

TABLE C-22. Maximum likelihood estimates for tenure, logit model 6: 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	5.35310E-02	8.17900E-02	0.654	0.5128		WATEACH	5.54147E-02	1.51390E-02	3.660	0.0003	5.35100E-01
FEMALE	-5.44268E-02	1.43100E-02	-3.803	0.0001	3.54700E-01	WAOTH	3.86627E-02	2.43570E-02	1.587	0.1124	9.26100E-02
YRPHD9	1.54399E-01	1.28790E-02	11.989	0.0000	5.11700E-01	EMPPRI	-1.13678E-01	1.49760E-02	-7.591	0.0000	2.63200E-01
TA	1.55350E-02	2.51410E-02	0.618	0.5366	1.14500E-01	MEMPPRI	1.17611E-01	7.84270E-02	1.500	0.1337	1.26300E-01
RA	-2.90523E-02	2.36870E-02	-1.226	0.2200	1.51600E-01	EMPRES	4.96273E-02	1.68450E-02	2.946	0.0032	3.01200E-01
FELLOW	5.54792E-02	4.23500E-02	1.310	0.1902	2.71800E-02	EMPDOG	7.71865E-02	2.41340E-02	3.198	0.0014	9.06300E-02
TRAIN	-5.03996E-02	2.66870E-02	-1.889	0.0590	9.84200E-02	MEMPCARN	-4.26958E-02	7.50300E-02	-0.569	0.5693	2.39300E-01
MPSOURC	1.86476E-02	2.63370E-02	0.708	0.4789	4.46300E-01	BIO	-2.17924E-01	3.21450E-02	-6.779	0.0000	2.70400E-01
TTD1	-8.65115E-04	3.02240E-03	-0.286	0.7747	8.53300E+00	HEALTH	-8.96771E-02	3.67120E-02	-2.443	0.0146	8.06100E-02
MTTD1	1.76732E-01	7.15560E-02	2.470	0.0135	2.42700E-02	CHEMENG	1.44937E-01	7.21330E-02	2.009	0.0445	1.13500E-02
PDOCP	-2.77269E-01	-1.63590E-02	16.949	0.0000	3.38800E-01	ELECENG	2.44843E-02	5.15060E-02	0.475	0.6345	2.33500E-02
MPDOCP	-9.98071E-02	3.78320E-02	-2.638	0.0083	5.06600E-02	OTHENG	-2.13549E-02	3.72880E-02	-0.573	0.5668	7.87600E-02
FSWI	1.20968E-02	1.45070E-02	0.834	0.4044	3.69700E-01	COMP	4.47928E-02	5.89020E-02	0.760	0.4470	1.60900E-02
MFSWI	-4.19191E-02	1.55810E-02	-2.690	0.0071	3.24500E-01	MATH	1.79719E-02	3.65680E-02	0.491	0.6231	1.00100E-01
BAINT	-2.71532E-03	3.35010E-02	-0.081	0.9354	8.06100E-02	PHYSICS	-1.36049E-01	4.07690E-02	-3.337	0.0009	4.42000E-02
MBAINT	-2.12942E-01	8.17940E-02	-2.603	0.0092	1.31900E-02	CHEM	-3.86819E-02	3.92040E-02	-0.987	0.3238	6.00300E-02
AGEPHD	6.67853E-03	2.67310E-03	2.498	0.0125	3.13100E+01	EAOSCI	-3.33514E-02	4.18790E-02	-0.796	0.4258	4.27400E-02
MAGEPHD	7.31525E-02	1.46400E-01	0.500	0.6173	3.29800E-03	OPSCI	-7.05777E-02	1.21760E-01	-0.580	0.5622	3.03400E-03
NATUPHD	-5.96460E-02	3.46790E-02	-1.720	0.0854	3.85200E-02	PSYCH	-6.70240E-02	3.62720E-02	-1.848	0.0646	8.24500E-02
PERMPHD	-3.34231E-02	3.82410E-02	-0.874	0.3821	4.03700E-02	ECON	-1.28419E-02	4.79300E-02	-0.268	0.7888	2.94200E-02
TEMPPHD	4.61591E-02	3.24730E-02	1.421	0.1552	8.43000E-02	POLYSCI	-7.80612E-02	4.96720E-02	-1.572	0.1161	2.40100E-02
MCITPHD	-1.04819E-02	5.35430E-02	-0.196	0.8448	2.59900E-02	SAD	-6.10572E-02	3.95990E-02	-1.542	0.1231	5.63300E-02
HISPAN	7.21497E-02	2.99840E-02	2.406	0.0161	5.15800E-02	OSSCI	-7.58237E-02	5.38150E-02	-1.409	0.1588	1.92600E-02
BLACK	-3.58183E-02	2.62990E-02	-1.362	0.1732	6.39800E-02	WAVE97	-2.06718E-01	4.95990E-02	-4.168	0.0000	8.69400E-02
ASIAN	8.24444E-03	2.46630E-02	0.334	0.7382	1.04200E-01	WAVE95	-1.62983E-01	3.56130E-02	-4.577	0.0000	1.06100E-01
MRACE	7.08074E-02	1.55740E-01	0.455	0.6494	1.71500E-03	WAVE93	-5.64969E-02	8.10030E-02	-0.697	0.4855	1.09500E-01
NATAMER	-1.14174E-01	9.91250E-02	-1.152	0.2494	3.82600E-03	WAVE91	-6.82296E-02	3.64880E-02	-1.870	0.0615	7.96800E-02
MARRIED	-9.35508E-03	1.66640E-02	-0.561	0.5745	7.32500E-01	WAVE89	-7.12260E-02	3.41580E-02	-2.085	0.0371	9.43300E-02
MMARRIED	5.47982E-02	3.76650E-02	1.455	0.1457	3.82600E-02	WAVE87	-9.28805E-03	3.39690E-02	-0.273	0.7845	8.86500E-02
DEP6	1.36874E-02	1.12880E-02	1.213	0.2253	3.94500E-01	WAVE85	-5.97001E-02	2.72300E-02	-2.192	0.0284	1.21900E-01
DEP618	2.82622E-02	9.51150E-03	2.971	0.0030	4.67500E-01	WAVE83	3.89170E-02	2.64140E-02	1.473	0.1407	1.63500E-01
MDEP	-4.26357E-02	2.43350E-02	-1.752	0.0798	3.88400E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7580 observations; 5 iterations; log likelihood function = -4298.989.