

TABLE D-16. Maximum likelihood estimates for associate-professor rank, 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	-1.83230E-02	6.76294E-02	-0.271	0.7864	3.31197E-01	BLACK	-2.73697E-01	7.98642E-02	-3.427	0.0006	6.03205E+06
FDEP63	-1.31536E-01	7.15906E-02	-1.837	0.0662	1.01791E-01	ASIAN	-1.13815E-01	7.32855E-02	-1.553	0.1204	1.15174E-01
FDEP183	-1.84011E-01	6.28103E-02	-2.930	0.0034	8.91612E+06	NATAMER	-7.78174E-02	2.11946E-01	-0.367	0.7135	8.10556E+05
FMAR3	-1.09831E-02	9.96846E-02	-0.110	0.9123	1.69651E-01	PNACAFSA	-2.00960E-02	8.65313E-04	-23.224	0.0000	2.06880E+01
DEP63	1.40268E-02	3.42997E-02	0.409	0.6826	4.36381E-01	PMCRGA	-2.92965E-02	1.62484E-03	-18.030	0.0000	4.26743E+01
DEP183	7.26878E-02	2.93813E-02	2.474	0.0134	3.76249E-01	PEMPRSA	-3.10963E-03	5.23139E-04	-5.944	0.0000	3.87165E+01
MDEP3	-1.93195E-01	7.16958E-02	-2.695	0.0070	2.07540E-01	PEMPDOA	-2.03862E-03	7.48148E-04	-2.725	0.0064	8.40889E+00
MAR3	7.86319E-02	6.67968E-02	1.177	0.2391	5.97549E-01	PMWAA	8.94369E-03	2.21929E-03	4.030	0.0001	2.72773E+01
MMAR3	-3.46762E-01	8.57391E-02	-4.044	0.0001	1.36475E-01	PTEACHA	-3.29743E-03	6.72677E-04	-4.902	0.0000	3.24328E+01
TA	2.24752E-03	5.92906E-02	0.038	0.9698	1.66447E-01	PRESCHA	-2.09795E-03	7.08423E-04	-2.961	0.0031	4.84227E+01
RA	4.11691E-02	5.60098E-02	0.735	0.4623	2.58812E-01	PRNKANA	-4.64611E-02	2.74875E-03	-16.903	0.0000	1.16226E+01
FELLOW	-7.72267E-03	1.01712E-01	-0.076	0.9395	3.92083E+06	PMASO	1.59921E-02	2.56014E-03	6.247	0.0000	2.62742E+01
TRAIN	-4.68443E-03	6.46348E-02	-0.072	0.9422	1.44769E-01	BIO	-3.42780E-01	9.29781E-02	-3.687	0.0002	3.06880E-01
MPSOURC	1.13425E-02	7.46218E-02	0.152	0.8792	1.22337E-01	HEALTH	8.09871E-02	1.03043E-01	0.786	0.4319	7.78511E+06
TTD1	-5.71273E-03	9.52236E-03	-0.600	0.5486	9.06956E+00	CHEMENG	6.11588E-01	1.61071E-01	3.797	0.0001	1.35721E+06
MTTD1	2.50515E-01	3.59057E-01	0.698	0.4854	2.63902E+06	ELECENG	2.69616E-01	1.25153E-01	2.154	0.0312	3.03487E+06
PDOCP	-2.74642E-01	5.05765E-02	-5.430	0.0000	4.27144E-01	OTHENG	2.10267E-01	9.77842E-02	2.150	0.0315	9.74552E+06
MPDOCP	-4.21517E-01	1.35935E-01	-3.101	0.0019	4.56173E+06	COMP	3.86959E-01	1.38609E-01	2.792	0.0052	1.97926E+06
FSWI	-2.88944E-02	4.26100E-02	-0.678	0.4977	3.77568E-01	MATH	4.08054E-02	1.12573E-01	0.362	0.7170	4.80679E+06
MFSWI	4.21847E-02	4.77273E-02	0.884	0.3768	3.47220E-01	PHYSICS	-4.27510E-02	1.20983E-01	-0.353	0.7238	5.18379E+06
BAINT	-1.48273E-02	1.01973E-01	-0.145	0.8844	1.09896E-01	CHEM	-1.72417E-01	1.24599E-01	-1.384	0.1664	4.75024E+06
MBAINT	1.85442E-01	3.16183E-01	0.587	0.5575	2.18662E+06	EAOSCI	-3.23767E-02	1.26685E-01	-0.256	0.7983	3.58153E+06
AGEPHD	1.57542E-02	8.52882E-03	1.847	0.0647	3.11889E+01	OPSCI	-2.58912E-02	4.55289E-01	-0.057	0.9547	1.69651E+05
NATUPHD	-7.21001E-02	1.00878E-01	-0.715	0.4748	4.59943E+06	PSYCH	-2.28230E-01	1.04401E-01	-2.186	0.0288	8.21866E+06
PERMPHD	-2.49535E-03	1.16371E-01	-0.021	0.9829	3.54383E+06	ECON	2.85871E-02	1.21964E-01	0.234	0.8147	3.31762E+06
TEMPPHD	1.00402E-01	1.11088E-01	0.904	0.3661	8.74647E+06	POLYSCI	-6.06253E-02	1.38709E-01	-0.437	0.6621	2.29972E+06
MCITPHD	2.10733E-01	1.81322E-01	1.162	0.2452	2.43167E+06	SAD	1.04048E-03	1.07840E-01	0.010	0.9923	5.86239E+06
HCAPPHD	7.16571E-02	2.19438E-01	0.327	0.7440	7.35156E+05	OSSCI	1.45179E-01	1.39185E-01	1.043	0.2969	2.18662E+06
MHCAPPHD	-4.61317E-01	7.01672E-02	-6.575	0.0000	6.97078E-01	PHD70S	-8.35292E-01	1.18825E-01	-7.030	0.0000	5.57964E+06
HISPAN	1.63211E-02	7.88177E-02	0.207	0.8360	6.29595E+06	PHD80S	-5.20300E-01	8.92769E-02	-5.828	0.0000	7.65127E-01

NOTES: Dependent variable: YRSASO; 5305 observations; 7 iterations; log likelihood function = -22517.44; restricted log likelihood = -23770.29; Chi-squared = 2505.693; d.f. = 60; significance = .000000. Log-rank test with 60 degrees of freedom: Chi-squared = 2142.723, Prob = .0000.