

TABLE D-5. Maximum likelihood estimates for tenure, hazard model I-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 | -7.07869E-02 | 7.04538E-02 | -1.005 | 0.3150 | 3.31197E-01 | MCITPHD | 4.91603E-02 | 1.90806E-01 | 0.258 | 0.7967 | 2.43167E+06 |
| FDEP63 | -1.28081E-01 | 7.61377E-02 | -1.682 | 0.0925 | 1.01791E-01 | HCAPPHD | -3.97941E-02 | 2.44163E-01 | -0.163 | 0.8705 | 7.35156E+05 |
| FDEP183 | -1.93478E-01 | 6.91942E-02 | -2.796 | 0.0052 | 8.91612E+06 | MHCAPPHD | -1.29885E-01 | 6.95808E-02 | -1.867 | 0.0619 | 6.97078E-01 |
| FMAR3 | 2.27921E-02 | 1.03955E-01 | 0.219 | 0.8265 | 1.69651E-01 | HISPAN | 3.81743E-02 | 8.20477E-02 | 0.465 | 0.6417 | 6.29595E+06 |
| DEP63 | 3.73094E-02 | 3.54489E-02 | 1.052 | 0.2926 | 4.36381E-01 | BLACK | -2.00501E-01 | 8.34095E-02 | -2.404 | 0.0162 | 6.03205E+06 |
| DEP183 | 3.45575E-02 | 3.03930E-02 | 1.137 | 0.2555 | 3.76249E-01 | ASIAN | -9.96364E-02 | 7.54818E-02 | -1.320 | 0.1868 | 1.15174E-01 |
| MDEP3 | -5.61893E-02 | 7.42021E-02 | -0.757 | 0.4489 | 2.07540E-01 | NATAMER | -1.14805E-01 | 2.21258E-01 | -0.519 | 0.6038 | 8.10556E+05 |
| MAR3 | 1.20669E-01 | 6.96307E-02 | 1.733 | 0.0831 | 5.97549E-01 | BIO | -6.16418E-01 | 9.67473E-02 | -6.371 | 0.0000 | 3.06880E-01 |
| MMAR3 | -1.25709E-01 | 8.45955E-02 | -1.486 | 0.1373 | 1.36475E-01 | HEALTH | -1.20914E-01 | 1.07572E-01 | -1.124 | 0.2610 | 7.78511E+06 |
| TA | 9.39246E-02 | 6.12449E-02 | 1.534 | 0.1251 | 1.66447E-01 | CHEMENG | 2.39301E-01 | 1.71323E-01 | 1.397 | 0.1625 | 1.35721E+06 |
| RA | -2.37091E-02 | 5.85773E-02 | -0.405 | 0.6857 | 2.58812E-01 | ELECENG | 2.79162E-01 | 1.23717E-01 | 2.256 | 0.0240 | 3.03487E+06 |
| FELLOW | 2.05202E-01 | 1.04777E-01 | 1.958 | 0.0502 | 3.92083E+06 | OTHENG | 5.02060E-02 | 9.83836E-02 | 0.510 | 0.6098 | 9.74552E+06 |
| TRAIN | -2.92893E-02 | 7.00614E-02 | -0.418 | 0.6759 | 1.44769E-01 | COMP | 3.68930E-01 | 1.41264E-01 | 2.612 | 0.0090 | 1.97926E+06 |
| MPSOURC | 1.36907E-01 | 7.72167E-02 | 1.773 | 0.0762 | 1.22337E-01 | MATH | 3.79713E-01 | 1.11030E-01 | 3.420 | 0.0006 | 4.80679E+06 |
| TTD1 | -3.49378E-03 | 1.03793E-02 | -0.337 | 0.7364 | 9.06956E+00 | PHYSICS | -3.97006E-01 | 1.23499E-01 | -3.215 | 0.0013 | 5.18379E+06 |
| MTTD1 | 1.67158E-01 | 3.64515E-01 | 0.459 | 0.6465 | 2.63902E+06 | CHEM | -1.43915E-01 | 1.25280E-01 | -1.149 | 0.2507 | 4.75024E+06 |
| PDOCP | -6.01976E-01 | 5.33220E-02 | -11.289 | 0.0000 | 4.27144E-01 | EAOSCI | -1.21286E-01 | 1.27619E-01 | -0.950 | 0.3419 | 3.58153E+06 |
| MPDOCP | -4.07224E-01 | 1.37404E-01 | -2.964 | 0.0030 | 4.56173E+06 | OPSCI | -3.37213E-01 | 5.07366E-01 | -0.665 | 0.5063 | 1.69651E+05 |
| FSWI | -2.32033E-02 | 4.48749E-02 | -0.517 | 0.6051 | 3.77568E-01 | PSYCH | -3.24014E-01 | 1.05790E-01 | -3.063 | 0.0022 | 8.21866E+06 |
| MFSWI | -1.50374E-01 | 5.07752E-02 | -2.962 | 0.0031 | 3.47220E-01 | ECON | 1.12219E-01 | 1.21820E-01 | 0.921 | 0.3570 | 3.31762E+06 |
| BAINT | -5.32289E-02 | 1.09429E-01 | -0.486 | 0.6267 | 1.09896E-01 | POLYSCI | 1.70503E-01 | 1.34440E-01 | 1.268 | 0.2047 | 2.29972E+06 |
| MBAINT | 5.14788E-02 | 3.17572E-01 | 0.162 | 0.8712 | 2.18662E+06 | SAD | -6.01590E-02 | 1.08796E-01 | -0.553 | 0.5803 | 5.86239E+06 |
| AGEPHD | 3.84736E-03 | 9.30966E-03 | 0.413 | 0.6794 | 3.11889E+01 | OSSCI | 4.65714E-02 | 1.39393E-01 | 0.334 | 0.7383 | 2.18662E+06 |
| NATUPHD | -2.17004E-01 | 1.08026E-01 | -2.009 | 0.0446 | 4.59943E+06 | PHD70S | -3.88301E-01 | 1.22565E-01 | -3.168 | 0.0015 | 5.57964E+06 |
| PERMPHD | -1.69961E-02 | 1.23156E-01 | -0.138 | 0.8902 | 3.54383E+06 | PHD80S | -2.39368E-01 | 9.43731E-02 | -2.536 | 0.0112 | 7.65127E-01 |
| TEMPPHD | 1.52424E-01 | 1.17774E-01 | 1.294 | 0.1956 | 8.74647E+06 | | | | | | |

NOTES: Dependent variable: YRSTEN; 5305 observations; 5 iterations; log likelihood function = -21116.85; restricted log likelihood = -21578.65; Chi-squared = 923.6105; d.f. = 51; significance = .000000. Log-rank test with 51 degrees of freedom: Chi-squared = 938.963, Prob = .0000.