

TABLE C-19. Maximum likelihood estimates for tenure, 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	7.50781E-02	7.28270E-02	1.031	0.3026		MMARRIED	7.20816E-02	3.46730E-02	2.079	0.0376	3.73600E-02
FEMALE	-7.35375E-02	1.32200E-02	-5.562	0.0000	3.67600E-01	DEP6	1.31060E-02	1.07070E-02	1.224	0.2209	3.92400E-01
YRPHD9	1.39222E-01	1.20270E-02	11.575	0.0000	5.07500E-01	DEP618	2.86600E-02	8.77450E-03	3.266	0.0011	4.56700E-01
TA	3.09712E-02	2.35430E-02	1.316	0.1883	1.12600E-01	MDEP	-3.27034E-02	2.25300E-02	-1.452	0.1466	3.94700E-01
RA	-9.94479E-03	2.23760E-02	-0.444	0.6567	1.51400E-01	BIO	-2.47283E-01	2.89430E-02	-8.544	0.0000	2.93700E-01
FELLOW	7.30599E-02	4.06190E-02	1.799	0.0721	2.65400E-02	HEALTH	-8.47801E-02	3.31010E-02	-2.561	0.0104	7.89500E-02
TRAIN	-3.80299E-02	2.55140E-02	-1.491	0.1361	1.00500E-01	CHEMENG	1.68518E-01	6.99600E-02	2.409	0.0160	9.81300E-03
MPSOURC	3.27525E-02	2.45810E-02	1.332	0.1827	4.45600E-01	ELECENG	4.68136E-02	4.89460E-02	0.956	0.3389	2.07400E-02
TTD1	-2.45663E-03	2.70900E-03	-0.907	0.3645	8.55300E+00	OTHENG	-1.82135E-02	3.40510E-02	-0.535	0.5927	7.25900E-02
MTTD1	1.45223E-01	6.60820E-02	2.198	0.0280	2.36400E-02	COMP	4.37493E-02	5.53260E-02	0.791	0.4291	1.46100E-02
PDOCP	-2.96198E-01	-1.50680E-02	19.657	0.0000	3.70200E-01	MATH	2.14945E-02	3.28410E-02	0.654	0.5128	9.16600E-02
MPDOCP	-1.25059E-01	3.43480E-02	-3.641	0.0003	5.04000E-02	PHYSICS	-1.99606E-01	3.70560E-02	-5.387	0.0000	4.98400E-02
FSWI	3.42085E-03	1.35200E-02	0.253	0.8003	3.69100E-01	CHEM	-7.91696E-02	3.53490E-02	-2.240	0.0251	6.17800E-02
MFSWI	-6.36598E-02	1.44860E-02	-4.395	0.0000	3.38800E-01	EAOSCI	-6.86951E-02	3.68970E-02	-1.862	0.0626	4.46000E-02
BAINT	2.65142E-05	3.08580E-02	0.001	0.9993	8.19600E-02	OPSCI	-7.61101E-02	1.04030E-01	-0.732	0.4644	3.23400E-03
MBAINT	-1.65190E-01	7.64470E-02	-2.161	0.0307	1.29300E-02	PSYCH	-1.15105E-01	3.22100E-02	-3.574	0.0004	8.48600E-02
AGEPHD	4.64745E-03	2.38670E-03	1.947	0.0515	3.13200E+01	ECON	-6.31080E-03	4.44030E-02	-0.142	0.8870	2.65400E-02
MAGEPHD	-3.63376E-03	1.39880E-01	-0.026	0.9793	3.12200E-03	POLYSCI	-4.14418E-02	4.66450E-02	-0.888	0.3743	2.16300E-02
NATUPHD	-6.50776E-02	3.22450E-02	-2.018	0.0436	4.04800E-02	SAD	-4.72266E-02	3.59570E-02	-1.313	0.1890	5.24100E-02
PERMPHD	-5.99149E-02	3.52820E-02	-1.698	0.0895	4.27100E-02	OSSCI	-4.81839E-02	4.98430E-02	-0.967	0.3337	1.79500E-02
TEMPPHD	6.31790E-02	3.04430E-02	2.075	0.0380	8.21800E-02	WAVE97	-7.06886E-02	3.40640E-02	-2.075	0.0380	8.38500E-02
MCITPHD	3.57600E-02	5.05970E-02	0.707	0.4797	2.46400E-02	WAVE95	-1.09996E-01	3.32340E-02	-3.310	0.0009	1.02500E-01
HISPAN	9.22374E-02	2.82000E-02	3.271	0.0011	4.91700E-02	WAVE93	-8.10464E-02	3.23950E-02	-2.502	0.0124	1.07500E-01
BLACK	4.84211E-03	2.52100E-02	0.192	0.8477	5.93200E-02	WAVE91	-3.18410E-02	3.39220E-02	-0.939	0.3479	7.76100E-02
ASIAN	-1.60766E-04	2.29620E-02	-0.007	0.9944	1.08900E-01	WAVE89	-3.94589E-02	3.17100E-02	-1.244	0.2134	9.62300E-02
MRACE	1.17704E-01	1.59750E-01	0.737	0.4612	1.45000E-03	WAVE87	-7.46721E-03	3.13700E-02	-0.238	0.8119	9.13200E-02
NATAMER	-4.88855E-02	9.73450E-02	-0.502	0.6155	3.56800E-03	WAVE85	-6.25995E-02	2.46390E-02	-2.541	0.0111	1.28800E-01
MARRIED	-1.03703E-02	1.55840E-02	-0.665	0.5058	7.30500E-01	WAVE83	5.44869E-02	2.39420E-02	2.276	0.0229	1.62500E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured: 8968 observations; 5 iterations; log likelihood function = -5282.163.