

TABLE D-2. Maximum likelihood estimates for tenure, hazard model 2

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	-1.27535E-01	4.80278E-02	-2.655	0.0079	3.31197E-01	ASIAN	-8.62726E-02	7.55908E-02	-1.141	0.2537	1.15174E-01
DEP63	-1.28691E-02	3.22177E-02	-0.399	0.6896	4.36381E-01	NATAMER	-1.65913E-02	2.21888E-01	-0.075	0.9404	8.10556E+05
DEP183	-3.28113E-02	2.82825E-02	-1.160	0.2460	3.76249E-01	PNACAFI	-2.57446E-02	1.03725E-03	-24.820	0.0000	1.99235E+01
MDEP3	-2.54479E-01	7.51191E-02	-3.388	0.0007	2.07540E-01	PMCRGL	-3.13226E-02	1.39808E-03	-22.404	0.0000	4.26341E+01
MAR3	1.22453E-01	5.80739E-02	2.109	0.0350	5.97549E-01	PEMPRSL	-3.51468E-03	5.41739E-04	-6.488	0.0000	3.94820E+01
MMAR3	-5.55707E-02	8.97948E-02	-0.619	0.5360	1.36475E-01	PEMPDOL	-1.99826E-03	7.49272E-04	-2.667	0.0077	8.67979E+00
TA	3.03770E-02	6.13714E-02	0.495	0.6206	1.66447E-01	PMWAL	2.72821E-02	1.36107E-03	20.045	0.0000	2.66102E+01
RA	2.05916E-02	5.88605E-02	0.350	0.7265	2.58812E-01	PTEACHL	1.41907E-03	6.92648E-04	2.049	0.0405	3.29655E+01
FELLOW	1.82338E-01	1.05116E-01	1.735	0.0828	3.92083E+06	PRESCHL	-6.52291E-05	7.50462E-04	-0.087	0.9307	4.86857E+01
TRAIN	-4.45222E-03	7.00671E-02	-0.064	0.9493	1.44769E-01	BIO	-5.38232E-01	9.69782E-02	-5.550	0.0000	3.06880E-01
MPSOURC	1.11374E-01	7.66844E-02	1.452	0.1464	1.22337E-01	HEALTH	-1.73065E-01	1.08424E-01	-1.596	0.1104	7.78511E+06
TTD1	2.94418E-03	1.05523E-02	0.279	0.7802	9.06956E+00	CHEMENG	4.03864E-01	1.72235E-01	2.345	0.0190	1.35721E+06
MTTD1	2.26753E-01	3.70590E-01	0.612	0.5406	2.63902E+06	ELECENG	3.88805E-01	1.24711E-01	3.118	0.0018	3.03487E+06
PDOCP	-3.16768E-01	5.42140E-02	-5.843	0.0000	4.27144E-01	OTHENG	1.40450E-01	9.91299E-02	1.417	0.1565	9.74552E+06
MPDOCP	-3.27711E-01	1.36892E-01	-2.394	0.0167	4.56173E+06	COMP	2.54497E-01	1.42253E-01	1.789	0.0736	1.97926E+06
FSWI	3.43846E-02	4.50037E-02	0.764	0.4448	3.77568E-01	MATH	1.90279E-01	1.12586E-01	1.690	0.0910	4.80679E+06
MFSWI	-8.39701E-02	5.04127E-02	-1.666	0.0958	3.47220E-01	PHYSICS	-1.87585E-01	1.24368E-01	-1.508	0.1315	5.18379E+06
BAINT	-6.13519E-02	1.08313E-01	-0.566	0.5711	1.09896E-01	CHEM	-3.22071E-02	1.26459E-01	-0.255	0.7990	4.75024E+06
MBAINT	1.59264E-01	3.22418E-01	0.494	0.6213	2.18662E+06	EAOSCI	-1.44023E-01	1.28028E-01	-1.125	0.2606	3.58153E+06
AGEPHD	4.20529E-03	9.39632E-03	0.448	0.6545	3.11889E+01	OPSCI	7.03661E-02	5.07685E-01	0.139	0.8898	1.69651E+05
NATUPHD	-2.09172E-01	1.07744E-01	-1.941	0.0522	4.59943E+06	PSYCH	-2.66347E-01	1.07818E-01	-2.470	0.0135	8.21866E+06
PERMPHD	-5.05689E-02	1.22173E-01	-0.414	0.6789	3.54383E+06	ECON	-4.34317E-02	1.22910E-01	-0.353	0.7238	3.31762E+06
TEMPPHD	5.02761E-02	1.17355E-01	0.428	0.6684	8.74647E+06	POLYSCI	5.03868E-02	1.36189E-01	0.370	0.7114	2.29972E+06
MCITPHD	4.80697E-02	1.89389E-01	0.254	0.7996	2.43167E+06	SAD	-1.31138E-01	1.10379E-01	-1.188	0.2348	5.86239E+06
HCAPPHD	-3.32712E-01	2.45570E-01	-1.355	0.1755	7.35156E+05	OSSCI	-2.51587E-02	1.40936E-01	-0.179	0.8583	2.18662E+06
MHCAPPHD	-4.74488E-01	7.28713E-02	-6.511	0.0000	6.97078E-01	PHD70S	-7.43779E-01	1.24056E-01	-5.996	0.0000	5.57964E+06
HISPAN	2.86442E-02	8.23709E-02	0.348	0.7280	6.29595E+06	PHD80S	-4.67626E-01	9.57075E-02	-4.886	0.0000	7.65127E-01
BLACK	-2.68039E-01	8.37245E-02	-3.201	0.0014	6.03205E+06						

NOTES: Dependent variable: YRSTEN; 5305 observations; 5 iterations; log likelihood function = -20599.52; restricted log likelihood = -21578.65; Chi-squared = 1958.262; d.f. = 55; significance = .000000. Log-rank test with 55 degrees of freedom: Chi-squared = 1867.067, Prob = .0000.