

TABLE C-21. Maximum likelihood estimates for tenure, logit model 5: 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	1.01227E-01	8.01590E-02	1.263	0.2067		MMARRIED	5.90673E-02	3.74410E-02	1.578	0.1147	3.82600E-02
FEMALE	-5.94379E-02	1.42030E-02	-4.185	0.0000	3.54700E-01	DEP6	1.07101E-02	1.12570E-02	0.951	0.3414	3.94500E-01
YRPHD9	1.52652E-01	1.27980E-02	11.928	0.0000	5.11700E-01	DEP618	2.90521E-02	9.46220E-03	3.070	0.0021	4.67500E-01
TA	1.25906E-02	2.49700E-02	0.504	0.6141	1.14500E-01	MDEP	-4.03672E-02	2.41790E-02	-1.670	0.0950	3.88400E-01
RA	-3.16422E-02	2.35920E-02	-1.341	0.1799	1.51600E-01	BIO	-2.50115E-01	3.16980E-02	-7.891	0.0000	2.70400E-01
FELLOW	5.11888E-02	4.19410E-02	1.221	0.2223	2.71800E-02	HEALTH	-1.05277E-01	3.63680E-02	-2.895	0.0038	8.06100E-02
TRAIN	-6.28000E-02	2.64710E-02	-2.372	0.0177	9.84200E-02	CHEMENG	1.15668E-01	7.11770E-02	1.625	0.1041	1.13500E-02
MPSOURC	1.07185E-02	2.61840E-02	0.409	0.6823	4.46300E-01	ELECENG	9.31758E-03	5.12050E-02	0.182	0.8556	2.33500E-02
TTD1	-1.52405E-03	3.02360E-03	-0.504	0.6142	8.53300E+00	OTHENG	-3.95723E-02	3.68640E-02	-1.073	0.2831	7.87600E-02
MTTD1	1.74043E-01	7.12970E-02	2.441	0.0146	2.42700E-02	COMP	1.28131E-02	5.84400E-02	0.219	0.8265	1.60900E-02
PDOCP	-2.84068E-01	-1.59900E-02	17.765	0.0000	3.38800E-01	MATH	-5.46251E-03	3.60000E-02	-0.152	0.8794	1.00100E-01
MPDOCP	-1.06414E-01	3.74690E-02	-2.840	0.0045	5.06600E-02	PHYSICS	-1.58389E-01	4.03830E-02	-3.922	0.0001	4.42000E-02
FSWI	1.28086E-02	1.43960E-02	0.890	0.3736	3.69700E-01	CHEM	-6.95466E-02	3.84750E-02	-1.808	0.0707	6.00300E-02
MFSWI	-4.87272E-02	1.54010E-02	-3.164	0.0016	3.24500E-01	EAOSCI	-4.28797E-02	4.14280E-02	-1.035	0.3007	4.27400E-02
BAINT	8.00880E-03	3.30370E-02	0.242	0.8085	8.06100E-02	OPSCI	-6.54928E-02	1.20290E-01	-0.544	0.5861	3.03400E-03
MBAINT	-1.96281E-01	8.14030E-02	-2.411	0.0159	1.31900E-02	PSYCH	-9.33983E-02	3.57170E-02	-2.615	0.0089	8.24500E-02
AGEPHD	7.29123E-03	2.66640E-03	2.734	0.0063	3.13100E+01	ECON	-4.77058E-02	4.73400E-02	-1.008	0.3136	2.94200E-02
MAGEPHD	8.12500E-02	1.45760E-01	0.557	0.5772	3.29800E-03	POLYSCI	-1.02436E-01	4.90070E-02	-2.090	0.0366	2.40100E-02
NATUPHD	-6.02490E-02	3.45590E-02	-1.743	0.0813	3.85200E-02	SAD	-8.27406E-02	3.90920E-02	-2.117	0.0343	5.63300E-02
PERMPHD	-4.44960E-02	3.79460E-02	-1.173	0.2410	4.03700E-02	OSSCI	-8.27587E-02	5.34930E-02	-1.547	0.1218	1.92600E-02
TEMPPHD	5.00884E-02	3.20630E-02	1.562	0.1182	8.43000E-02	WAVE97	-1.29029E-01	3.60930E-02	-3.575	0.0004	8.69400E-02
MCITPHD	-2.52943E-03	5.32460E-02	-0.048	0.9621	2.59900E-02	WAVE95	-1.63495E-01	3.51210E-02	-4.655	0.0000	1.06100E-01
HISPAN	8.15222E-02	2.98770E-02	2.729	0.0064	5.15800E-02	WAVE93	-1.28224E-01	3.44210E-02	-3.725	0.0002	1.09500E-01
BLACK	-3.21696E-02	2.61630E-02	-1.230	0.2189	6.39800E-02	WAVE91	-6.75337E-02	3.61460E-02	-1.868	0.0617	7.96800E-02
ASIAN	1.40468E-02	2.44580E-02	0.574	0.5658	1.04200E-01	WAVE89	-6.97703E-02	3.38800E-02	-2.059	0.0395	9.43300E-02
MRACE	1.65044E-02	1.55390E-01	0.106	0.9154	1.71500E-03	WAVE87	-1.28266E-02	3.36490E-02	-0.381	0.7031	8.86500E-02
NATAMER	-9.32621E-02	9.83940E-02	-0.948	0.3432	3.82600E-03	WAVE85	-5.78710E-02	2.69430E-02	-2.148	0.0317	1.21900E-01
MARRIED	-7.71657E-03	1.65470E-02	-0.466	0.6410	7.32500E-01	WAVE83	4.52649E-02	2.61190E-02	1.733	0.0831	1.63500E-01

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7580 observations; 5 iterations; log likelihood function = -4344.955.