

TABLE D-4. Maximum likelihood estimates for tenure, hazard model 4

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	-7.11164E-02	4.81728E-02	-1.476	0.1399	3.31197E-01	NATAMER	2.03647E-02	2.22307E-01	0.092	0.9270	8.10556E+05
DEP63	-2.90564E-02	3.22519E-02	-0.901	0.3676	4.36381E-01	PNACFT	-2.59157E-02	1.03544E-03	-25.029	0.0000	1.99235E+01
DEP183	-2.51673E-02	2.81838E-02	-0.893	0.3719	3.76249E-01	PMCRGL	-3.41393E-02	1.54885E-03	-22.042	0.0000	4.26341E+01
MDEP3	-2.30429E-01	7.55673E-02	-3.049	0.0023	2.07540E-01	PEMPRSL	-2.98739E-03	5.43370E-04	-5.498	0.0000	3.94820E+01
MAR3	1.26639E-01	5.82286E-02	2.175	0.0296	5.97549E-01	PEMPDOL	-2.04006E-03	7.49002E-04	-2.724	0.0065	8.67979E+00
MMAR3	-1.48587E-01	9.01376E-02	-1.648	0.0993	1.36475E-01	PMWAL	2.12181E-02	1.73807E-03	12.208	0.0000	2.66102E+01
TA	-3.86653E-03	6.13189E-02	-0.063	0.9497	1.66447E-01	PTEACHL	6.73962E-04	7.01678E-04	0.961	0.3368	3.29655E+01
RA	-2.00522E-02	5.87273E-02	-0.341	0.7328	2.58812E-01	PRESCHL	-1.07939E-05	7.55764E-04	-0.014	0.9886	4.86857E+01
FELLOW	1.34058E-01	1.05263E-01	1.274	0.2028	3.92083E+06	PNTRAC	-1.91357E-02	1.17341E-03	-16.308	0.0000	1.33011E+01
TRAIN	-3.97828E-02	7.02590E-02	-0.566	0.5712	1.44769E-01	PMTENL	7.38895E-03	1.80257E-03	4.099	0.0000	2.67670E+01
MPSOURC	4.86248E-02	7.67007E-02	0.634	0.5261	1.22337E-01	BIO	-4.08460E-01	9.74925E-02	-4.190	0.0000	3.06880E-01
TTD1	6.37012E-03	1.05291E-02	0.605	0.5452	9.06956E+00	HEALTH	-1.01392E-01	1.08958E-01	-0.931	0.3521	7.78511E+06
MTTD1	2.14344E-01	3.71014E-01	0.578	0.5635	2.63902E+06	CHEMENG	3.84743E-01	1.72459E-01	2.231	0.0257	1.35721E+06
PDOCP	-2.64897E-01	5.43449E-02	-4.874	0.0000	4.27144E-01	ELECENG	4.16784E-01	1.24840E-01	3.339	0.0008	3.03487E+06
MPDOCP	-2.83498E-01	1.37734E-01	-2.058	0.0396	4.56173E+06	OTHENG	1.89518E-01	9.90812E-02	1.913	0.0558	9.74552E+06
FSWI	2.66291E-02	4.52636E-02	0.588	0.5563	3.77568E-01	COMP	2.46304E-01	1.42367E-01	1.730	0.0836	1.97926E+06
MFSWI	-7.17450E-02	5.04951E-02	-1.421	0.1554	3.47220E-01	MATH	2.90237E-01	1.12834E-01	2.572	0.0101	4.80679E+06
BAINT	-1.02655E-01	1.07858E-01	-0.952	0.3412	1.09896E-01	PHYSICS	-6.07298E-02	1.24828E-01	-0.487	0.6266	5.18379E+06
MBAINT	1.40937E-01	3.20962E-01	0.439	0.6606	2.18662E+06	CHEM	1.83758E-02	1.26561E-01	0.145	0.8846	4.75024E+06
AGEPHD	6.44446E-03	9.45110E-03	0.682	0.4953	3.11889E+01	EAOSCI	8.58204E-03	1.28214E-01	0.067	0.9466	3.58153E+06
NATUPHD	-1.67659E-01	1.07809E-01	-1.555	0.1199	4.59943E+06	OPSCI	3.92667E-01	5.08543E-01	0.772	0.4400	1.69651E+05
PERMPHD	-1.61494E-02	1.23253E-01	-0.131	0.8958	3.54383E+06	PSYCH	-1.61351E-01	1.07980E-01	-1.494	0.1351	8.21866E+06
TEMPPHD	9.16478E-02	1.16553E-01	0.786	0.4317	8.74647E+06	ECON	5.42468E-02	1.22774E-01	0.442	0.6586	3.31762E+06
MCITPHD	9.72084E-02	1.88773E-01	0.515	0.6066	2.43167E+06	POLYSCI	1.20817E-01	1.35995E-01	0.888	0.3743	2.29972E+06
HCAPPHD	-2.26704E-01	2.45567E-01	-0.923	0.3559	7.35156E+05	SAD	-6.21472E-02	1.10619E-01	-0.562	0.5742	5.86239E+06
MHCAPPHD	-4.50294E-01	7.43130E-02	-6.059	0.0000	6.97078E-01	OSSCI	2.54335E-02	1.41355E-01	0.180	0.8572	2.18662E+06
HISPAN	1.44039E-02	8.23335E-02	0.175	0.8611	6.29595E+06	PHD70S	-8.10404E-01	1.24557E-01	-6.506	0.0000	5.57964E+06
BLACK	-2.93695E-01	8.39575E-02	-3.498	0.0005	6.03205E+06	PHD80S	-5.42280E-01	9.57938E-02	-5.661	0.0000	7.65127E-01
ASIAN	-9.42709E-02	7.56194E-02	-1.247	0.2125	1.15174E-01						

NOTES: Dependent variable: YRSTEN; 5305 observations; 6 iterations; log likelihood function = -20412.06; restricted log likelihood = -21578.65; Chi-squared = 2333.183; d.f. = 57; significance = .0000000. Log-rank test with 57 degrees of freedom: Chi-squared = 2192.675, Prob = .0000.