

TABLE D-3. Maximum likelihood estimates for tenure, hazard model 3

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	-1.08125E-01	4.75510E-02	-2.274	0.0230	3.31197E-01	MHCAPPHD	-7.70083E-02	6.96612E-02	-1.105	0.2690	6.97078E-01
DEP63	2.37737E-03	3.20162E-02	0.074	0.9408	4.36381E-01	HISPAN	-7.38159E-03	8.19690E-02	-0.090	0.9282	6.29595E+06
DEP183	7.53713E-03	2.75671E-02	0.273	0.7845	3.76249E-01	BLACK	-2.96342E-01	8.36038E-02	-3.545	0.0004	6.03205E+06
MDEP3	2.15764E-02	7.44368E-02	0.290	0.7719	2.07540E-01	ASIAN	-1.24317E-01	7.52738E-02	-1.652	0.0986	1.15174E-01
MAR3	1.21692E-01	5.78365E-02	2.104	0.0354	5.97549E-01	NATAMER	-1.11542E-01	2.21315E-01	-0.504	0.6143	8.10556E+05
MMAR3	-3.91815E-01	8.92302E-02	-4.391	0.0000	1.36475E-01	PNTRAC	-1.78866E-02	1.16137E-03	-15.401	0.0000	1.33011E+01
TA	7.89489E-02	6.10466E-02	1.293	0.1959	1.66447E-01	PMTENL	3.65214E-03	8.38749E-04	4.354	0.0000	2.67670E+01
RA	-3.07077E-02	5.85290E-02	-0.525	0.5998	2.58812E-01	BIO	-5.24892E-01	9.70679E-02	-5.407	0.0000	3.06880E-01
FELLOW	1.80436E-01	1.04784E-01	1.722	0.0851	3.92083E+06	HEALTH	-9.17691E-02	1.07607E-01	-0.853	0.3938	7.78511E+06
TRAIN	-4.83215E-02	7.01981E-02	-0.688	0.4912	1.44769E-01	CHEMENG	1.82888E-01	1.71311E-01	1.068	0.2857	1.35721E+06
MPSOURC	9.67857E-02	7.71039E-02	1.255	0.2094	1.22337E-01	ELECENG	2.08221E-01	1.23725E-01	1.683	0.0924	3.03487E+06
TTD1	1.76252E-04	1.03216E-02	0.017	0.9864	9.06956E+00	OTHENG	4.66134E-02	9.83597E-02	0.474	0.6356	9.74552E+06
MTTD1	1.32128E-01	3.62110E-01	0.365	0.7152	2.63902E+06	COMP	3.46521E-01	1.41232E-01	2.454	0.0141	1.97926E+06
PDOCP	-5.24021E-01	5.34997E-02	-9.795	0.0000	4.27144E-01	MATH	3.87606E-01	1.10700E-01	3.501	0.0005	4.80679E+06
MPDOCP	-4.18967E-01	1.37778E-01	-3.041	0.0024	4.56173E+06	PHYSICS	-3.40971E-01	1.23582E-01	-2.759	0.0058	5.18379E+06
FSWI	-4.35754E-02	4.51592E-02	-0.965	0.3346	3.77568E-01	CHEM	-1.40925E-01	1.25398E-01	-1.124	0.2611	4.75024E+06
MFSWI	-1.40038E-01	5.09161E-02	-2.750	0.0060	3.47220E-01	EAOSCI	-3.10406E-02	1.27665E-01	-0.243	0.8079	3.58153E+06
BAINT	-7.39927E-02	1.09504E-01	-0.676	0.4992	1.09896E-01	OPSCI	-4.70430E-02	5.07602E-01	-0.093	0.9262	1.69651E+05
MBAINT	5.34486E-02	3.13556E-01	0.170	0.8646	2.18662E+06	PSYCH	-2.74454E-01	1.05895E-01	-2.592	0.0095	8.21866E+06
AGEPHD	5.74831E-03	9.29267E-03	0.619	0.5362	3.11889E+01	ECON	1.51637E-01	1.21764E-01	1.245	0.2130	3.31762E+06
NATUPHD	-2.14287E-01	1.07693E-01	-1.990	0.0466	4.59943E+06	POLYSCI	2.04520E-01	1.34276E-01	1.523	0.1277	2.29972E+06
PERMPHD	1.44531E-03	1.24625E-01	0.012	0.9907	3.54383E+06	SAD	8.53931E-03	1.08970E-01	0.078	0.9375	5.86239E+06
TEMPPHD	1.29614E-01	1.17588E-01	1.102	0.2703	8.74647E+06	OSSCI	5.48512E-02	1.39706E-01	0.393	0.6946	2.18662E+06
MCITPHD	5.44497E-02	1.89070E-01	0.288	0.7734	2.43167E+06	PHD70S	-4.11243E-01	1.22860E-01	-3.347	0.0008	5.57964E+06
HCAPPHD	-3.04392E-02	2.44500E-01	-0.124	0.9009	7.35156E+05	PHD80S	-3.02022E-01	9.42827E-02	-3.203	0.0014	7.65127E-01

NOTES: Dependent variable: YRSTEN; 5305 observations; 6 iterations; log likelihood function = -20947.19; restricted log likelihood = -21578.65; Chi-squared = 1262.936; d.f. = 50; significance = .0000000. Log-rank test with 50 degrees of freedom: Chi-squared = 1196.258, Prob = .0000.