

TABLE C-32. Maximum likelihood estimates for tenure, logit model 4: 14 or 15 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	4.09555E-01	5.83090E-02	7.024	0.0000		WATEACH	9.73385E-02	1.01150E-02	9.624	0.0000	5.18900E-01
FEMALE	-8.28418E-02	9.24880E-03	-8.957	0.0000	3.24900E-01	WAO TH	-4.22867E-02	1.21130E-02	-3.491	0.0005	1.46300E-01
YRPHD15	2.46609E-02	8.27610E-03	2.980	0.0029	4.94000E-01	EMPPRI	-1.09820E-01	-9.15690E-03	11.993	0.0000	2.53400E-01
TA	-1.78504E-02	2.26180E-02	-0.789	0.4300	5.62400E-02	MEMPPRI	-9.60899E-02	4.39850E-02	-2.185	0.0289	1.19700E-01
RA	7.43547E-03	2.15920E-02	0.344	0.7306	7.12400E-02	EMPRES	8.84425E-03	1.05900E-02	0.835	0.4036	2.97400E-01
FELLOW	6.59432E-02	4.04790E-02	1.629	0.1033	1.34900E-02	EMPDOC	7.08224E-02	1.73300E-02	4.087	0.0000	9.87300E-02
TRAIN	1.39436E-02	2.22620E-02	0.626	0.5311	5.34600E-02	MEMPCARN	3.53278E-02	4.42040E-02	0.799	0.4242	2.11800E-01
MPSOURC	-9.52590E-04	2.45030E-02	-0.039	0.9690	7.36500E-01	BIO	-9.33252E-02	2.24500E-02	-4.157	0.0000	3.09500E-01
TTD1	-3.66684E-04	2.00300E-03	-0.183	0.8548	8.11600E+00	HEALTH	-2.75948E-02	2.67020E-02	-1.033	0.3014	6.27900E-02
MTTD1	-2.60494E-02	4.83320E-02	-0.539	0.5899	1.80300E-02	CHEMENG	-1.26247E-02	7.07560E-02	-0.178	0.8584	4.79100E-03
PDOCP	-5.13729E-02	1.04990E-02	-4.893	0.0000	3.15600E-01	ELECENG	6.08041E-02	6.24780E-02	0.973	0.3305	9.96100E-03
MPDOCP	-2.48569E-02	2.52500E-02	-0.984	0.3249	4.22400E-02	OTHENG	6.69165E-03	3.29450E-02	0.203	0.8391	3.84600E-02
FSWI	-1.47658E-02	9.12630E-03	-1.618	0.1057	3.71300E-01	COMP	-2.94224E-02	7.35210E-02	-0.400	0.6890	3.40400E-03
MFSWI	-4.92615E-03	9.59090E-03	-0.514	0.6075	3.40900E-01	MATH	1.93467E-02	2.64050E-02	0.733	0.4637	1.11300E-01
BAINT	1.59047E-02	2.35980E-02	0.674	0.5003	7.89300E-02	PHYSICS	-1.22419E-01	2.61370E-02	-4.684	0.0000	5.30800E-02
MBAINT	4.44496E-02	6.13070E-02	0.725	0.4684	1.04700E-02	CHEM	-8.98472E-02	2.64890E-02	-3.392	0.0007	6.33000E-02
AGEPHD	-2.77251E-03	1.79530E-03	-1.544	0.1225	3.08100E+01	EAOSCI	-3.47862E-02	3.04300E-02	-1.143	0.2530	4.24900E-02
MAGEPHD	9.84483E-03	1.62430E-01	0.061	0.9517	1.38700E-03	OPSCI	-1.65874E-01	7.22530E-02	-2.296	0.0217	2.64800E-03
NATUPHD	-8.68850E-03	2.40980E-02	-0.361	0.7184	3.07700E-02	PSYCH	-6.07718E-02	2.47230E-02	-2.458	0.0140	9.64600E-02
PERMPHD	-1.86335E-02	2.54100E-02	-0.733	0.4634	4.30000E-02	ECON	-2.64506E-02	3.24170E-02	-0.816	0.4145	3.34100E-02
TEMPPHD	-2.64450E-03	2.51650E-02	-0.105	0.9163	5.85000E-02	POLYSCI	4.13370E-02	3.72160E-02	1.111	0.2667	2.92500E-02
MCITPHD	-1.10643E-02	3.93790E-02	-0.281	0.7787	1.67700E-02	SAD	1.55521E-02	2.90010E-02	0.536	0.5918	5.95100E-02
HISPAN	2.84449E-02	2.79840E-02	1.016	0.3094	2.82400E-02	OSSCI	5.52206E-02	4.43950E-02	1.244	0.2136	2.08000E-02
BLACK	4.20034E-02	2.29530E-02	1.830	0.0673	4.30000E-02	WAVE97	-1.76231E-02	3.42720E-02	-0.514	0.6071	7.33800E-02
ASIAN	-5.98026E-02	1.76210E-02	-3.394	0.0007	7.66600E-02	WAVE95	-7.92177E-02	2.82120E-02	-2.808	0.0050	7.91800E-02
MRACE	-1.08567E-01	7.95550E-02	-1.365	0.1724	2.14300E-03	WAVE93	-1.09161E-01	5.01620E-02	-2.176	0.0295	9.04000E-02
NATAMER	-6.69219E-02	7.25820E-02	-0.922	0.3565	3.02600E-03	WAVE91	-5.42793E-02	2.42290E-02	-2.240	0.0251	7.71700E-02
MARRIED	2.15302E-03	1.11600E-02	0.193	0.8470	7.55000E-01	WAVE89	-2.86706E-02	1.80550E-02	-1.588	0.1123	1.42500E-01
MMARRIED	5.49562E-03	2.48510E-02	0.221	0.8250	4.31200E-02	WAVE87	-3.35595E-02	1.76990E-02	-1.896	0.0579	1.42200E-01
DEP6	1.87092E-04	8.91050E-03	0.021	0.9833	1.91400E-01	WAVE85	-6.60138E-02	1.75200E-02	-3.768	0.0002	1.41300E-01
DEP618	4.40667E-03	5.72010E-03	0.770	0.4411	7.56900E-01	WAVE83	-4.11048E-02	1.96880E-02	-2.088	0.0368	1.37600E-01
MDEP	1.70650E-02	1.54540E-02	1.104	0.2695	3.91500E-01						

NOTES: Dependent variable: TENURED; marginal effects: tenured; 7931 observations; 6 iterations; log likelihood function = -3489.259.