

TABLE D-12. Maximum likelihood estimates for associate-professor rank, 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	-1.26241E-01	4.50032E-02	-2.805	0.0050	3.31197E-01	NATAMER	-7.92094E-02	2.11804E-01	-0.374	0.7084	8.10556E+05
DEP63	-2.56972E-02	3.07178E-02	-0.837	0.4028	4.36381E-01	PNACAFA	-2.04198E-02	8.61516E-04	-23.702	0.0000	2.06880E+01
DEP183	2.57128E-02	2.63332E-02	0.976	0.3288	3.76249E-01	PMCRGA	-2.99232E-02	1.61907E-03	-18.482	0.0000	4.26743E+01
MDEP3	-3.66162E-01	5.95337E-02	-6.150	0.0000	2.07540E-01	PEMPRSA	-3.17717E-03	5.22539E-04	-6.080	0.0000	3.87165E+01
MAR3	1.38229E-01	5.30921E-02	2.604	0.0092	5.97549E-01	PEMPDOA	-2.24515E-03	7.46546E-04	-3.007	0.0026	8.40889E+00
TA	1.27179E-02	5.92317E-02	0.215	0.8300	1.66447E-01	PMWAA	9.11268E-03	2.21665E-03	4.111	0.0000	2.72773E+01
RA	3.95505E-02	5.60289E-02	0.706	0.4803	2.58812E-01	PTEACHA	-3.34094E-03	6.71000E-04	-4.979	0.0000	3.24328E+01
FELLOW	2.27548E-03	1.01700E-01	0.022	0.9821	3.92083E+06	PRESCHA	-2.13180E-03	7.06093E-04	-3.019	0.0025	4.84227E+01
TRAIN	-1.09178E-03	6.46162E-02	-0.017	0.9865	1.44769E-01	PRNKANA	-4.60270E-02	2.73761E-03	-16.813	0.0000	1.16226E+01
MPSOURC	2.00990E-02	7.44940E-02	0.270	0.7873	1.22337E-01	PMASO	1.52786E-02	2.55464E-03	5.981	0.0000	2.62742E+01
TTD1	-7.18689E-03	9.54435E-03	-0.753	0.4515	9.06956E+00	BIO	-3.51054E-01	9.29027E-02	-3.779	0.0002	3.06880E-01
MTTD1	2.81885E-01	3.58353E-01	0.787	0.4315	2.63902E+06	HEALTH	5.73869E-02	1.02858E-01	0.558	0.5769	7.78511E+06
PDOCP	-2.60992E-01	5.05458E-02	-5.163	0.0000	4.27144E-01	CHEMENG	6.03898E-01	1.61052E-01	3.750	0.0002	1.35721E+06
MPDOCP	-4.39935E-01	1.35784E-01	-3.240	0.0012	4.56173E+06	ELECENG	2.65893E-01	1.24950E-01	2.128	0.0333	3.03487E+06
FSWI	-2.93648E-02	4.26196E-02	-0.689	0.4908	3.77568E-01	OTHENG	2.12955E-01	9.77014E-02	2.180	0.0293	9.74552E+06
MFSWI	3.80488E-02	4.76900E-02	0.798	0.4250	3.47220E-01	COMP	3.77372E-01	1.38346E-01	2.728	0.0064	1.97926E+06
BAINT	-7.31178E-03	1.01889E-01	-0.072	0.9428	1.09896E-01	MATH	2.84243E-02	1.12486E-01	0.253	0.8005	4.80679E+06
MBAINT	2.26197E-01	3.15988E-01	0.716	0.4741	2.18662E+06	PHYSICS	-4.21472E-02	1.20809E-01	-0.349	0.7272	5.18379E+06
AGEPHD	1.75318E-02	8.50978E-03	2.060	0.0394	3.11889E+01	CHEM	-1.73997E-01	1.24381E-01	-1.399	0.1618	4.75024E+06
NATUPHD	-1.12926E-01	1.00584E-01	-1.123	0.2616	4.59943E+06	EAOSCI	-3.53185E-02	1.26643E-01	-0.279	0.7803	3.58153E+06
PERMPHD	-2.14879E-02	1.15998E-01	-0.185	0.8530	3.54383E+06	OPSCI	-1.84447E-02	4.55233E-01	-0.041	0.9677	1.69651E+05
TEMPPHD	1.03663E-01	1.11175E-01	0.932	0.3511	8.74647E+06	PSYCH	-2.37032E-01	1.04398E-01	-2.270	0.0232	8.21866E+06
MCITPHD	2.31798E-01	1.81404E-01	1.278	0.2013	2.43167E+06	ECON	1.08943E-02	1.21881E-01	0.089	0.9288	3.31762E+06
HCAPPHD	1.02737E-01	2.19100E-01	0.469	0.6391	7.35156E+05	POLYSCI	-7.11953E-02	1.38690E-01	-0.513	0.6077	2.29972E+06
MHCAPPHD	-4.68282E-01	7.01365E-02	-6.677	0.0000	6.97078E-01	SAD	4.82150E-04	1.07696E-01	0.004	0.9964	5.86239E+06
HISPAN	6.67539E-03	7.87208E-02	0.085	0.9324	6.29595E+06	OSSCI	1.59957E-01	1.39027E-01	1.151	0.2499	2.18662E+06
BLACK	-2.88088E-01	7.98939E-02	-3.606	0.0003	6.03205E+06	PHD70S	-8.34161E-01	1.18776E-01	-7.023	0.0000	5.57964E+06
ASIAN	-1.17568E-01	7.33486E-02	-1.603	0.1090	1.15174E-01	PHD80S	-5.35458E-01	8.92751E-02	-5.998	0.0000	7.65127E-01

NOTES: Dependent variable: YRSASO; 5305 observations; 7 iterations; log likelihood function = -22533.95; restricted log likelihood = -23770.29; Chi-squared = 2472.669; d.f. = 56; significance = .0000000. Log-rank test with 56 degrees of freedom: Chi-squared = 2113.252, Prob = .0000.