

TABLE D-9. Maximum likelihood estimates for associate-professor rank, hazard model 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	-1.87094E-01	4.43117E-02	-4.222	0.0000	3.31197E-01	MHCAPPHD	-7.84611E-02	6.56054E-02	-1.196	0.2317	6.97078E-01
DEP63	2.58555E-03	3.01958E-02	0.086	0.9318	4.36381E-01	HISPAN	6.06797E-02	7.83754E-02	0.774	0.4388	6.29595E+06
DEP183	3.70692E-02	2.60252E-02	1.424	0.1543	3.76249E-01	BLACK	-1.79971E-01	7.95318E-02	-2.263	0.0236	6.03205E+06
MDEP3	-1.35827E-01	5.77693E-02	-2.351	0.0187	2.07540E-01	ASIAN	-1.09098E-01	7.25644E-02	-1.503	0.1327	1.15174E-01
MAR3	1.82412E-01	5.23324E-02	3.486	0.0005	5.97549E-01	NATAMER	-1.64786E-01	2.11273E-01	-0.780	0.4354	8.10556E+05
TA	6.46185E-02	5.87742E-02	1.099	0.2716	1.66447E-01	BIO	-3.94705E-01	9.24262E-02	-4.270	0.0000	3.06880E-01
RA	3.71340E-03	5.55844E-02	0.067	0.9467	2.58812E-01	HEALTH	1.65149E-01	1.01612E-01	1.625	0.1041	7.78511E+06
FELLOW	1.15454E-01	1.01121E-01	1.142	0.2536	3.92083E+06	CHEMENG	4.90418E-01	1.60037E-01	3.064	0.0022	1.35721E+06
TRAIN	2.75761E-02	6.44142E-02	0.428	0.6686	1.44769E-01	ELECENG	2.02985E-01	1.23563E-01	1.643	0.1004	3.03487E+06
MPSOURC	6.96953E-02	7.44916E-02	0.936	0.3495	1.22337E-01	OTHENG	1.37525E-01	9.62496E-02	1.429	0.1531	9.74552E+06
TTD1	-1.60428E-02	9.45069E-03	-1.698	0.0896	9.06956E+00	COMP	5.74855E-01	1.36966E-01	4.197	0.0000	1.97926E+06
MTTD1	2.53562E-01	3.50943E-01	0.723	0.4700	2.63902E+06	MATH	2.48707E-01	1.10535E-01	2.250	0.0244	4.80679E+06
PDOCP	-5.56992E-01	5.00872E-02	-11.120	0.0000	4.27144E-01	PHYSICS	-3.79263E-01	1.19773E-01	-3.167	0.0015	5.18379E+06
MPDOCP	-4.86565E-01	1.35590E-01	-3.588	0.0003	4.56173E+06	CHEM	-2.40692E-01	1.22618E-01	-1.963	0.0497	4.75024E+06
FSWI	-5.00193E-02	4.26510E-02	-1.173	0.2409	3.77568E-01	EAOSCI	-1.33441E-01	1.25530E-01	-1.063	0.2878	3.58153E+06
MFSWI	-7.53699E-02	4.76059E-02	-1.583	0.1134	3.47220E-01	OPSCI	-6.31225E-02	4.54903E-01	-0.139	0.8896	1.69651E+05
BAINT	-1.35549E-02	1.04176E-01	-0.130	0.8965	1.09896E-01	PSYCH	-2.54965E-01	1.02449E-01	-2.489	0.0128	8.21866E+06
MBAINT	8.67835E-02	3.11730E-01	0.278	0.7807	2.18662E+06	ECON	1.25939E-01	1.20199E-01	1.048	0.2948	3.31762E+06
AGEPHD	1.54977E-02	8.38965E-03	1.847	0.0647	3.11889E+01	POLYSCI	1.51019E-02	1.36508E-01	0.111	0.9119	2.29972E+06
NATUPHD	-1.42293E-01	9.97829E-02	-1.426	0.1539	4.59943E+06	SAD	5.36260E-02	1.06025E-01	0.506	0.6130	5.86239E+06
PERMPHD	3.04219E-04	1.17328E-01	0.003	0.9979	3.54383E+06	OSSCI	1.96328E-01	1.37275E-01	1.430	0.1527	2.18662E+06
TEMPPHD	1.46860E-01	1.12730E-01	1.303	0.1927	8.74647E+06	PHD70S	-4.22020E-01	1.16985E-01	-3.607	0.0003	5.57964E+06
MCITPHD	2.19034E-01	1.82644E-01	1.199	0.2304	2.43167E+06	PHD80S	-2.53415E-01	8.77648E-02	-2.887	0.0039	7.65127E-01
HCAPPHD	2.62904E-01	2.16535E-01	1.214	0.2247	7.35156E+05						

NOTES: Dependent variable: YRSASO; 5305 observations; 6 iterations; log likelihood function = -23374.40; restricted log likelihood = -3770.29; Chi-squared = 791.7813; d.f. = 47; significance = .0000000. Log-rank test with 47 degrees of freedom: Chi-squared = 814.773, Prob = .0000.