

TABLE C-20. Maximum likelihood estimates for tenure, 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	-4.36216E-02	7.50100E-02	0.582	0.5609		WATEACH	-1.42221E-01	1.41830E-02	10.027	0.0000	4.80500E-01
FEMALE	-7.19385E-02	1.34230E-02	-5.359	0.0000	3.67600E-01	WAOTH	-2.11921E-02	2.11230E-02	-1.003	0.3157	1.07900E-01
YRPHD9	-1.41563E-01	1.22040E-02	11.600	0.0000	5.07500E-01	EMPPRI	-1.27643E-01	1.42520E-02	-8.956	0.0000	2.73900E-01
TA	-1.98738E-02	2.38990E-02	0.832	0.4057	1.12600E-01	MEMPPRI	-8.92185E-02	7.11880E-02	1.253	0.2101	1.26200E-01
RA	-7.70447E-03	2.26470E-02	-0.340	0.7337	1.51400E-01	EMPRES	-2.47951E-02	1.57210E-02	1.577	0.1148	3.12000E-01
FELLOW	-7.67916E-02	4.13500E-02	1.857	0.0633	2.65400E-02	EMPDOC	-9.40198E-02	2.32630E-02	4.042	0.0001	8.36300E-02
TRAIN	-2.56092E-02	2.59260E-02	-0.988	0.3233	1.00500E-01	MEMPCARN	-8.04200E-02	6.88100E-02	-1.169	0.2425	2.37300E-01
MPSOURC	-3.95022E-02	2.49440E-02	1.584	0.1133	4.45600E-01	BIO	-2.27037E-01	2.95100E-02	-7.693	0.0000	2.93700E-01
TTD1	-1.58128E-03	2.73400E-03	-0.578	0.5630	8.55300E+00	HEALTH	-7.51041E-02	3.36650E-02	-2.231	0.0257	7.89500E-02
MTTD1	-1.56767E-01	6.69280E-02	2.342	0.0192	2.36400E-02	CHEMENG	-1.79179E-01	7.11580E-02	2.518	0.0118	9.81300E-03
PDOCP	-2.75024E-01	-1.55090E-02	17.733	0.0000	3.70200E-01	ELECENG	-3.80516E-02	4.96050E-02	0.767	0.4430	2.07400E-02
MPDOCP	-1.10114E-01	3.50410E-02	-3.142	0.0017	5.04000E-02	OTHENG	-2.28051E-02	3.46300E-02	-0.659	0.5102	7.25900E-02
FSWI	-8.09436E-03	1.37320E-02	0.589	0.5556	3.69100E-01	COMP	-5.44602E-02	5.60920E-02	0.971	0.3316	1.46100E-02
MFSWI	-4.99676E-02	1.47500E-02	-3.388	0.0007	3.38800E-01	MATH	-1.48781E-02	3.35690E-02	0.443	0.6576	9.16600E-02
BAINT	-2.87330E-03	3.15210E-02	-0.091	0.9274	8.19600E-02	PHYSICS	-1.91658E-01	3.76530E-02	-5.090	0.0000	4.98400E-02
MBAINT	-1.77549E-01	7.76710E-02	-2.286	0.0223	1.29300E-02	CHEM	-8.27129E-02	3.61600E-02	-2.287	0.0222	6.17800E-02
AGEPHD	-3.19014E-03	2.41920E-03	1.319	0.1873	3.13200E+01	EAOSCI	-9.05807E-02	3.75240E-02	-2.414	0.0158	4.46000E-02
MAGEPHD	-5.96806E-02	1.42510E-01	-0.419	0.6754	3.12200E-03	OPSCI	-1.08760E-01	1.07010E-01	-1.016	0.3095	3.23400E-03
NATUPHD	-6.85749E-02	3.27060E-02	-2.097	0.0360	4.04800E-02	PSYCH	-1.05862E-01	3.29480E-02	-3.213	0.0013	8.48600E-02
PERMPHD	-4.92704E-02	3.58530E-02	-1.374	0.1694	4.27100E-02	ECON	-3.89843E-03	4.51850E-02	-0.086	0.9313	2.65400E-02
TEMPPHD	-6.03875E-02	3.10150E-02	1.947	0.0515	8.21800E-02	POLYSCI	-5.06751E-02	4.75450E-02	-1.066	0.2865	2.16300E-02
MCITPHD	-2.42278E-02	5.15690E-02	0.470	0.6385	2.46400E-02	SAD	-5.14218E-02	3.66590E-02	-1.403	0.1607	5.24100E-02
HISPAN	-8.45773E-02	2.85090E-02	2.967	0.0030	4.91700E-02	OSSCI	-5.73536E-02	5.07070E-02	-1.131	0.2580	1.79500E-02
BLACK	-1.41229E-03	2.54860E-02	-0.055	0.9558	5.93200E-02	WAVE97	-9.70389E-02	4.51870E-02	-2.148	0.0318	8.38500E-02
ASIAN	-5.69923E-03	2.33600E-02	-0.244	0.8073	1.08900E-01	WAVE95	-1.05018E-01	3.39430E-02	-3.094	0.0020	1.02500E-01
MRACE	-2.01702E-01	1.60620E-01	1.256	0.2092	1.45000E-03	WAVE93	-2.16252E-02	7.44490E-02	0.290	0.7715	1.07500E-01
NATAMER	-5.71797E-02	9.83690E-02	-0.581	0.5611	3.56800E-03	WAVE91	-3.20468E-02	3.45370E-02	-0.928	0.3535	7.76100E-02
MARRIED	-1.09378E-02	1.58260E-02	-0.691	0.4895	7.30500E-01	WAVE89	-3.43532E-02	3.22960E-02	-1.064	0.2875	9.62300E-02
MMARRIED	-6.22331E-02	3.51710E-02	1.769	0.0768	3.73600E-02	WAVE87	-3.09666E-03	3.19480E-02	-0.097	0.9228	9.13200E-02
DEP6	-1.45339E-02	1.08250E-02	1.343	0.1794	3.92400E-01	WAVE85	-6.29629E-02	2.51340E-02	-2.505	0.0122	1.28800E-01
DEP618	-2.58730E-02	8.88640E-03	2.912	0.0036	4.56700E-01	WAVE83	-4.44630E-02	2.44240E-02	1.820	0.0687	1.62500E-01
MDEP	-3.33333E-02	2.28830E-02	-1.457	0.1452	3.94700E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured: 8968 observations; 5 iterations; log likelihood function = -5165.232.