

TABLE C-36. Maximum likelihood estimates for tenure, logit model I-2: 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 | 0.5528930    | 6.41420E-02    | 8.62   | 0.0000   |             | DEP618   | 1.43610E-02  | 6.74510E-03    | 2.129  | 0.0333   | 7.61900E-01 |
| FEMALE   | -1.34257E-02 | 1.90780E-02    | -0.704 | 0.4816   | 3.25500E-01 | MDEP     | 1.94487E-02  | 1.74380E-02    | 1.115  | 0.2647   | 3.72500E-01 |
| FMARRIED | -6.86054E-02 | 2.35270E-02    | -2.916 | 0.0036   | 1.93800E-01 | WATEACH  | 1.52055E-01  | 1.13860E-02    | 13.354 | 0.0000   | 4.91400E-01 |
| FDEP6    | 4.89777E-02  | 2.21850E-02    | 2.208  | 0.0273   | 4.33400E-02 | WAOTH    | -9.22410E-02 | 1.29430E-02    | -7.127 | 0.0000   | 1.65200E-01 |
| FDEP618  | -4.65085E-02 | 1.12900E-02    | -4.120 | 0.0000   | 1.61900E-01 | EMPPRI   | -1.48946E-01 | -1.04770E-02   | 14.217 | 0.0000   | 2.58400E-01 |
| YRPHD15  | 2.41415E-02  | 9.23000E-03    | 2.616  | 0.0089   | 4.92900E-01 | MEMPPRI  | -1.12578E-01 | 3.54930E-02    | -3.172 | 0.0015   | 1.31900E-01 |
| TA       | -2.19301E-03 | 2.33680E-02    | -0.094 | 0.9252   | 6.00700E-02 | EMPRES   | 5.38654E-03  | 1.21290E-02    | 0.444  | 0.6570   | 2.94600E-01 |
| RA       | 2.59557E-02  | 2.21140E-02    | 1.174  | 0.2405   | 7.72700E-02 | EMPDOC   | 9.99812E-02  | 2.02610E-02    | 4.935  | 0.0000   | 9.31900E-02 |
| FELLOW   | 7.21838E-02  | 4.00140E-02    | 1.804  | 0.0712   | 1.45200E-02 | MEMPCARN | -4.65782E-02 | 3.53550E-02    | -1.317 | 0.1877   | 2.35200E-01 |
| TRAIN    | 2.31143E-02  | 2.30390E-02    | 1.003  | 0.3157   | 5.94900E-02 | BIO      | -1.06364E-01 | 2.42420E-02    | -4.388 | 0.0000   | 3.10700E-01 |
| MPSOURC  | -4.64951E-03 | 2.52870E-02    | -0.184 | 0.8541   | 7.11500E-01 | HEALTH   | -1.25093E-02 | 2.90890E-02    | -0.430 | 0.6672   | 6.28600E-02 |
| TTD1     | 6.59651E-04  | 2.23220E-03    | 0.296  | 0.7676   | 8.17400E+00 | CHEMENG  | 4.93971E-02  | 8.29640E-02    | 0.595  | 0.5516   | 4.53200E-03 |
| MTTD1    | -4.30464E-04 | 5.46260E-02    | -0.008 | 0.9937   | 1.76600E-02 | ELECENG  | 1.92548E-02  | 5.81040E-02    | 0.331  | 0.7404   | 9.99300E-03 |
| PDOCP    | -5.04281E-02 | 1.17970E-02    | -4.275 | 0.0000   | 3.23500E-01 | OTHENG   | -2.66484E-03 | 3.46780E-02    | -0.077 | 0.9388   | 3.80000E-02 |
| MPDOCP   | -3.43093E-02 | 2.75060E-02    | -1.247 | 0.2123   | 4.31100E-02 | COMP     | -1.47293E-02 | 7.77460E-02    | -0.189 | 0.8497   | 3.48600E-03 |
| FSWI     | -1.24199E-02 | 1.02680E-02    | -1.210 | 0.2265   | 3.69000E-01 | MATH     | 9.40177E-03  | 2.82050E-02    | 0.333  | 0.7389   | 1.07400E-01 |
| MFSWI    | -8.36293E-03 | 1.07320E-02    | -0.779 | 0.4358   | 3.43400E-01 | PHYSICS  | -1.72995E-01 | 2.81940E-02    | -6.136 | 0.0000   | 5.68200E-02 |
| BAINT    | 2.97495E-03  | 2.63420E-02    | 0.113  | 0.9101   | 7.80900E-02 | CHEM     | -1.31643E-01 | 2.87890E-02    | -4.573 | 0.0000   | 6.41400E-02 |
| MBAINT   | 6.38178E-02  | 6.98180E-02    | 0.914  | 0.3607   | 9.99300E-03 | EAOSCI   | -8.44745E-02 | 3.14820E-02    | -2.683 | 0.0073   | 4.35700E-02 |
| AGEPHD   | -6.61558E-03 | 1.99260E-03    | -3.320 | 0.0009   | 3.08700E+01 | OPSCI    | -1.63536E-01 | 8.63840E-02    | -1.893 | 0.0583   | 2.55600E-03 |
| MAGEPHD  | -1.71849E-01 | 1.42910E-01    | -1.203 | 0.2292   | 1.51100E-03 | PSYCH    | -9.15301E-02 | 2.65130E-02    | -3.452 | 0.0006   | 9.94700E-02 |
| NATUPHD  | 1.02746E-03  | 2.69350E-02    | 0.038  | 0.9696   | 3.11400E-02 | ECON     | -2.00538E-02 | 3.59440E-02    | -0.558 | 0.5769   | 3.21900E-02 |
| PERMPHD  | 6.85597E-04  | 2.82950E-02    | 0.024  | 0.9807   | 4.32300E-02 | POLYSCI  | 3.10913E-02  | 3.91620E-02    | 0.794  | 0.4273   | 2.85800E-02 |
| TEMPHD   | 4.20448E-02  | 2.79350E-02    | 1.505  | 0.1323   | 5.78700E-02 | SAD      | 2.77614E-02  | 3.12060E-02    | 0.890  | 0.3737   | 5.83300E-02 |
| MCITPHD  | 4.49327E-03  | 4.32740E-02    | 0.104  | 0.9173   | 1.70800E-02 | OSSCI    | 5.37062E-02  | 4.66890E-02    | 1.150  | 0.2500   | 2.01000E-02 |
| HISPAN   | 3.28814E-02  | 2.92570E-02    | 1.124  | 0.2611   | 2.85800E-02 | WAVE97   | -7.36880E-02 | 3.66490E-02    | -2.011 | 0.0444   | 8.13400E-02 |
| BLACK    | 4.07974E-02  | 2.31620E-02    | 1.761  | 0.0782   | 4.43900E-02 | WAVE95   | -2.17564E-01 | 3.08990E-02    | -7.041 | 0.0000   | 8.83100E-02 |
| ASIAN    | -8.82352E-02 | 1.96050E-02    | -4.501 | 0.0000   | 7.93600E-02 | WAVE93   | -1.68574E-01 | 4.46910E-02    | -3.772 | 0.0002   | 1.01400E-01 |
| MRACE    | -1.10425E-01 | 9.79610E-02    | -1.127 | 0.2596   | 1.97500E-03 | WAVE91   | -1.34570E-01 | 2.74480E-02    | -4.903 | 0.0000   | 7.77400E-02 |
| NATAMER  | -1.01274E-01 | 7.29290E-02    | -1.389 | 0.1649   | 3.48600E-03 | WAVE89   | -1.10903E-01 | 2.12000E-02    | -5.231 | 0.0000   | 1.44600E-01 |
| MARRIED  | 5.24758E-02  | 1.70130E-02    | 3.084  | 0.0020   | 7.54100E-01 | WAVE87   | -1.09109E-01 | 2.09400E-02    | -5.211 | 0.0000   | 1.42500E-01 |
| MMARRIED | 3.12526E-02  | 2.87890E-02    | 1.086  | 0.2777   | 4.11300E-02 | WAVE85   | -8.33591E-02 | 2.19050E-02    | -3.805 | 0.0001   | 1.30300E-01 |
| DEP6     | -5.26904E-03 | 1.07550E-02    | -0.490 | 0.6242   | 1.94200E-01 | WAVE83   | -4.85634E-02 | 2.43390E-02    | -1.995 | 0.0460   | 1.26800E-01 |

NOTES: Dependent variable: TENURED; marginal effects: tenured; 8606 observations; 5 iterations; log likelihood function = -4186.312.