

TABLE D-1. Maximum likelihood estimates for tenure, hazard model 1

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
FEMALE	-1.67275E-01	4.72032E-02	-3.544	0.0004	3.31197E-01	HCAPPHD	-4.39366E-02	2.44044E-01	-0.180	0.8571	7.35156E+05
DEP63	1.40756E-02	3.20942E-02	0.439	0.6610	4.36381E-01	MHCAPPHD	-1.33286E-01	6.95479E-02	-1.916	0.0553	6.97078E-01
DEP183	-3.03728E-03	2.77201E-02	-0.110	0.9128	3.76249E-01	HISPAN	2.97081E-02	8.19855E-02	0.362	0.7171	6.29595E+06
MDEP3	-4.26837E-02	7.41346E-02	-0.576	0.5648	2.07540E-01	BLACK	-2.07407E-01	8.34690E-02	-2.485	0.0130	6.03205E+06
MAR3	1.16230E-01	5.78507E-02	2.009	0.0445	5.97549E-01	ASIAN	-9.95383E-02	7.53985E-02	-1.320	0.1868	1.15174E-01
MMAR3	-1.42060E-01	8.42774E-02	-1.686	0.0919	1.36475E-01	NATAMER	-1.27768E-01	2.21136E-01	-0.578	0.5634	8.10556E+05
TA	9.49776E-02	6.11945E-02	1.552	0.1206	1.66447E-01	BIO	-6.27874E-01	9.66409E-02	-6.497	0.0000	3.06880E-01
RA	-3.08362E-02	5.85102E-02	-0.527	0.5982	2.58812E-01	HEALTH	-1.48879E-01	1.07360E-01	-1.387	0.1655	7.78511E+06
FELLOW	2.04201E-01	1.04772E-01	1.949	0.0513	3.92083E+06	CHEMENG	2.28074E-01	1.71209E-01	1.332	0.1828	1.35721E+06
TRAIN	-2.91530E-02	7.00134E-02	-0.416	0.6771	1.44769E-01	ELECENG	2.65000E-01	1.23517E-01	2.145	0.0319	3.03487E+06
MPSOURC	1.32601E-01	7.71042E-02	1.720	0.0855	1.22337E-01	OTHENG	4.76217E-02	9.83091E-02	0.484	0.6281	9.74552E+06
TTD1	-5.97228E-03	1.03542E-02	-0.577	0.5641	9.06956E+00	COMP	3.51981E-01	1.41073E-01	2.495	0.0126	1.97926E+06
MTTD1	2.47862E-01	3.63429E-01	0.682	0.4952	2.63902E+06	MATH	3.64103E-01	1.10853E-01	3.285	0.0010	4.80679E+06
PDOCP	-5.99027E-01	5.33555E-02	-11.227	0.0000	4.27144E-01	PHYSICS	-4.08977E-01	1.23436E-01	-3.313	0.0009	5.18379E+06
MPDOCP	-4.12769E-01	1.37331E-01	-3.006	0.0027	4.56173E+06	CHEM	-1.61817E-01	1.25253E-01	-1.292	0.1964	4.75024E+06
FSWI	-2.42012E-02	4.48848E-02	-0.539	0.5898	3.77568E-01	EAOSCI	-1.37935E-01	1.27456E-01	-1.082	0.2792	3.58153E+06
MFSWI	-1.51770E-01	5.07772E-02	-2.989	0.0028	3.47220E-01	OPSCI	-3.31528E-01	5.07343E-01	-0.653	0.5135	1.69651E+05
BAINT	-5.46395E-02	1.09300E-01	-0.500	0.6171	1.09896E-01	PSYCH	-3.37825E-01	1.05668E-01	-3.197	0.0014	8.21866E+06
MBAINT	4.40162E-02	3.17114E-01	0.139	0.8896	2.18662E+06	ECON	9.62142E-02	1.21647E-01	0.791	0.4290	3.31762E+06
AGEPHD	6.92856E-03	9.25986E-03	0.748	0.4543	3.11889E+01	POLYSCI	1.63206E-01	1.34393E-01	1.214	0.2246	2.29972E+06
NATUPHD	-2.34555E-01	1.07819E-01	-2.175	0.0296	4.59943E+06	SAD	-6.65323E-02	1.08734E-01	-0.612	0.5406	5.86239E+06
PERMPHD	-2.10154E-02	1.23294E-01	-0.170	0.8647	3.54383E+06	OSSCI	3.56129E-02	1.39298E-01	0.256	0.7982	2.18662E+06
TEMPPHD	1.48333E-01	1.17519E-01	1.262	0.2069	8.74647E+06	PHD70S	-3.89051E-01	1.22592E-01	-3.174	0.0015	5.57964E+06
MCITPHD	6.13294E-02	1.90376E-01	0.322	0.7473	2.43167E+06	PHD80S	-2.42383E-01	9.44127E-02	-2.567	0.0103	7.65127E-01

NOTES: Dependent variable: YRSTEN; 5305 observations; 5 iterations; log likelihood function = -21123.25; restricted log likelihood = -21578.65; Chi-squared = 910.7983; d.f. = 48; significance = .0000000. Log-rank test with 48 degrees of freedom: Chi-squared = 924.443, Prob = .0000.