

TABLE C-41. Maximum likelihood estimates for rank, logit model 1: 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
Marginal effects: junior ranks						Marginal effects: associate-professor rank					
Constant	-3.31939E-01	5.54550E-02	-5.986	0.0000		Constant	6.81649E-02	7.57435E-02	0.900	0.3682	
FEMALE	8.47555E-02	8.92641E-03	9.495	0.0000	3.25513E-01	FEMALE	5.46204E-02	1.26457E-02	4.319	0.0000	3.25513E-01
YRPHD15	-2.67613E-02	8.05369E-03	-3.323	0.0009	4.90989E-01	YRPHD15	-4.04594E-02	1.09245E-02	-3.704	0.0002	4.90989E-01
TA	7.03798E-03	2.01714E-02	0.349	0.7272	5.83702E-02	TA	5.64429E-03	3.04530E-02	0.185	0.8530	5.83702E-02
RA	-1.49182E-02	1.92935E-02	-0.773	0.4394	7.52578E-02	RA	-2.00187E-02	2.88527E-02	-0.694	0.4878	7.52578E-02
FELLOW	-3.60063E-02	3.47618E-02	-1.036	0.3003	1.41675E-02	FELLOW	-1.34794E-02	5.00358E-02	-0.269	0.7876	1.41675E-02
TRAIN	-1.03077E-02	2.03051E-02	-0.508	0.6117	5.80301E-02	TRAIN	8.50086E-03	3.10794E-02	0.274	0.7845	5.80301E-02
MPSOURC	-3.92713E-03	2.23707E-02	-0.176	0.8606	7.19030E-01	MPSOURC	-5.81589E-03	3.25128E-02	-0.179	0.8580	7.19030E-01
TTD1	1.63961E-03	1.95912E-03	0.837	0.4026	8.19925E+00	TTD1	-5.72237E-03	2.71050E-03	-2.111	0.0348	8.19925E+00
MTTD1	2.29124E-02	4.83729E-02	0.474	0.6357	1.60943E-02	MTTD1	-1.38590E-01	7.14566E-02	-1.940	0.0524	1.60943E-02
PDOCP	5.45865E-02	1.00130E-02	5.452	0.0000	3.24039E-01	PDOCP	6.92688E-02	1.41662E-02	4.890	0.0000	3.24039E-01
MPDOCP	4.86285E-02	2.28159E-02	2.131	0.0331	4.32959E-02	MPDOCP	1.29232E-02	3.31432E-02	0.390	0.6966	4.32959E-02
FSWI	6.65262E-03	8.86155E-03	0.751	0.4528	3.69829E-01	FSWI	3.64179E-03	1.19879E-02	0.304	0.7613	3.69829E-01
MFSWI	2.01406E-02	9.25494E-03	2.176	0.0295	3.42627E-01	MFSWI	9.46168E-03	1.28756E-02	0.735	0.4624	3.42627E-01
BAINT	2.70203E-02	2.30033E-02	1.175	0.2401	7.97915E-02	BAINT	-6.82310E-03	3.29152E-02	-0.207	0.8358	7.97915E-02
MBAINT	5.07425E-03	6.16237E-02	0.082	0.9344	8.84053E-03	MBAINT	-1.37563E-02	8.92544E-02	-0.154	0.8775	8.84053E-03
AGEPHD	2.45182E-03	1.75643E-03	1.396	0.1627	3.09349E+01	AGEPHD	-1.47759E-03	2.38753E-03	-0.619	0.5360	3.09349E+01
NATUPHD	-4.20237E-03	2.31470E-02	-0.182	0.8559	3.23019E-02	NATUPHD	3.69785E-02	3.17100E-02	1.166	0.2436	3.23019E-02
PERMPHD	-1.03319E-02	2.51423E-02	-0.411	0.6811	4.31826E-02	PERMPHD	2.75696E-02	3.52686E-02	0.782	0.4344	4.31826E-02
TEMPPHD	-1.61398E-02	2.45036E-02	-0.659	0.5101	5.90502E-02	TEMPPHD	-8.50614E-02	3.50608E-02	-2.426	0.0153	5.90502E-02
MCITPHD	-1.31908E-02	3.64886E-02	-0.362	0.7177	1.70010E-02	MCITPHD	8.02768E-02	5.22087E-02	1.538	0.1241	1.70010E-02
HISPAN	-3.57203E-02	2.59227E-02	-1.378	0.1682	2.89017E-02	HISPAN	-1.79857E-02	3.32828E-02	-0.540	0.5889	2.89017E-02
BLACK	-1.49378E-02	2.00552E-02	-0.745	0.4564	4.51094E-02	BLACK	3.50480E-02	2.65487E-02	1.320	0.1868	4.51094E-02
ASIAN	2.45297E-02	1.69607E-02	1.446	0.1481	7.96781E-02	ASIAN	-3.10581E-02	2.50182E-02	-1.241	0.2145	7.96781E-02
NATAMER	9.67086E-03	6.71526E-02	0.144	0.8855	3.40020E-03	NATAMER	1.40221E-01	9.27035E-02	1.513	0.1304	3.40020E-03
MARRIED	6.51464E-03	1.07845E-02	0.604	0.5458	7.54052E-01	MARRIED	-3.82608E-02	1.48384E-02	-2.578	0.0099	7.54052E-01
MMARRIED	2.66732E-03	2.52225E-02	0.106	0.9158	4.05758E-02	MMARRIED	-2.21853E-02	3.15212E-02	-0.704	0.4815	4.05758E-02
DEP6	-8.78743E-03	8.65758E-03	-1.015	0.3101	1.94945E-01	DEP6	1.97871E-02	1.17449E-02	1.685	0.0920	1.94945E-01
DEP618	-7.70445E-03	5.38269E-03	-1.431	0.1523	7.64819E-01	DEP618	-1.27399E-03	7.37605E-03	-0.173	0.8629	7.64819E-01
MDEP	-2.71786E-02	1.48880E-02	-1.826	0.0679	3.75496E-01	MDEP	-1.00982E-02	2.02571E-02	-0.499	0.6181	3.75496E-01
BIO	5.00808E-02	2.08695E-02	2.400	0.0164	3.11232E-01	BIO	8.46034E-02	2.70815E-02	3.124	0.0018	3.11232E-01
HEALTH	-5.98888E-02	2.66126E-02	-2.250	0.0244	6.24504E-02	HEALTH	5.36125E-02	3.31373E-02	1.618	0.1057	6.24504E-02
ENG	-6.55180E-02	2.98477E-02	-2.195	0.0282	5.24765E-02	ENG	2.90387E-02	3.50831E-02	0.828	0.4078	5.24765E-02
MATHCOM	-3.32863E-02	2.41372E-02	-1.379	0.1679	1.11187E-01	MATHCOM	1.00475E-01	2.94413E-02	3.413	0.0006	1.11187E-01
PHYSOTH	1.16716E-01	2.36053E-02	4.944	0.0000	6.06370E-02	PHYSOTH	3.35672E-02	3.33944E-02	1.005	0.3148	6.06370E-02
CHEM	7.69727E-02	2.42627E-02	3.172	0.0015	6.49439E-02	CHEM	-2.35622E-02	3.36707E-02	-0.700	0.4841	6.49439E-02
EAOSCI	2.65606E-02	2.72604E-02	0.974	0.3299	4.34093E-02	EAOSCI	2.52091E-02	3.57400E-02	0.705	0.4806	4.34093E-02
PSYCH	5.21926E-02	2.26960E-02	2.300	0.0215	9.95126E-02	PSYCH	6.17634E-02	2.99741E-02	2.061	0.0393	9.95126E-02
ECON	-3.08501E-02	3.23768E-02	-0.953	0.3407	3.15086E-02	ECON	1.05612E-02	4.02274E-02	0.263	0.7929	3.15086E-02
POLYSCI	-3.68342E-02	3.31713E-02	-1.110	0.2668	2.83350E-02	POLYSCI	6.63839E-02	4.11048E-02	1.615	0.1063	2.83350E-02
SAD	-7.09032E-02	2.77883E-02	-2.552	0.0107	5.73501E-02	SAD	1.07690E-01	3.34932E-02	3.215	0.0013	5.73501E-02
OSSCI	-8.20037E-02	4.03260E-02	-2.034	0.0420	2.02879E-02	OSSCI	8.38706E-02	4.58878E-02	1.828	0.0676	2.02879E-02
WAVE97	1.27361E-01	2.75810E-02	4.618	0.0000	7.79780E-02	WAVE97	1.09027E-01	3.82551E-02	2.850	0.0044	7.79780E-02
WAVE95	1.37758E-01	2.69883E-02	5.104	0.0000	8.61385E-02	WAVE95	1.05191E-01	3.74700E-02	2.807	0.0050	8.61385E-02
WAVE93	1.52692E-01	2.68407E-02	5.689	0.0000	9.89459E-02	WAVE93	8.90251E-02	3.72371E-02	2.391	0.0168	9.89459E-02
WAVE91	7.24497E-02	2.44504E-02	2.963	0.0030	7.62779E-02	WAVE91	5.74799E-02	3.18083E-02	1.807	0.0708	7.62779E-02
WAVE89	7.16069E-02	1.85145E-02	3.868	0.0001	1.49722E-01	WAVE89	4.82525E-02	2.30872E-02	2.090	0.0366	1.49722E-01
WAVE87	6.12336E-02	1.83694E-02	3.333	0.0009	1.49836E-01	WAVE87	7.50032E-02	2.24901E-02	3.335	0.0009	1.49836E-01
WAVE85	6.85894E-02	1.89955E-02	3.611	0.0003	1.30454E-01	WAVE85	3.89256E-02	2.35376E-02	1.654	0.0982	1.30454E-01
WAVE83	1.32314E-02	2.17729E-02	0.608	0.5434	1.25581E-01	WAVE83	2.52441E-02	2.62433E-02	0.962	0.3361	1.25581E-01

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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
Marginal effects: full-professor rank						MARRIED	3.17461E-02	1.53020E-02	2.075	0.0380	7.54052E-01
Constant	2.63774E-01	7.59068E-02	3.475	0.0005		MMARRIED	1.95180E-02	3.10558E-02	0.628	0.5297	4.05758E-02
FEMALE	-1.39376E-01	1.31178E-02	-10.625	0.0000	3.25513E-01	DEP6	-1.09997E-02	1.22564E-02	-0.897	0.3695	1.94945E-01
YRPHD15	6.72208E-02	1.10930E-02	6.060	0.0000	4.90989E-01	DEP618	8.97844E-03	7.57327E-03	1.186	0.2358	7.64819E-01
TA	-1.26823E-02	3.23139E-02	-0.392	0.6947	5.83702E-02	MDEP	3.72768E-02	2.05517E-02	1.814	0.0697	3.75496E-01
RA	3.49369E-02	3.01415E-02	1.159	0.2464	7.52578E-02	BIO	-1.34684E-01	2.58721E-02	-5.206	0.0000	3.11232E-01
FELLOW	4.94858E-02	5.36357E-02	0.923	0.3562	1.41675E-02	HEALTH	6.27623E-03	3.17805E-02	0.197	0.8434	6.24504E-02
TRAIN	1.80684E-03	3.35520E-02	0.054	0.9571	5.80301E-02	ENG	3.64793E-02	3.27726E-02	1.113	0.2657	5.24765E-02
MPSOURC	9.74303E-03	3.38014E-02	0.288	0.7732	7.19030E-01	MATHCOM	-6.71886E-02	2.80891E-02	-2.392	0.0168	1.11187E-01
TTD1	4.08276E-03	2.69517E-03	1.515	0.1298	8.19925E+00	PHYSOTH	-1.50283E-01	3.26606E-02	-4.601	0.0000	6.06370E-02
MTTD1	1.15678E-01	7.02351E-02	1.647	0.0996	1.60943E-02	CHEM	-5.34104E-02	3.23679E-02	-1.650	0.0989	6.49439E-02
PDOCP	-1.23855E-01	1.45324E-02	-8.523	0.0000	3.24039E-01	EAOSCI	-5.17697E-02	3.41260E-02	-1.517	0.1293	4.34093E-02
MPDOCP	-6.15517E-02	3.32952E-02	-1.849	0.0645	4.32959E-02	PSYCH	-1.13956E-01	2.89520E-02	-3.936	0.0001	9.95126E-02
FSWI	-1.02944E-02	1.21571E-02	-0.847	0.3971	3.69829E-01	ECON	2.02889E-02	3.77880E-02	0.537	0.5913	3.15086E-02
MFSWI	-2.96022E-02	1.32307E-02	-2.237	0.0253	3.42627E-01	POLYSCI	-2.95497E-02	3.98311E-02	-0.742	0.4582	2.83350E-02
BAINT	-2.01972E-02	3.28832E-02	-0.614	0.5391	7.97915E-02	SAD	-3.67865E-02	3.24717E-02	-1.133	0.2573	5.73501E-02
MBAINT	8.68201E-03	8.55695E-02	0.101	0.9192	8.84053E-03	OSSCI	-1.86690E-03	4.44215E-02	-0.042	0.9665	2.02879E-02
AGEPHD	-9.74237E-04	2.38554E-03	-0.408	0.6830	3.09349E+01	WAVE97	-2.36389E-01	3.93262E-02	-6.011	0.0000	7.79780E-02
NATUPHD	-3.27761E-02	3.27118E-02	-1.002	0.3164	3.23019E-02	WAVE95	-2.42949E-01	3.84540E-02	-6.318	0.0000	8.61385E-02
PERMPHD	-1.72377E-02	3.60295E-02	-0.478	0.6323	4.31826E-02	WAVE93	-2.41717E-01	3.81502E-02	-6.336	0.0000	9.89459E-02
TEMPPHD	1.01201E-01	3.46445E-02	2.921	0.0035	5.90502E-02	WAVE91	-1.29930E-01	3.16313E-02	-4.108	0.0000	7.62779E-02
MCITPHD	-6.70860E-02	5.42593E-02	-1.236	0.2163	1.70010E-02	WAVE89	-1.19859E-01	2.23960E-02	-5.352	0.0000	1.49722E-01
HISPAN	5.37060E-02	3.31534E-02	1.620	0.1052	2.89017E-02	WAVE87	-1.36237E-01	2.18377E-02	-6.239	0.0000	1.49836E-01
BLACK	-2.01102E-02	2.71983E-02	-0.739	0.4597	4.51094E-02	WAVE85	-1.07515E-01	2.27220E-02	-4.732	0.0000	1.30454E-01
ASIAN	6.52840E-03	2.53427E-02	0.258	0.7967	7.96781E-02	WAVE83	-3.84754E-02	2.51730E-02	-1.528	0.1264	1.25581E-01
NATAMER	-1.49892E-01	1.02479E-01	-1.463	0.1436	3.40020E-03						

NOTES: Dependent variable: RANK1; 8823 observations; 6 iterations; log likelihood function = -8636.229; restricted log likelihood = -9190.100; Chi-squared = 1107.742; d.f. = 98; significance = .0000000.