

TABLE D-15. Maximum likelihood estimates for associate-professor rank, hazard model I-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	-9.70868E-02	6.71744E-02	-1.445	0.1484	3.31197E-01	HCAPPHD	2.77838E-01	2.17537E-01	1.277	0.2015	7.35156E+05
FDEP63	-1.10261E-01	7.10785E-02	-1.551	0.1208	1.01791E-01	MHCAPPHD	-1.33624E-01	6.58918E-02	-2.028	0.0426	6.97078E-01
FDEP183	-2.52205E-01	6.25236E-02	-4.034	0.0001	8.91612E+06	HISPAN	1.14700E-02	7.86081E-02	0.146	0.8840	6.29595E+06
FMAR3	3.02355E-02	9.88310E-02	0.306	0.7597	1.69651E-01	BLACK	-2.63014E-01	7.96119E-02	-3.304	0.0010	6.03205E+06
DEP63	1.43630E-02	3.38413E-02	0.424	0.6713	4.36381E-01	ASIAN	-1.41912E-01	7.31200E-02	-1.941	0.0523	1.15174E-01
DEP183	8.89724E-02	2.88134E-02	3.088	0.0020	3.76249E-01	NATAMER	-1.72659E-01	2.11410E-01	-0.817	0.4141	8.10556E+05
MDEP3	-4.89605E-03	7.05612E-02	-0.069	0.9447	2.07540E-01	PRNKANA	-4.96467E-02	2.73874E-03	-18.128	0.0000	1.16226E+01
MAR3	5.66903E-02	6.60783E-02	0.858	0.3909	5.97549E-01	PMASO	4.40695E-03	7.96239E-04	5.535	0.0000	2.62742E+01
MMAR3	-5.80577E-01	8.56154E-02	-6.781	0.0000	1.36475E-01	BIO	-3.75970E-01	9.25194E-02	-4.064	0.0000	3.06880E-01
TA	1.57338E-02	5.88802E-02	0.267	0.7893	1.66447E-01	HEALTH	1.20486E-01	1.02223E-01	1.179	0.2385	7.78511E+06
RA	1.25952E-02	5.54581E-02	0.227	0.8203	2.58812E-01	CHEMENG	5.37424E-01	1.60288E-01	3.353	0.0008	1.35721E+06
FELLOW	8.54871E-03	1.01193E-01	0.084	0.9327	3.92083E+06	ELECENG	1.82970E-01	1.24363E-01	1.471	0.1412	3.03487E+06
TRAIN	-1.59037E-02	6.45402E-02	-0.246	0.8054	1.44769E-01	OTHENG	1.30380E-01	9.67563E-02	1.348	0.1778	9.74552E+06
MPSOURC	1.37842E-02	7.48828E-02	0.184	0.8540	1.22337E-01	COMP	4.26832E-01	1.37596E-01	3.102	0.0019	1.97926E+06
TTD1	-6.23075E-03	9.26762E-03	-0.672	0.5014	9.06956E+00	MATH	9.97672E-02	1.11195E-01	0.897	0.3696	4.80679E+06
MTTD1	2.72442E-01	3.48108E-01	0.783	0.4338	2.63902E+06	PHYSICS	-1.81372E-01	1.19936E-01	-1.512	0.1305	5.18379E+06
PDOCP	-4.68696E-01	4.97265E-02	-9.425	0.0000	4.27144E-01	CHEM	-2.39017E-01	1.22849E-01	-1.946	0.0517	4.75024E+06
MPDOCP	-4.18473E-01	1.36038E-01	-3.076	0.0021	4.56173E+06	EAOSCI	-3.70801E-04	1.25804E-01	-0.003	0.9976	3.58153E+06
FSWI	-7.14570E-02	4.26314E-02	-1.676	0.0937	3.77568E-01	OPSCI	-1.68169E-01	4.55006E-01	-0.370	0.7117	1.69651E+05
MFSWI	3.19541E-03	4.80448E-02	0.067	0.9470	3.47220E-01	PSYCH	-2.30218E-01	1.02883E-01	-2.238	0.0252	8.21866E+06
BAINT	-3.87257E-03	1.03134E-01	-0.038	0.9700	1.09896E-01	ECON	7.71849E-02	1.20822E-01	0.639	0.5229	3.31762E+06
MBAINT	4.65107E-02	3.07592E-01	0.151	0.8798	2.18662E+06	POLYSCI	-6.90509E-02	1.36684E-01	-0.505	0.6134	2.29972E+06
AGEPHD	1.30782E-02	8.29584E-03	1.576	0.1149	3.11889E+01	SAD	1.52377E-02	1.06528E-01	0.143	0.8863	5.86239E+06
NATUPHD	-6.46556E-02	1.00340E-01	-0.644	0.5193	4.59943E+06	OSSCI	1.01625E-01	1.37940E-01	0.737	0.4613	2.18662E+06
PERMPHD	-3.33240E-02	1.18474E-01	-0.281	0.7785	3.54383E+06	PHD70S	-4.55875E-01	1.16766E-01	-3.904	0.0001	5.57964E+06
TEMPPHD	1.16123E-01	1.11553E-01	1.041	0.2979	8.74647E+06	PHD80S	-3.08628E-01	8.77395E-02	-3.518	0.0004	7.65127E-01
MCITPHD	5.03028E-02	1.80869E-01	0.278	0.7809	2.43167E+06						

NOTES: Dependent variable: YRSASO; 5305 observations; 7 iterations; log likelihood function = -22897.63; restricted log likelihood = -23770.29; Chi-squared = 1745.322; d.f. = 53; significance = .000000. Log-rank test with 53 degrees of freedom: Chi-squared = 1388.322, Prob = .0000.