

TABLE D-20. Maximum likelihood estimates for full-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	-2.71489E-01	9.38841E-02	-2.892	0.0038	3.00601E-01	PNACAFF	-3.01318E-02	2.16543E-03	-13.915	0.0000	2.01484E+01
DEP66	4.50484E-02	6.49167E-02	0.694	0.4877	2.69739E-01	PMCRGF	-8.03817E-02	5.16237E-03	-15.571	0.0000	3.76460E+01
DEP186	1.84465E-02	4.09759E-02	0.450	0.6526	7.00601E-01	PEMPSRF	-2.52101E-03	1.05167E-03	-2.397	0.0165	4.06703E+01
MDEP6	-4.73739E-01	2.00387E-01	-2.364	0.0181	3.88778E+06	PEMPDOF	-3.38884E-03	1.53356E-03	-2.210	0.0271	9.26544E+00
MAR6	-3.69567E-02	1.01389E-01	-0.365	0.7155	6.26052E-01	PMWACF	2.52185E-02	5.29582E-03	4.762	0.0000	2.52032E+01
TA	-7.09937E-02	1.16435E-01	-0.610	0.5420	1.78357E-01	PTEACHF	-4.65933E-03	1.58005E-03	-2.949	0.0032	3.63611E+01
RA	-8.08078E-02	1.10646E-01	-0.730	0.4652	2.53307E-01	PRESCHF	-6.81563E-04	1.58140E-03	-0.431	0.6665	4.88544E+01
FELLOW	1.73545E-01	2.01983E-01	0.859	0.3902	4.28858E+06	PRANKNA	-5.14757E-02	7.99105E-03	-6.442	0.0000	6.15836E+00
TRAIN	3.12711E-02	1.25862E-01	0.248	0.8038	1.72745E-01	PMFULL	4.97132E-02	6.92878E-03	7.175	0.0000	2.45000E+01
MPSOURC	2.37179E-02	1.58180E-01	0.150	0.8808	9.69940E+06	BIO	-3.32233E-01	1.61937E-01	-2.052	0.0402	3.32665E-01
TTD1	1.27823E-02	2.23521E-02	0.572	0.5674	8.60040E+00	HEALTH	6.21757E-02	1.83887E-01	0.338	0.7353	7.65531E+06
MTTD1	1.10285E+00	7.66388E-01	1.439	0.1501	2.24449E+06	CHEMENG	9.65252E-01	3.04194E-01	3.173	0.0015	8.01603E+05
PDOCP	-2.78972E-01	1.02824E-01	-2.713	0.0067	4.25251E-01	ELECENG	1.53984E-01	2.60111E-01	0.592	0.5539	2.12425E+06
MPDOCP	-2.22601E-01	2.74681E-01	-0.810	0.4177	4.04810E+06	OTHENG	1.45958E-01	1.87645E-01	0.778	0.4367	5.77154E+06
FSWI	8.15302E-02	8.37314E-02	0.974	0.3302	3.46293E-01	COMP	-6.68459E-01	3.79780E-01	-1.760	0.0784	1.08216E+06
MFSWI	-2.44660E-01	9.64333E-02	-2.537	0.0112	3.50701E-01	MATH	-5.69535E-02	2.00184E-01	-0.285	0.7760	5.65130E+06
BAINT	-3.93900E-02	2.27182E-01	-0.173	0.8623	9.01804E+06	PHYSICS	9.55867E-02	2.22836E-01	0.429	0.6680	5.17034E+06
MBAINT	-8.83080E-01	6.55607E-01	-1.347	0.1780	1.80361E+06	CHEM	8.41893E-02	2.31353E-01	0.364	0.7159	4.56914E+06
AGEPHD	3.15947E-03	1.99674E-02	0.158	0.8743	3.06160E+01	EAOSCI	1.04887E-01	2.15178E-01	0.487	0.6259	3.68737E+06
NATUPHD	-5.36341E-01	2.40868E-01	-2.227	0.0260	3.88778E+06	OPSCI	1.67865E+00	6.11154E-01	2.747	0.0060	1.20240E+05
PERMPHD	-3.75925E-02	2.45244E-01	-0.153	0.8782	3.80762E+06	PSYCH	-3.21164E-01	1.89410E-01	-1.696	0.0900	8.85772E+06
TEMPPHD	2.70032E-01	2.42067E-01	1.116	0.2646	6.49299E+06	ECON	1.92089E-01	2.10021E-01	0.915	0.3604	3.80762E+06
MCITPHD	2.21671E-01	3.65209E-01	0.607	0.5439	2.00401E+06	POLYSCI	-4.61258E-02	2.50552E-01	-0.184	0.8539	2.52505E+06
HISPAN	7.42475E-03	1.70903E-01	0.043	0.9653	4.84970E+06	SAD	-2.45547E-01	1.95328E-01	-1.257	0.2087	6.77355E+06
BLACK	-4.07881E-01	1.65640E-01	-2.462	0.0138	6.33267E+06	OSSCI	5.09277E-03	2.50216E-01	0.020	0.9838	2.04409E+06
ASIAN	9.02437E-02	1.50050E-01	0.601	0.5476	9.73948E+06	PHD70S	-3.50317E-01	1.06232E-01	-3.298	0.0010	1.18637E-01
NATAMER	3.40324E-01	4.61290E-01	0.738	0.4607	5.21042E+05						

NOTES: Dependent variable: YRSFULL; 2495 observations; 8 iterations; log likelihood function = -5324.159; restricted log likelihood = -5686.806; Chi-squared = 725.2924; d.f. = 53; significance = .0000000. Log-rank test with 53 degrees of freedom: Chi-squared = 639.777, Prob = .0000.