

TABLE D-8. Maximum likelihood estimates for tenure, hazard model I-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	-7.08329E-03	7.09921E-02	-0.100	0.9205	3.31197E-01	BLACK	-2.90711E-01	8.39548E-02	-3.463	0.0005	6.03205E+06
FDEP63	-6.50800E-02	7.60719E-02	-0.856	0.3923	1.01791E-01	ASIAN	-9.48519E-02	7.57378E-02	-1.252	0.2104	1.15174E-01
FDEP183	-5.24392E-02	6.99007E-02	-0.750	0.4531	8.91612E+06	NATAMER	1.87825E-02	2.22365E-01	0.084	0.9327	8.10556E+05
FMAR3	-4.18365E-02	1.04839E-01	-0.399	0.6899	1.69651E-01	PNACRAFT	-2.58559E-02	1.03648E-03	-24.946	0.0000	1.99235E+01
DEP63	-1.89234E-02	3.55705E-02	-0.532	0.5947	4.36381E-01	PMCRGL	-3.41675E-02	1.54958E-03	-22.050	0.0000	4.26341E+01
DEP183	-1.69194E-02	3.10104E-02	-0.546	0.5853	3.76249E-01	PEMPRSL	-2.99373E-03	5.43607E-04	-5.507	0.0000	3.94820E+01
MDEP3	-2.34481E-01	7.56365E-02	-3.100	0.0019	2.07540E-01	PEMPDOL	-2.02047E-03	7.49217E-04	-2.697	0.0070	8.67979E+00
MAR3	1.48177E-01	7.04181E-02	2.104	0.0354	5.97549E-01	PMWAL	2.12434E-02	1.73800E-03	12.223	0.0000	2.66102E+01
MMAR3	-1.38269E-01	9.04379E-02	-1.529	0.1263	1.36475E-01	PTEACHL	6.57707E-04	7.01739E-04	0.937	0.3486	3.29655E+01
TA	-5.18163E-03	6.13462E-02	-0.084	0.9327	1.66447E-01	PRESCHL	-1.65188E-05	7.56553E-04	-0.022	0.9826	4.86857E+01
RA	-1.67211E-02	5.87999E-02	-0.284	0.7761	2.58812E-01	PNTRAC	-1.90594E-02	1.17472E-03	-16.225	0.0000	1.33011E+01
FELLOW	1.34644E-01	1.05349E-01	1.278	0.2012	3.92083E+06	PMTENL	7.40060E-03	1.80336E-03	4.104	0.0000	2.67670E+01
TRAIN	-3.91689E-02	7.02884E-02	-0.557	0.5774	1.44769E-01	BIO	-4.04094E-01	9.75689E-02	-4.142	0.0000	3.06880E-01
MPSOURC	5.13771E-02	7.67530E-02	0.669	0.5033	1.22337E-01	HEALTH	-9.50087E-02	1.09076E-01	-0.871	0.3837	7.78511E+06
TTD1	7.09338E-03	1.05370E-02	0.673	0.5008	9.06956E+00	CHEMENG	3.93369E-01	1.72584E-01	2.279	0.0226	1.35721E+06
MTTD1	1.81675E-01	3.71659E-01	0.489	0.6250	2.63902E+06	ELECENG	4.25256E-01	1.24994E-01	3.402	0.0007	3.03487E+06
PDOCP	-2.67751E-01	5.43741E-02	-4.924	0.0000	4.27144E-01	OTHENG	1.90599E-01	9.91330E-02	1.923	0.0545	9.74552E+06
MPDOCP	-2.85117E-01	1.37829E-01	-2.069	0.0386	4.56173E+06	COMP	2.51338E-01	1.42573E-01	1.763	0.0779	1.97926E+06
FSWI	2.55460E-02	4.52596E-02	0.564	0.5725	3.77568E-01	MATH	2.97196E-01	1.12975E-01	2.631	0.0085	4.80679E+06
MFSWI	-7.08480E-02	5.05223E-02	-1.402	0.1608	3.47220E-01	PHYSICS	-5.36758E-02	1.24909E-01	-0.430	0.6674	5.18379E+06
BAINT	-9.82487E-02	1.08008E-01	-0.910	0.3630	1.09896E-01	CHEM	2.73759E-02	1.26696E-01	0.216	0.8289	4.75024E+06
MBAINT	1.46264E-01	3.21143E-01	0.455	0.6488	2.18662E+06	EAOSCI	1.40617E-02	1.28295E-01	0.110	0.9127	3.58153E+06
AGEPHD	5.38373E-03	9.47254E-03	0.568	0.5698	3.11889E+01	OPSCI	3.96124E-01	5.08700E-01	0.779	0.4362	1.69651E+05
NATUPHD	-1.63267E-01	1.07927E-01	-1.513	0.1303	4.59943E+06	PSYCH	-1.54468E-01	1.08093E-01	-1.429	0.1530	8.21866E+06
PERMPHD	-2.10891E-02	1.23304E-01	-0.171	0.8642	3.54383E+06	ECON	5.94056E-02	1.22855E-01	0.484	0.6287	3.31762E+06
TEMPPHD	8.84813E-02	1.16743E-01	0.758	0.4485	8.74647E+06	POLYSCI	1.28784E-01	1.36115E-01	0.946	0.3441	2.29972E+06
MCITPHD	9.58555E-02	1.88972E-01	0.507	0.6120	2.43167E+06	SAD	-5.72547E-02	1.10685E-01	-0.517	0.6050	5.86239E+06
HCAPPHD	-2.26550E-01	2.45572E-01	-0.923	0.3562	7.35156E+05	OSSCI	3.04360E-02	1.41384E-01	0.215	0.8296	2.18662E+06
MHCAPPHD	-4.53088E-01	7.43679E-02	-6.093	0.0000	6.97078E+01	PHD70S	-8.09376E-01	1.24563E-01	-6.498	0.0000	5.57964E+06
HISPAN	1.73719E-02	8.23843E-02	0.211	0.8330	6.29595E+06	PHD80S	-5.38506E-01	9.57980E-02	-5.621	0.0000	7.65127E-01

NOTES: Dependent variable: YRSTEN; 5305 observations; 6 iterations; log likelihood function = -20410.81; restricted log likelihood = -21578.65; Chi-squared = 2335.688; d.f. = 60; significance = .000000. Log-rank test with 60 degrees of freedom: Chi-squared = 2197.186, Prob = .0000.