT	-1.44891E-01	7.09600E-02	-2.042	0.0412	1.29700E-02	CHEM	-7.98009E-02	3.38460E-02	-2.358	0.0184	6.18000E-02
AGEPHD	2.45614E-03	2.27050E-03	1.082	0.2794	3.13800E+01	EAOSCI	-8.59428E-02	3.51410E-02	-2.446	0.0145	4.40700E-02
MAGEPHD	-7.79840E-02	1.32520E-01	-0.588	0.5562	3.54600E-03	OPSCI	-9.65434E-02	9.94360E-02	-0.971	0.3316	3.34300E-03
NATUPHD	-6.96484E-02	3.09020E-02	-2.254	0.0242	4.14400E-02	PSYCH	-1.03360E-01	3.05820E-02	-3.380	0.0007	8.65200E-02
PERMPHD	-3.78949E-02	3.37390E-02	-1.123	0.2614	4.26500E-02	ECON	3.65181E-02	4.26510E-02	0.856	0.3919	2.50300E-02
TEMPPHD	6.75516E-02	2.86800E-02	2.355	0.0185	8.41900E-02	POLYSCI	-1.08899E-02	4.53560E-02	-0.240	0.8103	2.02600E-02
MCITPHD	2.15062E-02	4.84150E-02	0.444	0.6569	2.58400E-02	SAD	-3.77514E-02	3.40820E-02	-1.108	0.2680	5.12700E-02
HISPAN	7.33150E-02	2.63760E-02	2.780	0.0054	5.02500E-02	OSSCI	-4.04075E-02	4.68950E-02	-0.862	0.3889	1.80300E-02
BLACK	-3.59561E-03	2.40190E-02	-0.150	0.8810	5.90700E-02	WAVE97	-1.03543E-01	4.19920E-02	-2.466	0.0137	9.33100E-02
ASIAN	-1.26763E-02	2.19320E-02	-0.578	0.5633	1.12700E-01	WAVE95	-1.88414E-01	3.19470E-02	-5.898	0.0000	1.18100E-01
MRACE	2.25271E-01	1.57160E-01	1.433	0.1517	1.31700E-03	WAVE93	-8.84079E-03	5.48290E-02	-0.161	0.8719	1.20700E-01
NATAMER	-5.84590E-02	9.12610E-02	-0.641	0.5218	3.64700E-03	WAVE91	-7.77342E-02	3.27210E-02	-2.376	0.0175	7.89300E-02
MARRIED	-5.06607E-03	1.49990E-02	-0.338	0.7355	7.29400E-01	WAVE89	-7.69218E-02	3.07270E-02	-2.503	0.0123	9.62500E-02
MMARRIED	6.12730E-02	3.39830E-02	1.803	0.0714	3.51600E-02	WAVE87	-5.22641E-02	3.02920E-02	-1.725	0.0845	9.20000E-02
DEP6	1.19531E-02	1.00740E-02	1.187	0.2354	4.01300E-01	WAVE85	-5.89658E-02	2.45750E-02	-2.399	0.0164	1.17000E-01
DEP618	2.28796E-02	8.13850E-03	2.811	0.0049	4.61600E-01	WAVE83	4.44333E-02	2.39360E-02	1.856	0.0634	1.47600E-01
MDEP	-3.34291E-02	2.16990E-02	-1.541	0.1234	3.68200E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured: 9870 observations; 5 iterations; log likelihood function = -5575.411.