

TABLE D-11. Maximum likelihood estimates for associate-professor rank, 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	-1.90851E-01	4.43648E-02	-4.302	0.0000	3.31197E-01	HISPAN	7.24973E-04	7.85869E-02	0.009	0.9926	6.29595E+06
DEP63	-2.77672E-02	3.03638E-02	-0.914	0.3605	4.36381E-01	BLACK	-2.78332E-01	7.96343E-02	-3.495	0.0005	6.03205E+06
DEP183	1.99947E-02	2.59574E-02	0.770	0.4411	3.76249E-01	ASIAN	-1.56098E-01	7.32788E-02	-2.130	0.0332	1.15174E-01
MDEP3	-2.97538E-01	5.98122E-02	-4.975	0.0000	2.07540E-01	NATAMER	-2.02048E-01	2.11369E-01	-0.956	0.3391	8.10556E+05
MAR3	1.80993E-01	5.35275E-02	3.381	0.0007	5.97549E-01	PRNKANA	-4.92996E-02	2.72984E-03	-18.060	0.0000	1.16226E+01
TA	3.09793E-02	5.88595E-02	0.526	0.5987	1.66447E-01	PMASO	2.67429E-03	7.63524E-04	3.503	0.0005	2.62742E+01
RA	1.54469E-02	5.54848E-02	0.278	0.7807	2.58812E-01	BIO	-3.82373E-01	9.23909E-02	-4.139	0.0000	3.06880E-01
FELLOW	2.75733E-02	1.01143E-01	0.273	0.7851	3.92083E+06	HEALTH	8.75357E-02	1.02057E-01	0.858	0.3910	7.78511E+06
TRAIN	-5.65863E-03	6.44833E-02	-0.088	0.9301	1.44769E-01	CHEMENG	5.29046E-01	1.60295E-01	3.300	0.0010	1.35721E+06
MPSOURC	3.61085E-02	7.47063E-02	0.483	0.6289	1.22337E-01	ELECENG	1.83126E-01	1.24151E-01	1.475	0.1402	3.03487E+06
TTD1	-8.34612E-03	9.25185E-03	-0.902	0.3670	9.06956E+00	OTHENG	1.35853E-01	9.66472E-02	1.406	0.1598	9.74552E+06
MTTD1	3.00736E-01	3.47430E-01	0.866	0.3867	2.63902E+06	COMP	4.25862E-01	1.37401E-01	3.099	0.0019	1.97926E+06
PDOCP	-4.55419E-01	4.97707E-02	-9.150	0.0000	4.27144E-01	MATH	9.32554E-02	1.11010E-01	0.840	0.4009	4.80679E+06
MPDOCP	-4.48441E-01	1.36117E-01	-3.295	0.0010	4.56173E+06	PHYSICS	-1.74545E-01	1.19874E-01	-1.456	0.1454	5.18379E+06
FSWI	-7.57283E-02	4.26268E-02	-1.777	0.0756	3.77568E-01	CHEM	-2.43946E-01	1.22694E-01	-1.988	0.0468	4.75024E+06
MFSWI	-6.91549E-03	4.80153E-02	-0.144	0.8855	3.47220E-01	EAOSCI	-1.18116E-02	1.25615E-01	-0.094	0.9251	3.58153E+06
BAINT	2.49628E-03	1.03054E-01	0.024	0.9807	1.09896E-01	OPSCI	-1.57217E-01	4.54953E-01	-0.346	0.7297	1.69651E+05
MBAINT	1.03027E-01	3.07668E-01	0.335	0.7377	2.18662E+06	PSYCH	-2.32708E-01	1.02769E-01	-2.264	0.0236	8.21866E+06
AGEPHD	1.53341E-02	8.24380E-03	1.860	0.0629	3.11889E+01	ECON	5.42021E-02	1.20545E-01	0.450	0.6530	3.31762E+06
NATUPHD	-1.22197E-01	1.00111E-01	-1.221	0.2222	4.59943E+06	POLYSCI	-6.45541E-02	1.36636E-01	-0.472	0.6366	2.29972E+06
PERMPHD	-6.53672E-02	1.18172E-01	-0.553	0.5802	3.54383E+06	SAD	2.51496E-02	1.06383E-01	0.236	0.8131	5.86239E+06
TEMPPHD	1.29552E-01	1.11614E-01	1.161	0.2458	8.74647E+06	OSSCI	1.39064E-01	1.37711E-01	1.010	0.3126	2.18662E+06
MCITPHD	8.51118E-02	1.81447E-01	0.469	0.6390	2.43167E+06	PHD70S	-4.43877E-01	1.16718E-01	-3.803	0.0001	5.57964E+06
HCAPPHD	3.14009E-01	2.17190E-01	1.446	0.1482	7.35156E+05	PHD80S	-3.26268E-01	8.77395E-02	-3.719	0.0002	7.65127E-01
MHCAPPHD	-1.29127E-01	6.57938E-02	-1.963	0.0497	6.97078E-01						

NOTES: Dependent variable: YRSASO; 5305 observations; 7 iterations; log likelihood function = -22932.24; restricted log likelihood = -23770.29; Chi-squared = 1676.105; d.f. = 49; significance = .0000000. Log-rank test with 49 degrees of freedom: Chi-squared = 1316.600, Prob = .0000.