

TABLE C-43. Maximum likelihood estimates for rank, logit model 3: 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	-2.87438E-01	5.12020E-02	-5.614	0.0000		Constant	4.31932E-02	7.76985E-02	0.556	0.5783	
FEMALE	8.47173E-02	8.09277E-03	10.468	0.0000	3.26555E-01	FEMALE	5.80453E-02	1.30149E-02	4.460	0.0000	3.26555E-01
YRPHD15	-2.44146E-02	7.44024E-03	-3.281	0.0010	4.92433E-01	YRPHD15	-4.33130E-02	1.12225E-02	-3.859	0.0001	4.92433E-01
TA	2.37052E-02	2.10229E-02	1.128	0.2595	5.45046E-02	TA	-1.78843E-03	3.18835E-02	-0.056	0.9553	5.45046E-02
RA	-6.79376E-03	2.05019E-02	-0.331	0.7404	6.95200E-02	RA	-2.41530E-02	3.02190E-02	-0.799	0.4241	6.95200E-02
FELLOW	-2.27835E-02	3.74824E-02	-0.608	0.5433	1.32419E-02	FELLOW	-1.98485E-02	5.26461E-02	-0.377	0.7062	1.32419E-02
TRAIN	7.36045E-03	2.07591E-02	0.355	0.7229	5.45046E-02	TRAIN	1.07928E-03	3.24858E-02	0.033	0.9735	5.45046E-02
MPSOURC	1.76104E-02	2.24092E-02	0.786	0.4320	7.38591E-01	MPSOURC	-1.96230E-02	3.37199E-02	-0.582	0.5606	7.38591E-01
TTD1	1.67558E-03	1.78213E-03	0.940	0.3471	8.18231E+00	TTD1	-6.01919E-03	2.77634E-03	-2.168	0.0302	8.18231E+00
MTTD1	2.19981E-02	4.44022E-02	0.495	0.6203	1.63159E-02	MTTD1	-1.47171E-01	7.33399E-02	-2.007	0.0448	1.63159E-02
PDOCP	4.88536E-02	9.20565E-03	5.307	0.0000	3.18279E-01	PDOCP	7.60015E-02	1.45734E-02	5.215	0.0000	3.18279E-01
MPDOCP	4.65140E-02	2.04733E-02	2.272	0.0231	4.33909E-02	MPDOCP	1.62693E-02	3.41157E-02	0.477	0.6334	4.33909E-02
FSWI	1.19123E-02	8.08488E-03	1.473	0.1406	3.73020E-01	FSWI	-7.54097E-05	1.22787E-02	-0.006	0.9951	3.73020E-01
MFSWI	1.81418E-02	8.51916E-03	2.130	0.0332	3.40979E-01	MFSWI	1.16106E-02	1.32513E-02	0.876	0.3809	3.40979E-01
BAINT	9.06624E-03	2.15806E-02	0.420	0.6744	8.12249E-02	BAINT	5.42977E-03	3.37877E-02	0.161	0.8723	8.12249E-02
MBAINT	6.83144E-03	5.50248E-02	0.124	0.9012	9.10381E-03	MBAINT	-1.30771E-02	9.09652E-02	-0.144	0.8857	9.10381E-03
AGEPHD	1.52334E-03	1.60269E-03	0.950	0.3419	3.09205E+01	AGEPHD	-8.98557E-04	2.44709E-03	-0.367	0.7135	3.09205E+01
NATUPHD	-1.36038E-02	2.26046E-02	-0.602	0.5473	3.13313E-02	NATUPHD	4.39824E-02	3.27801E-02	1.342	0.1797	3.13313E-02
PERMPHD	1.14805E-02	2.34184E-02	0.490	0.6240	4.36273E-02	PERMPHD	1.53850E-02	3.63997E-02	0.423	0.6725	4.36273E-02
TEMPPHD	1.56869E-02	2.31514E-02	0.678	0.4980	5.99432E-02	TEMPPHD	-1.07648E-01	3.60584E-02	-2.985	0.0028	5.99432E-02
MCITPHD	-1.43855E-02	3.33736E-02	-0.431	0.6664	1.69071E-02	MCITPHD	8.21882E-02	5.41545E-02	1.518	0.1291	1.69071E-02
HISPAN	-2.40895E-02	2.47943E-02	-0.972	0.3313	2.88484E-02	HISPAN	-2.71138E-02	3.42157E-02	-0.792	0.4281	2.88484E-02
BLACK	-1.36738E-02	1.94863E-02	-0.702	0.4829	4.44550E-02	BLACK	3.58753E-02	2.74622E-02	1.306	0.1914	4.44550E-02
ASIAN	1.12740E-02	1.60903E-02	0.701	0.4835	7.85056E-02	ASIAN	-2.39330E-02	2.59829E-02	-0.921	0.3570	7.85056E-02
NATAMER	1.67628E-02	6.61395E-02	0.253	0.7999	3.31048E-03	NATAMER	1.38365E-01	9.67428E-02	1.430	0.1527	3.31048E-03
MARRIED	1.65337E-02	1.00182E-02	1.650	0.0989	7.54434E-01	MARRIED	-4.53086E-02	1.52903E-02	-2.963	0.0030	7.54434E-01
MMARRIED	1.51996E-02	2.17102E-02	0.700	0.4839	4.20903E-02	MMARRIED	-3.05955E-02	3.18306E-02	-0.961	0.3365	4.20903E-02
DEP6	-7.91046E-03	8.25179E-03	-0.959	0.3377	1.92362E-01	DEP6	1.92864E-02	1.21401E-02	1.589	0.1121	1.92362E-01
DEP618	-5.42792E-03	5.21530E-03	-1.041	0.2980	7.63301E-01	DEP618	-3.47381E-03	7.63736E-03	-0.455	0.6492	7.63301E-01
MDEP	-2.02632E-02	1.36251E-02	-1.487	0.1370	3.88153E-01	MDEP	-1.63837E-02	2.07589E-02	-0.789	0.4300	3.88153E-01
BIO	3.52044E-02	1.85406E-02	1.899	0.0576	3.12012E-01	BIO	9.61370E-02	2.74682E-02	3.500	0.0005	3.12012E-01
HEALTH	-4.66677E-02	2.35913E-02	-1.978	0.0479	6.39631E-02	HEALTH	4.58314E-02	3.35665E-02	1.365	0.1721	6.39631E-02
ENG	-9.59941E-02	2.94550E-02	-3.259	0.0011	5.27311E-02	ENG	4.57231E-02	3.59272E-02	1.273	0.2031	5.27311E-02
MATHCOM	-4.32600E-02	2.16700E-02	-1.996	0.0459	1.13502E-01	MATHCOM	1.07512E-01	2.98195E-02	3.605	0.0003	1.13502E-01
PHYSOTH	5.63551E-02	2.18291E-02	2.582	0.0098	5.63963E-02	PHYSOTH	7.06053E-02	3.42269E-02	2.063	0.0391	5.63963E-02
CHEM	3.67534E-02	2.19093E-02	1.678	0.0934	6.37266E-02	CHEM	-2.99210E-03	3.43349E-02	-0.087	0.9306	6.37266E-02
EAOSCI	-1.31634E-02	2.57531E-02	-0.511	0.6093	4.26815E-02	EAOSCI	4.88083E-02	3.65513E-02	1.335	0.1818	4.26815E-02
PSYCH	2.14811E-02	2.04429E-02	1.051	0.2934	9.82502E-02	PSYCH	8.13482E-02	3.04951E-02	2.668	0.0076	9.82502E-02
ECON	-5.17207E-02	3.05339E-02	-1.694	0.0903	3.16860E-02	ECON	2.06132E-02	4.10022E-02	0.503	0.6152	3.16860E-02
POLYSCI	-6.28280E-02	3.10726E-02	-2.022	0.0432	2.84937E-02	POLYSCI	8.03092E-02	4.19684E-02	1.914	0.0557	2.84937E-02
SAD	-8.15310E-02	2.58955E-02	-3.148	0.0016	5.76969E-02	SAD	1.16384E-01	3.41149E-02	3.412	0.0006	5.76969E-02
OSSCI	-7.18279E-02	3.62282E-02	-1.983	0.0474	2.08087E-02	OSSCI	7.99065E-02	4.63566E-02	1.724	0.0848	2.08087E-02
WAVE97	5.40717E-02	2.60461E-02	2.076	0.0379	7.30669E-02	WAVE97	1.48162E-01	3.93162E-02	3.768	0.0002	7.30669E-02
WAVE95	5.55114E-02	2.55793E-02	2.170	0.0300	7.98061E-02	WAVE95	1.50815E-01	3.85851E-02	3.909	0.0001	7.98061E-02
WAVE93	5.65576E-02	2.54985E-02	2.218	0.0265	8.96193E-02	WAVE93	1.39838E-01	3.82342E-02	3.657	0.0003	8.96193E-02
WAVE91	3.37181E-02	2.21902E-02	1.520	0.1286	7.60227E-02	WAVE91	7.89227E-02	3.24489E-02	2.432	0.0150	7.60227E-02
WAVE89	3.89812E-02	1.59510E-02	2.444	0.0145	1.51572E-01	WAVE89	6.82584E-02	2.32415E-02	2.937	0.0033	1.51572E-01
WAVE87	3.45174E-02	1.57096E-02	2.197	0.0280	1.53228E-01	WAVE87	9.27656E-02	2.25921E-02	4.106	0.0000	1.53228E-01
WAVE85	5.60398E-02	1.59528E-02	3.513	0.0004	1.36084E-01	WAVE85	4.87664E-02	2.35886E-02	2.067	0.0387	1.36084E-01
WAVE83	1.03501E-02	1.83791E-02	0.563	0.5733	1.31000E-01	WAVE83	2.78695E-02	2.62619E-02	1.061	0.2886	1.31000E-01

TABLE C-43. Maximum likelihood estimates for rank, logit model 3: 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: full-professor rank						MARRIED	2.87749E-02	1.56943E-02	1.833	0.0667	7.54434E-01
Constant	2.44245E-01	7.79641E-02	3.133	0.0017		MMARRIED	1.53959E-02	3.15750E-02	0.488	0.6258	4.20903E-02
FEMALE	-1.42763E-01	1.34264E-02	-10.633	0.0000	3.26555E-01	DEP6	-1.13759E-02	1.25888E-02	-0.904	0.3662	1.92362E-01
YRPHD15	6.77276E-02	1.13711E-02	5.956	0.0000	4.92433E-01	DEP618	8.90173E-03	7.81898E-03	1.138	0.2549	7.63301E-01
TA	-2.19167E-02	3.36139E-02	-0.652	0.5144	5.45046E-02	MDEP	3.66469E-02	2.10994E-02	1.737	0.0824	3.88153E-01
RA	3.09467E-02	3.14426E-02	0.984	0.3250	6.95200E-02	BIO	-1.31341E-01	2.64235E-02	-4.971	0.0000	3.12012E-01
FELLOW	4.26321E-02	5.60122E-02	0.761	0.4466	1.32419E-02	HEALTH	8.36256E-04	3.23938E-02	0.026	0.9794	6.39631E-02
TRAIN	-8.43973E-03	3.47186E-02	-0.243	0.8079	5.45046E-02	ENG	5.02710E-02	3.39713E-02	1.480	0.1389	5.27311E-02
MPSOURC	2.01261E-03	3.49498E-02	0.058	0.9541	7.38591E-01	MATHCOM	-6.42520E-02	2.86621E-02	-2.242	0.0250	1.13502E-01
TTD1	4.34361E-03	2.76348E-03	1.572	0.1160	8.18231E+00	PHYSOTH	-1.26960E-01	3.36126E-02	-3.777	0.0002	5.63963E-02
MTTD1	1.25173E-01	7.21511E-02	1.735	0.0828	1.63159E-02	CHEM	-3.37613E-02	3.32536E-02	-1.015	0.3100	6.37266E-02
PDOCP	-1.24855E-01	1.48973E-02	-8.381	0.0000	3.18279E-01	EAOSCI	-3.56449E-02	3.51660E-02	-1.014	0.3108	4.26815E-02
MPDOCP	-6.27833E-02	3.42955E-02	-1.831	0.0672	4.33909E-02	PSYCH	-1.02829E-01	2.96261E-02	-3.471	0.0005	9.82502E-02
FSWI	-1.18369E-02	1.24403E-02	-0.951	0.3414	3.73020E-01	ECON	3.11075E-02	3.89003E-02	0.800	0.4239	3.16860E-02
MFSWI	-2.97524E-02	1.35638E-02	-2.194	0.0283	3.40979E-01	POLYSCI	-1.74811E-02	4.08793E-02	-0.428	0.6689	2.84937E-02
BAINT	-1.44960E-02	3.38328E-02	-0.428	0.6683	8.12249E-02	SAD	-3.48526E-02	3.32222E-02	-1.049	0.2941	5.76969E-02
MBAINT	6.24563E-03	8.78901E-02	0.071	0.9433	9.10381E-03	OSSCI	-8.07858E-03	4.51197E-02	-0.179	0.8579	2.08087E-02
AGEPHD	-6.24780E-04	2.44637E-03	-0.255	0.7984	3.09205E+01	WAVE97	-2.02234E-01	4.04382E-02	-5.001	0.0000	7.30669E-02
NATUPHD	-3.03786E-02	3.36807E-02	-0.902	0.3671	3.13313E-02	WAVE95	-2.06327E-01	3.96231E-02	-5.207	0.0000	7.98061E-02
PERMPHD	-2.68655E-02	3.71122E-02	-0.724	0.4691	4.36273E-02	WAVE93	-1.96396E-01	3.92075E-02	-5.009	0.0000	8.96193E-02
TEMPPHD	9.19611E-02	3.58065E-02	2.568	0.0102	5.99432E-02	WAVE91	-1.12641E-01	3.24884E-02	-3.467	0.0005	7.60227E-02
MCITPHD	-6.78027E-02	5.60495E-02	-1.210	0.2264	1.69071E-02	WAVE89	-1.07240E-01	2.28046E-02	-4.703	0.0000	1.51572E-01
HISPAN	5.12033E-02	3.41094E-02	1.501	0.1333	2.88484E-02	WAVE87	-1.27283E-01	2.21817E-02	-5.738	0.0000	1.53228E-01
BLACK	-2.22015E-02	2.80150E-02	-0.792	0.4281	4.44550E-02	WAVE85	-1.04806E-01	2.30509E-02	-4.547	0.0000	1.36084E-01
ASIAN	1.26589E-02	2.62387E-02	0.482	0.6295	7.85056E-02	WAVE83	-3.82197E-02	2.55202E-02	-1.498	0.1342	1.31000E-01
NATAMER	-1.55127E-01	1.05183E-01	-1.475	0.1403	3.31048E-03						

NOTES: Dependent variable: RANK1; 8458 observations; 6 iterations; log likelihood function = -8057.296; restricted log likelihood = -8531.418; Chi-squared = 948.2443; d.f. = 98; significance = .0000000.