

Tenure, Promotion and Performance:
The Career Path of US Ambassadors

Online Appendix

March 9, 2017

Table A1: **Summary Statistics**

Variable	Mean	Std. Dev.	Min.	Max.	N
Political Appointee	0.468	0.499	0	1	15304
US Presidential Turnover	0.135	0.341	0	1	15442
US Party Turnover	0.085	0.278	0	1	15442
Host Country Leader Turnover	0.156	0.362	0	1	15442
Age	54.085	8.041	24	86	15091
Female	0.084	0.277	0	1	15442
Career Years	3.198	3.014	0.003	28.282	15442
Pres.-Amb. Ideal Point Distance	0.786	0.854	0.001	2.542	1960
Democracy	0.519	0.351	0	1	14034
Population (Ln)	2.081	1.607	-1.977	7.189	8244
GDPpc (Ln)	8.332	1.29	5.287	11.823	8243
Trade [M+X] (Ln)	5.459	2.418	0	13.16	10738
UN Voting Affinity	-0.085	0.418	-1	1	9320
Tau Score Global	0.112	0.346	-0.451	1	10184
Ally	0.198	0.398	0	1	15442
New MID	0.008	0.09	0	1	10429
US Exports Growth (in %)	13.652	52.882	-100	496.318	10075
Δ UN Voting Affinity	-0.01	0.157	-1.228	1.435	9159
Δ Tau Score Global	0.004	0.107	-1.015	1.015	10080
BIT	0.004	0.063	0	1	14757
PTA	0.002	0.041	0	1	14757
WTO Consultations by Host	0.005	0.086	0	3	14418
WTO Consultations by US	0.007	0.108	0	4	14418
Performance Index	-0.003	0.242	-4.357	2.347	14757
Good Performance	0.312	0.463	0	1	14757
Bad Performance	0.481	0.5	0	1	14757

Table A2: **Cox Proportional Hazards Estimates: US Ambassadors' Tenure (1987-2009)**

	Career	Political	Career	Political	Career	Political
	(1)	(2)	(3)	(4)	(5)	(6)
US Presidential Turnover	-0.073 (0.241)	1.620*** (0.253)	-0.007 (0.234)	1.938*** (0.391)	-0.044 (0.232)	1.871*** (0.408)
Host Country Leader Turnover	-0.109 (0.242)	0.033 (0.220)	-0.205 (0.242)	0.116 (0.188)	-0.238 (0.237)	0.108 (0.209)
Pres.-Amb. Ideal Point Distance	0.140 (0.106)	1.089*** (0.303)	0.142 (0.107)	0.892*** (0.236)	0.148 (0.104)	0.918*** (0.243)
Age	-0.044 (0.042)	0.020** (0.009)	0.005 (0.020)	0.013 (0.012)	0.005 (0.020)	0.005 (0.014)
Female	0.668*** (0.224)	0.012 (0.288)	0.667*** (0.202)	0.014 (0.269)	0.622*** (0.207)	-0.062 (0.272)
Career Years	-0.086** (0.035)	-3.217** (1.532)	-0.091*** (0.032)	-2.441 (2.628)	-0.089*** (0.032)	-2.439 (2.583)
US Exports Growth (in %)	0.001 (0.001)	0.005 (0.003)				
Δ UN Voting Affinity	0.426 (0.448)	3.311* (1.825)				
BIT Signing	-1.667** (0.755)	-0.050 (0.452)				
WTO Consultations by Host	-0.206 (0.674)	0.200 (0.233)				
WTO Consultations by US	-1.001 (0.904)	-0.567 (0.527)				
PTA Signing		0.821 (0.592)				
Performance Index			-0.462* (0.266)	0.329** (0.145)		
Good Performance					-0.172 (0.534)	0.056 (0.187)
Bad Performance					-0.010 (0.476)	-0.457 (0.374)
<i>Time Interacted Covariates</i>						
Age	0.038 (0.041)			0.018 (0.013)		0.025* (0.015)
Pres.-Amb. Ideal Point Distance		-1.137*** (0.313)		-0.638** (0.270)		-0.647** (0.268)
US Exports Growth (in %)		-0.018*** (0.003)				
Δ UN Voting Affinity		-3.636** (1.816)				
Performance Index			0.627*** (0.228)			
US Presidential Turnover				-0.217 (0.425)		-0.155 (0.451)
Career Years				0.437 (3.304)		0.444 (3.190)
UN Voting Affinity				0.676 (0.595)		0.648 (0.586)
Good Performance					-0.136 (0.525)	
Bad Performance					-0.255 (0.442)	0.656* (0.392)
Observations	607	575	644	623	644	623
# of subjects	178	170	191	194	191	194
# of failures	162	134	169	166	169	166

Robust standard errors clustered at the ambassador level in parentheses.

Output of Democracy, Population, GDP, Trade, UN Voting Affinity and Alliance suppressed.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A3: **Cox Proportional Hazards Estimates: US Partisan Turnover (1950-2000)**

	Career	Political
	(1)	(2)
US Party Turnover	0.872*** (0.163)	2.839*** (0.190)
Host Country Leader Turnover	0.212** (0.088)	-0.195 (0.129)
Age	0.002 (0.007)	0.009 (0.006)
Female	0.018 (0.105)	0.068 (0.162)
Career Years	-0.087*** (0.017)	-0.307*** (0.112)
Democracy	0.009 (0.105)	-0.042 (0.298)
Population (Ln)	0.014 (0.031)	0.108 (0.086)
GDP (Ln)	-0.089** (0.041)	-0.090 (0.078)
Trade [M+X] (Ln)	-0.008 (0.030)	0.066 (0.062)
UN Voting Affinity	-0.381*** (0.138)	-0.466** (0.226)
Tau Score Global	-0.277 (0.270)	0.916* (0.484)
Ally	0.342 (0.210)	-0.629* (0.349)
Performance Index	-0.090 (0.118)	-0.177 (0.192)
<i>Time Interacted Covariates</i>		
US Party Turnover	-0.559*** (0.145)	-1.255*** (0.191)
Career Years		-0.216*** (0.075)
Democracy		0.216 (0.305)
Population (Ln)		-0.046 (0.073)
Trade [M+X] (Ln)		-0.072 (0.059)
Observations	3936	1628
# of subjects	1103	464
# of failures	999	417

Robust standard errors clustered at the ambassador level in parentheses.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A4: **Cox Proportional Hazards Estimates: Different Sample of Countries (1950-2000)**

	Non-G20		G20	
	Career (1)	Political (2)	Career (3)	Political (4)
US Presidential Turnover	0.514*** (0.159)	1.986*** (0.245)	1.326** (0.557)	2.034*** (0.226)
Foreign Country Leader Turnover	0.177* (0.095)	-0.127 (0.158)	0.513** (0.250)	-0.339 (0.232)
Age	0.005 (0.007)	0.010 (0.007)	-0.007 (0.029)	0.001 (0.012)
Female	0.024 (0.104)	-0.055 (0.180)	-42.357 (.)	0.230 (0.477)
Career Years	-0.052 (0.042)	-0.390* (0.212)	-0.025 (0.040)	-0.192** (0.086)
Democracy	0.013 (0.112)	0.160 (0.230)	0.363 (0.417)	-0.669 (0.420)
Population (Ln)	0.035 (0.032)	0.266*** (0.103)	-0.329*** (0.126)	0.290 (0.237)
GDP (Ln)	-0.091** (0.044)	-0.201** (0.086)	0.191 (0.237)	-0.288 (0.390)
Trade [M+X] (Ln)	-0.010 (0.032)	0.070 (0.056)	0.005 (0.100)	-0.064 (0.152)
UN Voting Affinity	-0.344** (0.144)	-0.161 (0.269)	-0.804* (0.443)	0.326 (0.536)
Tau Score Global	-0.257 (0.326)	0.442 (0.655)	-0.031 (0.784)	1.175 (0.755)
Ally	0.350 (0.252)	-0.375 (0.465)	-0.292 (0.647)	-0.137 (0.782)
Performance Index	-0.047 (0.133)	-0.357 (0.555)	-0.071 (0.260)	0.307 (0.263)
<i>Time Interacted Covariates</i>				
US Presidential Turnover	-0.357** (0.146)	-0.975*** (0.257)	-0.388 (0.485)	
Career Years	-0.054 (0.038)	-0.218 (0.178)		-0.129* (0.068)
Population (Ln)		-0.142 (0.108)		
Performance Index		0.102 (0.489)		
Observations	3518	1189	418	439
# of subjects	994	345	109	119
# of failures	902	311	97	106

Robust standard errors clustered at the ambassador level in parentheses.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A5: **Cox Proportional Hazards Estimates: Excluding Positions (1950-2000)**

	Excluding <i>Chargé d'affaires</i>		Only Ambassadors	
	Career (1)	Political (2)	Career (3)	Political (4)
US Presidential Turnover	0.656*** (0.177)	1.993*** (0.190)	0.664*** (0.178)	1.975*** (0.193)
Host Country Leader Turnover	0.204** (0.089)	-0.188 (0.127)	0.197** (0.088)	-0.171 (0.129)
Age	0.010 (0.007)	0.007 (0.006)	0.009 (0.007)	0.007 (0.006)
Female	0.078 (0.117)	0.020 (0.167)	0.073 (0.117)	0.015 (0.166)
Career Years	-0.086*** (0.018)	-0.308** (0.123)	-0.083*** (0.017)	-0.360** (0.161)
Democracy	0.008 (0.109)	-0.236 (0.316)	0.016 (0.110)	-0.224 (0.321)
Population (Ln)	0.005 (0.034)	0.153** (0.075)	0.008 (0.034)	0.145* (0.074)
GDP (Ln)	-0.042 (0.075)	-0.152* (0.079)	-0.043 (0.075)	-0.148* (0.079)
Trade [M+X] (Ln)	-0.083 (0.058)	0.103 (0.074)	-0.086 (0.058)	0.102 (0.076)
UN Voting Affinity	0.864*** (0.242)	-0.142 (0.230)	0.832*** (0.242)	-0.149 (0.231)
Tau Score Global	-0.351 (0.289)	0.864* (0.484)	-0.376 (0.294)	0.864* (0.487)
Ally	0.411* (0.221)	-0.558 (0.353)	0.419* (0.225)	-0.553 (0.354)
Performance Index	-0.135 (0.134)	-0.162 (0.203)	-0.116 (0.134)	-0.132 (0.201)
<i>Time Interacted Covariates</i>				
US Presidential Turnover	-0.445*** (0.161)	-0.684*** (0.183)	-0.450*** (0.162)	-0.681*** (0.188)
GDP (Ln)	-0.068 (0.066)		-0.076 (0.066)	
Trade [M+X] (Ln)	0.091* (0.055)	-0.085 (0.068)	0.100* (0.055)	-0.086 (0.068)
UN Voting Affinity	-1.404*** (0.218)		-1.357*** (0.216)	
New MID	-0.129 (0.400)		-0.163 (0.400)	
Δ UN Voting Affinity	0.399* (0.206)		0.394* (0.207)	
Career Years		-0.191** (0.088)		-0.200 (0.134)
Democracy		0.327 (0.323)		0.313 (0.328)
Population (Ln)		-0.038 (0.065)		-0.034 (0.066)
Observations	3787	1628	3765	1617
# of subjects	1062	464	1054	460
# of failures	958	417	950	413

Robust standard errors clustered at the ambassador level in parentheses.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A6: **Cox Proportional Hazards Estimates: Different Time Periods**

	Post-1924		Post-1980	
	Career (1)	Political (2)	Career (3)	Political (4)
US Presidential Turnover	0.406*** (0.112)	2.304*** (0.166)	0.548** (0.235)	2.934*** (0.339)
Host Country Leader Turnover	0.109 (0.068)	-0.099 (0.103)	0.017 (0.122)	-0.234 (0.190)
Age	0.006 (0.005)	0.006 (0.005)	-0.002 (0.009)	-0.004 (0.008)
Female	0.055 (0.070)	0.009 (0.141)	0.164 (0.114)	-0.240 (0.240)
Career Years	-0.097*** (0.012)	-0.271** (0.136)	-0.127*** (0.024)	-0.512 (0.359)
Democracy	-0.163** (0.071)	-0.242 (0.182)	-0.154 (0.161)	-0.318 (0.524)
Population (Ln)			0.030 (0.039)	0.222** (0.109)
GDP (Ln)			-0.071 (0.061)	-0.230 (0.161)
Trade [M+X] (Ln)			-0.059 (0.040)	0.143 (0.101)
UN Voting Affinity			0.338 (0.244)	0.602 (0.416)
Tau Score Global			0.301 (0.367)	0.898 (0.605)
Ally			-0.111 (0.306)	-0.684 (0.438)
Performance Index			-0.210 (0.146)	-0.262 (0.230)
<i>Time Interacted Covariates</i>				
US Presidential Turnover	-0.231** (0.108)	-0.729*** (0.157)	-0.687*** (0.226)	-1.542*** (0.306)
Career Years		-0.145 (0.111)		-0.531** (0.229)
Democracy		0.226 (0.206)		0.132 (0.469)
Population (Ln)		0.037 (0.036)		-0.046 (0.068)
Trade [M+X] (Ln)		-0.074** (0.031)		-0.163** (0.074)
Observations	7134	2073	2171	812
# of subjects	1950	842	665	238
# of failures	1848	786	571	201

Robust standard errors clustered at the ambassador level in parentheses.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A7: **Cox Shared Frailty Hazards Estimates: US Ambassadors' Tenure (1950-2000)**

	(1)	(2)	(3)	(4)	(5)	(6)
US Presidential Turnover	0.223*** (0.082)	2.008*** (0.168)	0.243*** (0.080)	1.968*** (0.167)	0.244*** (0.080)	1.990*** (0.167)
Host Country Leader Turnover	0.182** (0.092)	-0.186 (0.134)	0.186** (0.091)	-0.151 (0.132)	0.186** (0.091)	-0.149 (0.132)
Age	0.001 (0.008)	0.005 (0.006)	0.001 (0.008)	0.006 (0.006)	0.001 (0.008)	0.007 (0.006)
Female	0.058 (0.134)	-0.003 (0.205)	0.044 (0.132)	0.027 (0.204)	0.043 (0.132)	0.019 (0.204)
Career Years	-0.088*** (0.017)	-0.429*** (0.069)	-0.088*** (0.017)	-0.439*** (0.070)	-0.088*** (0.017)	-0.439*** (0.070)
Democracy	0.025 (0.116)	0.054 (0.190)	0.027 (0.114)	0.050 (0.190)	0.028 (0.114)	0.025 (0.191)
Population (Ln)	0.012 (0.039)	0.140** (0.068)	0.005 (0.039)	0.123* (0.068)	0.006 (0.039)	0.130* (0.068)
GDP (Ln)	-0.105** (0.049)	-0.183** (0.085)	-0.099** (0.047)	-0.156* (0.086)	-0.100** (0.048)	-0.164* (0.086)
Trade [M+X] (Ln)	-0.014 (0.043)	0.053 (0.058)	0.001 (0.031)	0.037 (0.057)	0.001 (0.031)	0.039 (0.057)
UN Voting Affinity	0.696*** (0.222)	-0.059 (0.223)	0.647*** (0.203)	-0.150 (0.214)	0.646*** (0.203)	-0.122 (0.215)
Tau Score Global	-0.354 (0.307)	0.957 (0.707)	-0.285 (0.300)	0.933 (0.702)	-0.288 (0.301)	0.901 (0.703)
Ally	0.392* (0.234)	-0.715 (0.499)	0.335 (0.228)	-0.651 (0.496)	0.334 (0.229)	-0.641 (0.495)
New MID	1.155** (0.564)	-0.741 (1.032)				
US Exports Growth (in %)	-0.000 (0.001)	-0.002 (0.002)				
Δ UN Voting Affinity	0.052 (0.216)	-0.534 (0.342)				
Δ Tau Score Global	0.158 (0.628)	1.155 (1.001)				
BIT Signing	-0.371 (0.340)	0.672 (0.601)				
PTA Signing	-1.317 (1.018)	0.882 (1.042)				
WTO Consultations by Host	-0.227 (0.440)	0.444 (0.284)				
WTO Consultations by US	-0.277 (0.450)	-1.380 (0.945)				
Performance Index			-0.077 (0.122)	-0.169 (0.221)		
Good Performance					-0.050 (0.090)	-0.244* (0.145)
Bad Performance					-0.003 (0.088)	-0.068 (0.141)
<i>Time Interacted Covariates</i>						
Trade [M+X] (Ln)	0.024 (0.032)					
UN Voting Affinity	-1.143*** (0.178)		-1.110*** (0.166)		-1.108*** (0.166)	
New MID	-1.168** (0.587)					
US Presidential Turnover		-0.648*** (0.167)		-0.639*** (0.166)		-0.646*** (0.166)
Tau Score Global		-0.038 (0.628)		-0.026 (0.628)		0.007 (0.628)
Ally		0.084 (0.437)		0.090 (0.436)		0.084 (0.435)
Observations	3808	1608	3936	1628	3936	1628
# of subjects	1086	463	1103	464	1103	464

Table A8: **Different Survival Estimations: Ambassadorial Tenure (1950-2000)**

	Weibull (1)	Log-Normal (2)	Log-Logistic (3)	Exponential (4)
US Presidential Turnover	0.684*** (0.064)	-0.380*** (0.046)	-0.300*** (0.040)	0.831*** (0.067)
Host Country Leader Turnover	0.052 (0.072)	-0.026 (0.041)	-0.028 (0.031)	0.070 (0.074)
Political Appointee	0.973*** (0.181)	-0.074** (0.037)	-0.054* (0.031)	0.189*** (0.044)
Age	-0.004 (0.005)	-0.001 (0.003)	-0.000 (0.002)	0.008** (0.003)
Female	0.035 (0.087)	-0.025 (0.056)	0.003 (0.038)	0.012 (0.058)
Career Years	-0.128*** (0.020)	0.012 (0.009)	0.025*** (0.006)	0.072*** (0.012)
Democracy	0.047 (0.110)	-0.033 (0.053)	-0.030 (0.038)	-0.020 (0.065)
Population (Ln)	0.083*** (0.032)	-0.023 (0.015)	-0.023** (0.011)	0.010 (0.019)
GDP (Ln)	-0.124*** (0.037)	0.048** (0.019)	0.048*** (0.016)	-0.095*** (0.026)
Trade [M+X] (Ln)	0.003 (0.028)	-0.010 (0.014)	-0.012 (0.010)	0.016 (0.018)
UN Voting Affinity	-0.306** (0.127)	0.033 (0.062)	0.026 (0.046)	0.023 (0.086)
Tau Score Global	-0.174 (0.253)	-0.001 (0.135)	-0.033 (0.098)	0.108 (0.169)
Ally	0.311 (0.209)	-0.006 (0.103)	0.024 (0.076)	-0.110 (0.126)
New MID	0.029 (0.534)	-0.266 (0.318)	-0.190 (0.286)	0.005 (0.455)
US Exports Growth (in %)	-0.000 (0.001)	0.000 (0.000)	0.000 (0.000)	-0.001 (0.001)
Δ UN Voting Affinity	0.022 (0.177)	0.024 (0.099)	0.009 (0.076)	-0.221 (0.179)
Δ Tau Score Global	0.448 (0.443)	-0.184 (0.333)	-0.130 (0.228)	1.215** (0.508)
BIT Signing	0.001 (0.281)	-0.037 (0.136)	-0.045 (0.122)	0.079 (0.298)
PTA Signing	-0.536 (0.595)	0.376 (0.322)	0.373* (0.205)	0.162 (0.677)
WTO Consultations by Host	0.074 (0.159)	-0.032 (0.095)	-0.029 (0.072)	0.195 (0.162)
WTO Consultations by US	-0.653** (0.333)	0.310** (0.127)	0.194* (0.108)	-0.597* (0.333)
AIC	1678.66	2118.57	1866.72	2959.52
Observations	5416	5416	5416	5416
# of subjects	1549	1549	1549	1549
# of failures	1387	1387	1387	1387

Robust standard errors clustered at the ambassador level in parentheses.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A9: **Weibull Survival Estimates: Ambassadorial Tenure (1950-2000)**

	Career	Political	Career	Political	Career	Political
	(1)	(2)	(3)	(4)	(5)	(6)
US Presidential Turnover	0.287*** (0.077)	1.539*** (0.115)	0.305*** (0.076)	1.508*** (0.112)	0.305*** (0.076)	1.524*** (0.112)
Host Leader Turnover	0.156* (0.087)	-0.177 (0.133)	0.145* (0.085)	-0.158 (0.127)	0.146* (0.085)	-0.155 (0.128)
Age	0.002 (0.008)	0.005 (0.006)	0.003 (0.007)	0.006 (0.006)	0.003 (0.007)	0.007 (0.006)
Female	0.021 (0.096)	0.016 (0.163)	-0.003 (0.091)	0.041 (0.159)	-0.008 (0.093)	0.034 (0.162)
Career Years	-0.103*** (0.020)	-0.322*** (0.067)	-0.104*** (0.020)	-0.331*** (0.069)	-0.104*** (0.020)	-0.331*** (0.069)
Democracy	-0.036 (0.137)	-0.019 (0.184)	-0.026 (0.130)	-0.018 (0.182)	-0.025 (0.130)	-0.038 (0.183)
Population (Ln)	0.039 (0.035)	0.143** (0.059)	0.033 (0.034)	0.127** (0.057)	0.034 (0.035)	0.132** (0.057)
GDP (Ln)	-0.098** (0.040)	-0.192** (0.078)	-0.094** (0.040)	-0.164** (0.076)	-0.096** (0.040)	-0.170** (0.076)
Trade [M+X] (Ln)	-0.001 (0.031)	0.073 (0.053)	-0.004 (0.032)	0.054 (0.051)	-0.004 (0.032)	0.054 (0.051)
UN Voting Affinity	-0.424*** (0.162)	0.020 (0.221)	-0.390*** (0.150)	-0.059 (0.213)	-0.381** (0.149)	-0.035 (0.214)
Tau Score Global	-0.379 (0.282)	0.847* (0.494)	-0.320 (0.271)	0.839* (0.477)	-0.315 (0.271)	0.835* (0.474)
Ally	0.548** (0.252)	-0.583 (0.360)	0.486** (0.242)	-0.518 (0.350)	0.477** (0.241)	-0.513 (0.348)
New MID	0.678 (0.543)	-0.832 (1.018)				
US Exports Growth(in %)	0.000 (0.001)	-0.002 (0.002)				
Δ UN Voting Affinity	0.150 (0.200)	-0.425 (0.356)				
Δ Tau Score Global	0.116 (0.526)	1.309*** (0.471)				
BIT Signing	-0.231 (0.332)	0.867* (0.467)				
PTA Signing	-1.269 (0.839)	0.913*** (0.251)				
WTO Consultations by Host	-0.204 (0.337)	0.427*** (0.148)				
WTO Consultations by US	-0.199 (0.297)	-1.410* (0.850)				
Performance Index			-0.040 (0.118)	-0.127 (0.200)		
Good Performance					-0.087 (0.081)	-0.232* (0.139)
Bad Performance					-0.033 (0.079)	-0.094 (0.127)
Observations	3808	1608	3936	1628	3936	1628
# of subjects	1086	463	1103	464	1103	464
# of failures	974	413	999	417	999	417

Robust standard errors clustered at the ambassador level in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A10: OLS Estimates - Ambassadorial Tenure (1950-2000)

	Ambassadorial Failure			
	(1)	(2)	(3)	(4)
US Presidential Turnover \times Political Appointee	0.462*** (0.046)	0.462*** (0.045)	0.462*** (0.045)	0.436*** (0.044)
Host Country Leader Turnover \times Political Appointee	0.014 (0.037)	0.018 (0.037)	0.020 (0.037)	0.026 (0.036)
Age	0.006 (0.009)	0.003 (0.008)	0.003 (0.008)	0.033*** (0.012)
Career Years	0.087*** (0.014)	0.092*** (0.014)	0.092*** (0.014)	0.088*** (0.014)
Democracy	-0.043 (0.054)	-0.044 (0.052)	-0.050 (0.052)	-0.170** (0.081)
Population (Ln)	-0.005 (0.024)	-0.007 (0.024)	-0.006 (0.024)	-0.173 (0.229)
GDP (Ln)	-0.088*** (0.025)	-0.083*** (0.024)	-0.085*** (0.024)	-0.076 (0.108)
Trade [M+X] (Ln)	-0.004 (0.016)	-0.008 (0.014)	-0.006 (0.015)	0.008 (0.025)
UN Voting Affinity	-0.005 (0.077)	-0.003 (0.063)	0.019 (0.065)	0.075 (0.080)
Tau Score Global	-0.018 (0.147)	0.003 (0.145)	0.005 (0.146)	0.028 (0.266)
Ally	-0.067 (0.110)	-0.058 (0.107)	-0.063 (0.108)	0.106 (0.153)
New MID	0.059 (0.170)			
US Exports Growth (in %)	-0.000 (0.000)			
Δ UN Voting Affinity	0.018 (0.070)			
Δ Tau Score Global	0.412** (0.171)			
BIT Signing	-0.050 (0.092)			
PTA Signing	0.049 (0.182)			
WTO Consultations by Host	-0.021 (0.080)			
WTO Consultations by US	-0.119** (0.049)			
Performance Index		0.004 (0.037)		
Performance Index \times Political Appointee		-0.017 (0.064)		
Good Performance			-0.012 (0.025)	-0.030 (0.025)
Good Performance \times Political Appointee			-0.022 (0.043)	0.001 (0.042)
Bad Performance			0.015 (0.024)	0.005 (0.025)
Bad Performance \times Political Appointee			-0.019 (0.041)	0.002 (0.042)
Observations	5416	5564	5564	5564
Ambassadors	APP-11 1162	1172	1172	1172

Estimation with ambassador and year fixed effects, and robust standard errors clustered at the ambassador level in parentheses. Lower term interactions are absorbed by the fixed effects.

Column (4) also includes country fixed effects. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A11: **Summary Statistics: Career Considerations**

Variable	Mean	Std. Dev.	Min.	Max.	N
Another Job	0.31	0.463	0	1	2017
Host Country Ranking	52.868	19.093	11.207	96.519	2017
Age	56.351	6.879	33	86	2017
Career Years	3.853	2.63	0.077	27.485	2017
Female	0.107	0.309	0	1	2017
Democracy	0.578	0.369	0	1	2017
Avg. Performance Index	-0.006	0.166	-2.638	1.243	2017
Good Performance	0.368	0.482	0	1	2017
Bad Performance	0.419	0.494	0	1	2017
Δ UN Voting Affinity	-0.041	0.226	-1.296	1.333	2017
Δ Tau Global Score	0.007	0.088	-0.52	0.738	2017
MID	0.014	0.162	0	3	2017
Avg. US Exports Growth (%)	14.744	30.751	-100	305.214	1913
BIT	0.026	0.16	0	1	2017
PTA	0.012	0.108	0	1	2017
WTO Consultations by Host	0.036	0.314	0	8	2017
WTO Consultations by US	0.049	0.419	0	9	2017

Table A12: **Logit Model: Are Ambassadors Appointed to Another Ambassadorial Position?**

	Appointed to Another Ambassadorial Position			
	Full sample (Post-1950)		Post-1980	
	Career	Political	Career	Political
	(1)	(2)	(3)	(4)
Host Country Ranking	-0.001 (0.004)	-0.017** (0.008)	0.003 (0.005)	-0.022* (0.013)
Age	-0.153*** (0.014)	-0.052*** (0.016)	-0.137*** (0.017)	-0.043* (0.025)
Career Years	0.041 (0.027)	0.111** (0.051)	0.073** (0.036)	-0.098 (0.167)
Female	0.206 (0.192)	-0.313 (0.561)	0.276 (0.203)	-1.004 (0.791)
Democracy	-0.082 (0.181)	-0.049 (0.378)	-0.309 (0.225)	0.073 (0.660)
Avg. Performance Index	0.261 (0.409)	-0.627 (0.681)	0.404 (0.478)	0.568 (1.374)
Observations	1403	610	933	351

Standard errors in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A13: **Multinomial Logit: Demotion (1950-2011)**

	Career	Political	Career	Political	Career	Political
	(1)	(2)	(3)	(4)	(5)	(6)
Host Country Ranking	0.059*** (0.011)	0.037 (0.041)	0.057*** (0.010)	0.015 (0.037)	0.056*** (0.010)	0.018 (0.036)
Age	-0.131*** (0.036)	-0.026 (0.062)	-0.137*** (0.034)	-0.008 (0.062)	-0.136*** (0.034)	-0.028 (0.063)
Career Years	-0.055 (0.070)	0.249 (0.172)	-0.068 (0.069)	0.199 (0.159)	-0.068 (0.069)	0.317 (0.202)
Female	0.394 (0.588)	1.757 (1.289)	0.044 (0.569)	1.723 (1.261)	0.050 (0.570)	1.841 (1.310)
Democracy	-0.188 (0.451)	4.247 (4.860)	-0.254 (0.426)	3.631 (3.858)	-0.245 (0.428)	3.487 (3.882)
Δ UN Voting Affinity	-0.265 (0.672)	-0.427 (2.982)				
Δ Tau Global Score	1.873 (1.287)	-5.453 (6.640)				
Max. New MID	-13.527 (1,436.714)	-15.023 (9,898.968)				
Avg. Δ U.S. Exports	0.003 (0.005)	-0.055* (0.033)				
BIT	0.765 (0.796)	-14.383 (6,607.498)				
PTA	1.462* (0.806)	-14.649 (14,798.497)				
WTO Consultations by Host	-13.853 (1,092.007)	-13.341 (2,887.424)				
WTO Consultations by US	0.101 (0.614)	-12.880 (2,824.920)				
Avg. Performance Index			0.540 (0.905)	-1.633 (2.412)		
Good Performance					-0.012 (0.398)	-0.568 (1,606.184)
Bad Performance					-0.109 (0.392)	15.586 (1,264.431)
Observations	1289	587	1369	607	1369	607
Log-Likelihood	-1130.49	-233.28	-1214.19	-245.72	-1213.99	-240.32

Standard errors in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A14: **Multinomial Logit: Similar Job (1950-2011)**

	Career	Political	Career	Political	Career	Political
	(1)	(2)	(3)	(4)	(5)	(6)
Host Country Ranking	0.011** (0.005)	0.003 (0.010)	0.010** (0.005)	0.002 (0.010)	0.010** (0.005)	0.002 (0.010)
Age	-0.141*** (0.018)	-0.031 (0.020)	-0.132*** (0.017)	-0.032 (0.020)	-0.134*** (0.017)	-0.033* (0.019)
Career Years	0.043 (0.033)	0.088 (0.062)	0.036 (0.032)	0.082 (0.060)	0.036 (0.032)	0.088 (0.060)
Female	0.388 (0.237)	-0.305 (0.766)	0.335 (0.223)	-0.247 (0.764)	0.319 (0.224)	-0.261 (0.765)
Democracy	-0.300 (0.227)	-0.419 (0.469)	-0.304 (0.217)	-0.379 (0.466)	-0.332 (0.219)	-0.430 (0.469)
Δ UN Voting Affinity	-0.110 (0.317)	-0.843 (0.758)				
Δ Tau Global Score	0.382 (0.869)	-1.497 (1.700)				
Max. New MID	0.232 (0.428)	-15.643 (3,568.264)				
Avg. Δ U.S. Exports	-0.003 (0.002)	-0.007 (0.008)				
BIT	-0.248 (0.473)	-15.849 (3,176.800)				
PTA	0.243 (0.630)	-15.296 (5,113.690)				
WTO Consultations by Host	-0.313 (0.596)	-12.237 (1,047.898)				
WTO Consultations by US	-1.035 (0.679)	-11.709 (840.218)				
Avg. Performance Index			0.417 (0.484)	-0.896 (0.839)		
Good Performance					-0.273 (0.195)	-0.145 (0.508)
Bad Performance					-0.079 (0.191)	0.574 (0.429)
Observations	1289	587	1369	607	1369	607
Log-Likelihood	-1130.49	-233.28	-1214.19	-245.72	-1213.99	-240.32

Standard errors in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A15: **Multinomial Logit: Promotion (1950-2011)**

	Career	Political	Career	Political	Career	Political
	(1)	(2)	(3)	(4)	(5)	(6)
Host Country Ranking	-0.053*** (0.007)	-0.069*** (0.015)	-0.050*** (0.007)	-0.065*** (0.015)	-0.050*** (0.007)	-0.064*** (0.014)
Age	-0.225*** (0.023)	-0.088*** (0.029)	-0.207*** (0.022)	-0.104*** (0.028)	-0.209*** (0.022)	-0.103*** (0.028)
Career Years	0.125** (0.051)	0.204** (0.092)	0.114** (0.048)	0.206** (0.087)	0.113** (0.048)	0.202** (0.087)
Female	-0.006 (0.330)	-15.277 (1,475.493)	0.066 (0.309)	-14.121 (665.733)	0.062 (0.310)	-14.893 (987.588)
Democracy	0.392 (0.322)	0.508 (0.670)	0.351 (0.308)	0.330 (0.644)	0.317 (0.309)	0.283 (0.651)
Δ UN Voting Affinity	-0.925** (0.417)	0.655 (0.983)				
Δ Tau Global Score	-0.375 (1.260)	-0.035 (1.858)				
Max. New MID	0.489 (0.520)	-14.976 (4,376.716)				
Avg. Δ U.S. Exports	-0.007** (0.003)	-0.017* (0.010)				
BIT	0.033 (0.589)	1.320 (1.216)				
PTA	0.314 (1.156)	2.887* (1.549)				
WTO Consultations by Host	1.172** (0.585)	-8.527 (829.027)				
WTO Consultations by US	-0.858 (1.126)	-10.346 (941.170)				
Avg. Performance Index			-1.319* (0.745)	0.079 (1.458)		
Good Performance					-0.287 (0.275)	0.259 (0.657)
Bad Performance					0.116 (0.265)	0.614 (0.616)
Observations	1289	587	1369	607	1369	607
Log-Likelihood	-1130.49	-233.28	-1214.19	-245.72	-1213.99	-240.32

Standard errors in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A16: **Multinomial Logit: Low, Avg. and High Ranked Posts or Retirement (1950-2011)**

	Career	Political	Career	Political
	(1)	(2)	(3)	(4)
Low Ranked Post				
Host Country Ranking	-0.049*** (0.011)	-0.072** (0.036)	-0.050*** (0.011)	-0.075** (0.037)
Age	-0.124*** (0.030)	-0.058 (0.063)	-0.123*** (0.030)	-0.053 (0.061)
Career Years	-0.180* (0.102)	-0.374 (0.534)	-0.179* (0.102)	-0.470 (0.553)
Female	0.342 (0.416)	2.004 (1.246)	0.363 (0.418)	2.059 (1.291)
Democracy	0.480 (0.462)	0.548 (1.724)	0.466 (0.461)	-0.012 (1.887)
Avg. Performance Index	-0.469 (1.141)	-2.020 (1.697)		
Good Performance			-0.030 (0.386)	-15.056 (1,068.889)
Bad Performance			-0.231 (0.399)	0.635 (1.334)
Avg. Ranked Post				
Host Country Ranking	-0.007 (0.005)	-0.045*** (0.013)	-0.008* (0.005)	-0.042*** (0.013)
Age	-0.147*** (0.017)	-0.027 (0.025)	-0.149*** (0.017)	-0.030 (0.025)
Career Years	0.057* (0.033)	0.099 (0.085)	0.057* (0.033)	0.095 (0.085)
Female	0.312 (0.218)	-13.478 (557.171)	0.300 (0.218)	-17.905 (5,142.055)
Democracy	-0.549** (0.222)	0.347 (0.627)	-0.579*** (0.224)	0.213 (0.630)
Avg. Performance Index	-0.022 (0.503)	-1.868* (1.005)		
Good Performance			-0.324* (0.196)	0.351 (0.733)
Bad Performance			-0.056 (0.192)	1.129* (0.648)
High Ranked Post				
Host Country Ranking	0.028*** (0.006)	0.002 (0.010)	0.027*** (0.006)	0.001 (0.010)
Age	-0.193*** (0.023)	-0.068*** (0.020)	-0.195*** (0.023)	-0.069*** (0.020)
Career Years	0.075* (0.041)	0.129** (0.060)	0.074* (0.041)	0.135** (0.060)
Female	-0.269 (0.390)	-1.084 (1.046)	-0.301 (0.392)	-1.068 (1.044)
Democracy	0.467 (0.291)	-0.249 (0.469)	0.434 (0.293)	-0.276 (0.470)
Avg. Performance Index	0.103 (0.635)	0.229 (1.013)		
Good Performance			-0.195 (0.277)	0.062 (0.494)
Bad Performance			0.171 (0.260)	0.579 (0.436)
APP-16				
Observations	1369	607	1369	607
Log-Likelihood	-1221.12	-249.79	-1217.86	-245.50

Standard errors in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Table A17: **Multinomial Logit: Promotion, Demotion, Similar Job or Retirement**

	Full sample (Post-1950)		Post-1980	
	Career	Political	Career	Political
	(1)	(2)	(3)	(4)
Demotion				
Host Country Ranking	0.057*** (0.010)	0.015 (0.037)	0.081*** (0.014)	-0.000 (0.045)
Age	-0.137*** (0.034)	-0.008 (0.062)	-0.077* (0.043)	-0.047 (0.078)
Career Years	-0.068 (0.069)	0.199 (0.159)	-0.081 (0.091)	-1.237 (0.862)
Female	0.044 (0.569)	1.723 (1.261)	0.215 (0.671)	1.998 (1.729)
Democracy	-0.254 (0.426)	3.631 (3.858)	-1.055* (0.558)	2.597 (3.904)
Avg. Performance Index	0.540 (0.905)	-1.633 (2.412)	1.577 (1.092)	-0.367 (3.986)
Similar Job				
Host Country Ranking	0.010** (0.005)	0.002 (0.010)	0.010* (0.006)	-0.013 (0.017)
Age	-0.132*** (0.017)	-0.032 (0.020)	-0.121*** (0.020)	-0.035 (0.031)
Career Years	0.036 (0.032)	0.082 (0.060)	0.068 (0.044)	-0.007 (0.188)
Female	0.335 (0.223)	-0.247 (0.764)	0.457* (0.236)	-1.002 (1.094)
Democracy	-0.304 (0.217)	-0.379 (0.466)	-0.647** (0.272)	-0.474 (0.803)
Avg. Performance Index	0.417 (0.484)	-0.896 (0.839)	0.268 (0.572)	-0.968 (1.182)
Promotion				
Host Country Ranking	-0.050*** (0.007)	-0.065*** (0.015)	-0.049*** (0.009)	-0.078** (0.031)
Age	-0.207*** (0.022)	-0.104*** (0.028)	-0.197*** (0.027)	-0.068 (0.048)
Career Years	0.114** (0.048)	0.206** (0.087)	0.177*** (0.066)	-0.401 (0.422)
Female	0.066 (0.309)	-14.121 (665.733)	0.023 (0.333)	-15.055 (994.797)
Democracy	0.351 (0.308)	0.330 (0.644)	0.477 (0.396)	1.306 (1.422)
Avg. Performance Index	-1.319* (0.745)	0.079 (1.458)	-0.834 (0.898)	5.025** (2.290)
Observations	1369	607	916	350
Log-Likelihood	-1214.19	-245.72	-784.98	-87.80

Standard errors in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$