

TABLE D-24. Maximum likelihood estimates for full-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	-8.00738E-02	1.47636E-01	-0.542	0.5876	3.00601E-01	ASIAN	7.04009E-02	1.50310E-01	0.468	0.6395	9.73948E+06
FDEP66	-1.17306E-01	1.71204E-01	-0.685	0.4932	6.41283E+06	NATAMER	2.82833E-01	4.63304E-01	0.610	0.5416	5.21042E+05
FDEP186	-3.24240E-01	1.23062E-01	-2.635	0.0084	1.45491E-01	PNACAFF	-2.94184E-02	2.16617E-03	-13.581	0.0000	2.01484E+01
FMAR6	8.96871E-03	2.03332E-01	0.044	0.9648	1.52705E-01	PMCRGF	-7.98721E-02	5.16834E-03	-15.454	0.0000	3.76460E+01
DEP66	6.58044E-02	7.01899E-02	0.938	0.3485	2.69739E-01	PEMPRSF	-2.61185E-03	1.05308E-03	-2.480	0.0131	4.06703E+01
DEP186	5.81600E-02	4.41518E-02	1.317	0.1877	7.00601E-01	PEMPDOF	-3.30970E-03	1.53455E-03	-2.157	0.0310	9.26544E+00
MDEP6	-4.68563E-01	2.00281E-01	-2.340	0.0193	3.88778E+06	PMWACF	2.45527E-02	5.32301E-03	4.613	0.0000	2.52032E+01
MAR6	-1.97481E-02	1.23550E-01	-0.160	0.8730	6.26052E-01	PTEACHF	-4.56418E-03	1.58277E-03	-2.884	0.0039	3.63611E+01
TA	-7.01358E-02	1.16657E-01	-0.601	0.5477	1.78357E-01	PRESCHF	-6.36747E-04	1.58503E-03	-0.402	0.6879	4.88544E+01
RA	-7.75518E-02	1.10762E-01	-0.700	0.4838	2.53307E-01	PRANKNA	-5.14752E-02	7.98205E-03	-6.449	0.0000	6.15836E+00
FELLOW	1.82919E-01	2.02741E-01	0.902	0.3669	4.28858E+06	PMFULL	4.98403E-02	6.95248E-03	7.169	0.0000	2.45000E+01
TRAIN	3.09710E-02	1.25929E-01	0.246	0.8057	1.72745E-01	BIO	-3.37923E-01	1.62162E-01	-2.084	0.0372	3.32665E-01
MPSOURC	2.67949E-02	1.58319E-01	0.169	0.8656	9.69940E+06	HEALTH	6.27611E-02	1.84395E-01	0.340	0.7336	7.65531E+06
TTD1	1.63725E-02	2.22778E-02	0.735	0.4624	8.60040E+00	CHEMENG	9.66334E-01	3.04809E-01	3.170	0.0015	8.01603E+05
MTTD1	1.02253E+00	7.67415E-01	1.332	0.1827	2.24449E+06	ELECENG	1.42129E-01	2.60637E-01	0.545	0.5855	2.12425E+06
PDOCP	-2.86936E-01	1.02640E-01	-2.796	0.0052	4.25251E-01	OTHENG	1.41275E-01	1.87717E-01	0.753	0.4517	5.77154E+06
MPDOCP	-2.23542E-01	2.75304E-01	-0.812	0.4168	4.04810E+06	COMP	-6.18120E-01	3.80859E-01	-1.623	0.1046	1.08216E+06
FSWI	7.54116E-02	8.37232E-02	0.901	0.3677	3.46293E-01	MATH	-7.03429E-02	2.00694E-01	-0.350	0.7260	5.65130E+06
MFSWI	-2.42580E-01	9.65663E-02	-2.512	0.0120	3.50701E-01	PHYSICS	8.23961E-02	2.23206E-01	0.369	0.7120	5.17034E+06
BAINT	-4.80380E-02	2.28503E-01	-0.210	0.8335	9.01804E+06	CHEM	7.57598E-02	2.31491E-01	0.327	0.7435	4.56914E+06
MBAINT	-9.33420E-01	6.56400E-01	-1.422	0.1550	1.80361E+06	EAOSCI	1.02209E-01	2.15392E-01	0.475	0.6351	3.68737E+06
AGEPHD	-1.90177E-03	1.99881E-02	-0.095	0.9242	3.06160E+01	OPSCI	1.70489E+00	6.11533E-01	2.788	0.0053	1.20240E+05
NATUPHD	-5.15933E-01	2.41071E-01	-2.140	0.0323	3.88778E+06	PSYCH	-2.93713E-01	1.89404E-01	-1.551	0.1210	8.85772E+06
PERMPHD	-1.35810E-02	2.46358E-01	-0.055	0.9560	3.80762E+06	ECON	1.96601E-01	2.10237E-01	0.935	0.3497	3.80762E+06
TEMPPHD	2.81048E-01	2.43284E-01	1.155	0.2480	6.49299E+06	POLYSCI	-7.58200E-02	2.51059E-01	-0.302	0.7627	2.52505E+06
MCITPHD	2.23248E-01	3.67054E-01	0.608	0.5430	2.00401E+06	SAD	-2.55195E-01	1.95685E-01	-1.304	0.1922	6.77355E+06
HISPAN	1.31578E-02	1.71372E-01	0.077	0.9388	4.84970E+06	OSSCI	-1.89685E-02	2.51129E-01	-0.076	0.9398	2.04409E+06
BLACK	-3.86698E-01	1.65515E-01	-2.336	0.0195	6.33267E+06	PHD70S	-3.49883E-01	1.06244E-01	-3.293	0.0010	1.18637E-01

NOTES: Dependent variable: YRSFULL; 2495 observations; 8 iterations; log likelihood function = -5319.539; restricted log likelihood = -5686.806; Chi-squared = 734.5331; d.f. = 56; significance = .0000000. Log-rank test with 56 degrees of freedom: Chi-squared = 652.036, Prob = .0000.