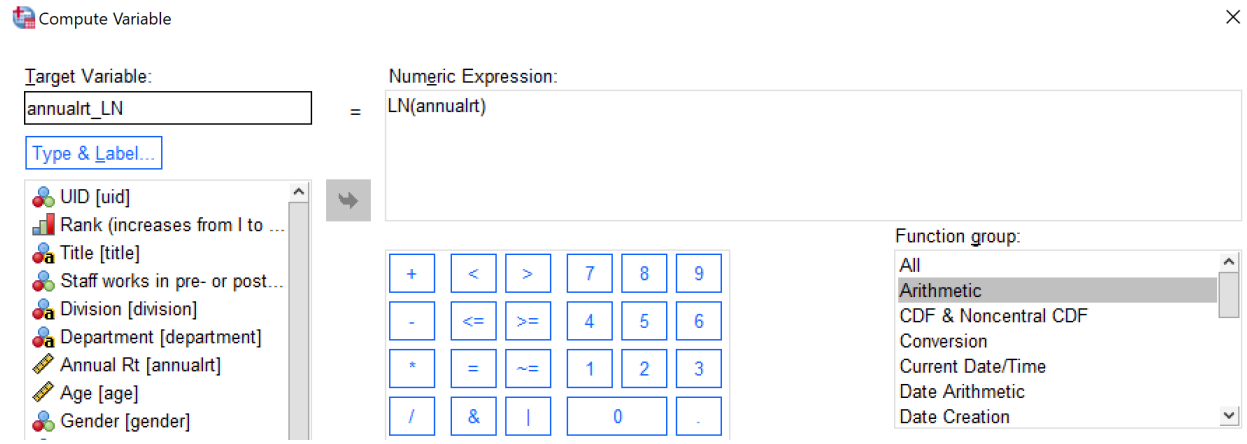
Variable Name	Variable Label	Answer Label	Answer Code	Variable Type
uid	UID	Open ended		long
rank	Rank (increases from I to Sr Dir)			Numeric
		I	1	
		II	2	
		III	3	
		Mgr	4	
		Asst Dir	5	
		Dir	6	
		Sr Dir	7	
title	Title	Open ended		String
award	Staff works in pre- or post-award stage			Numeric
		0: Pre	0	
		1: Post	1	
		2: Other	2	
division	Division	Open ended		String
department	Department	Open ended		String
annualrt	Annual Pay Rate ($)	Open ended		double
age	Age (years)	Open ended		double
gender	Gender			Numeric
		0: Male	0	
		1: Female	1	
supvgender	Supervisor gender			Numeric
		0: Male supervisor	0	
		1: Female supervisor	1	
rastype	RAS unit			Numeric
		1: ECAS RAS	1	
		2: SOM Basic Science RAS	2	
		3: SOM Cancer RAS	3	
		4: SOM Medicine RAS	4	
		5: SOM Neurosciences/Ort RAS	5	
		6: SOM Pediatrics RAS	6	
		7: SOM Specialty & Hospital RAS	7	
		8: SPH Research Admin	8	
		9: YRK RAS	9	
		10: Shared Service Centers	10	
ras_entrymode	Origin of RAS employee			Numeric
		0: New entry	0	
		1: Different division	1	
		2: Same division	2	
rasid	Unique Employee ID	Open ended		String
tenure_te	Tenure at Emory (months)	Open ended		Numeric
white	White			Numeric
		0: Non-white	0	
		1: White	1	
supvwhite	Supervisor race			Numeric
		0: Non-white supervisor	0	
		1: White supervisor	1	
educlv	Education level			Numeric
		1: HS and Associate's degree	1	
		2: Bachelor's degree	2	
		3: Master's degree	3	
		4: Doctoral degree	4	
ras_treat	Treatment group	Open ended		Numeric
f_quit	Turnover event			Numeric
		No quit	0	
		Voluntary quit	1	
		Involuntary quit	2	
t_quit	analysis time when record ends (months)	Open ended		double
t0_quit	analysis time when record begins (months)	Open ended		double

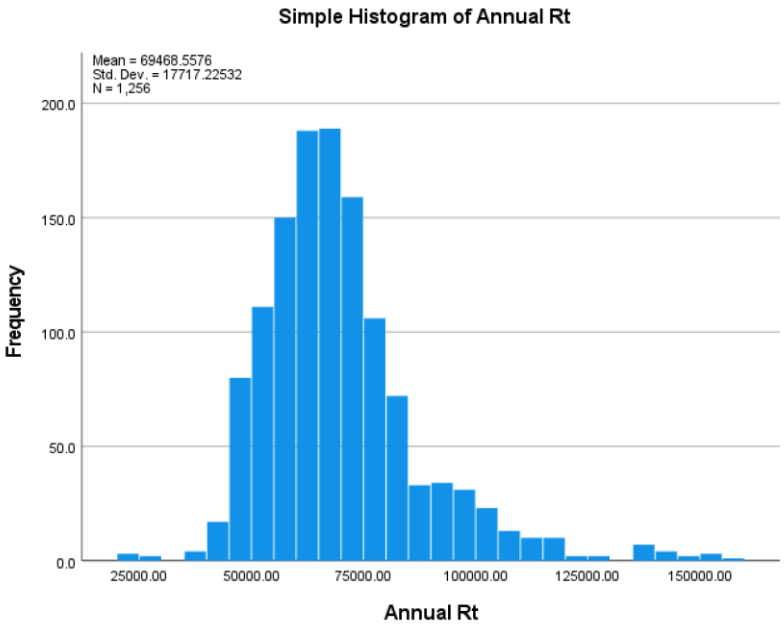
(Figure A)

	Name	Type	Width	Decimals	Label	Values	Missing	Columns	Align	Measure	Role
1	uid	Numeric	10	0	UID	None	None	8	Right	Nominal	Input
2	rank	Numeric	9	0	Rank (increase...	{1, I}...	None	8	Right	Ordinal	Input
3	title	String	30	0	Title	None	None	30	Left	Nominal	Input
4	award	Numeric	9	0	Staff works in p...	{0, 0: Pre}...	None	8	Right	Nominal	Input
5	division	String	39	0	Division	None	None	39	Left	Nominal	Input
6	department	String	29	0	Department	None	None	29	Left	Nominal	Input
7	annualrt	Numeric	10	2	Annual Rt	None	None	8	Right	Scale	Input
8	age	Numeric	10	2	Age	None	None	8	Right	Scale	Input
9	gender	Numeric	10	0	Gender	{0, 0: Male}...	None	8	Right	Nominal	Input
10	supvgender	Numeric	20	0	Supervisor gender	{0, 0: Male ...	None	8	Right	Nominal	Input
11	rastype	Numeric	31	0	RAS unit	{1, 1: ECAS...	None	8	Right	Nominal	Input
12	ras_entrym...	Numeric	21	0	Origin of RAS e...	{0, 0: New e...	None	8	Right	Nominal	Input
13	rasid	String	9	0	RAS ID	None	None	9	Left	Nominal	Input
14	tenure_te	Numeric	9	2	Tenure at Emory	None	None	8	Right	Scale	Input
15	white	Numeric	12	0	White	{0, 0: Non-w...	None	8	Right	Nominal	Input
16	supvwhite	Numeric	23	0	Supervisor race	{0, 0: Non-w...	None	8	Right	Nominal	Input
17	educlv	Numeric	28	0	Education level	{1, 1: HS an...	None	8	Right	Ordinal	Input
18	ras_treat	Numeric	9	0	Treatment group	None	None	8	Right	Nominal	Input
19	f_quit	Numeric	16	0		{0, No quit}...	None	8	Right	Nominal	Input
20	t_quit	Numeric	10	2	analysis time w...	None	None	8	Right	Scale	Input
21	t0_quit	Numeric	10	2	analysis time w...	None	None	8	Right	Scale	Input

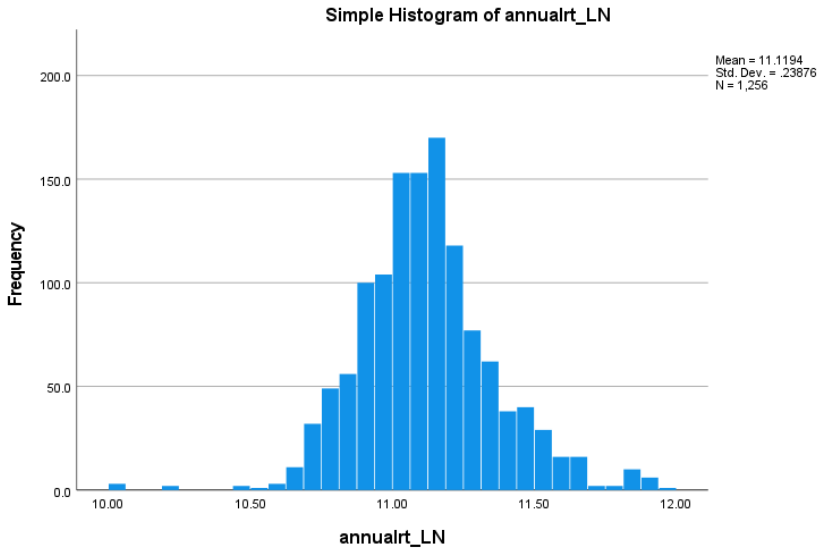
(Figure B)



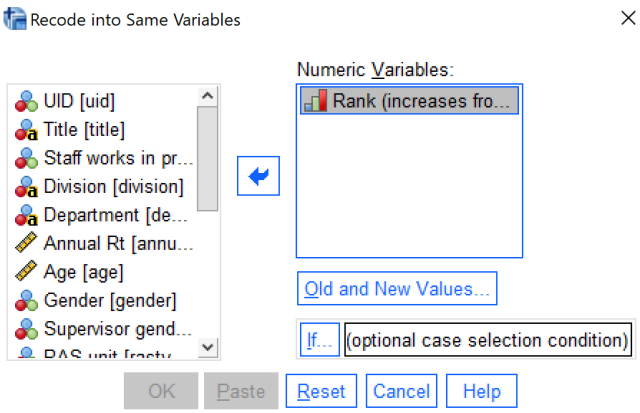
(Figure C)



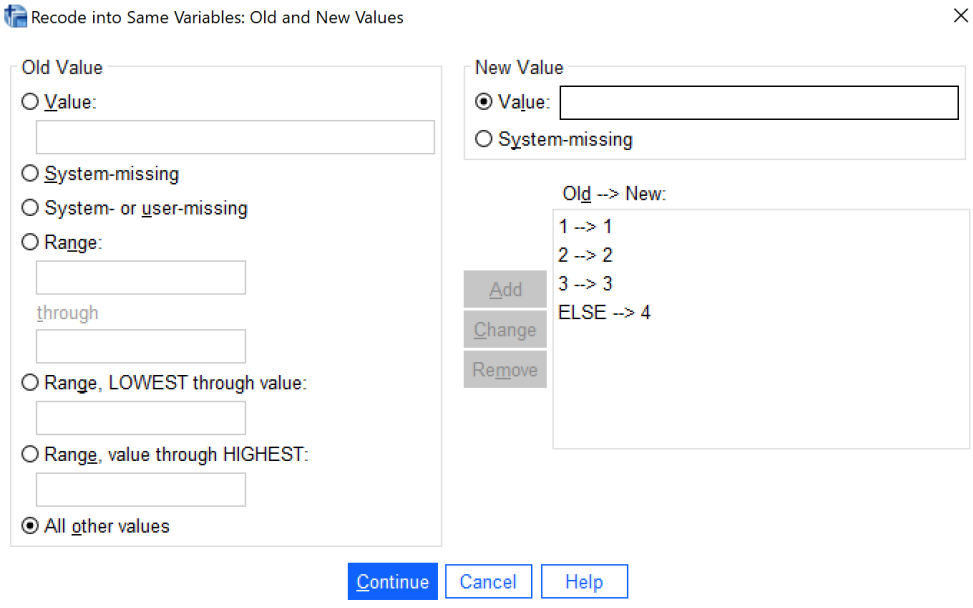
(Figure D)



(Figure E)



(Figure F)



(Figure G)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Rank (increases from I to Sr Dir)	1256	1	4	2.53	.862
Staff works in pre- or post-award stage	1256	0	2	.72	.638
Annual Rt	1256	23431.72	158080.04	69468.5576	17717.22532
Age	1256	22.29	71.63	46.0644	10.87112
Gender	1256	0	1	.82	.388
Supervisor gender	1256	0	1	.86	.348
RAS unit	1256	1	10	5.22	2.379
Origin of RAS employee	1256	0	2	1.31	.847
Tenure at Emory	1256	.00	374.20	97.4451	96.45532
White	1256	0	1	.49	.500
Supervisor race	1256	0	1	.75	.434
Education level	1237	1	4	2.30	.664
Treatment group	1256	0	1	.29	.452
f_quit	1256	0	2	.05	.249
analysis time when record ends	1256	.07	66.15	18.9936	14.38238
analysis time when record begins	1256	.00	60.03	12.9989	13.02707
annualrt_LN	1256	10.06	11.97	11.1194	.23876
Valid N (listwise)	1237				

(Figure 1)

Rank (increases from I to Sr Dir)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I	151	12.0	12.0	12.0
	II	443	35.3	35.3	47.3
	III	503	40.0	40.0	87.3
	Mgr	159	12.7	12.7	100.0
	Total	1256	100.0	100.0	

(Figure 2)

Staff works in pre- or post-award stage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0: Pre	477	38.0	38.0	38.0
	1: Post	649	51.7	51.7	89.6
	2: Other	130	10.4	10.4	100.0
	Total	1256	100.0	100.0	

(Figure 3)

Division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Emory College	56	4.5	4.5	4.5
	Research Administration	27	2.1	2.1	6.6
	School Of Medicine	875	69.7	69.7	76.3
	School Of Public Health	229	18.2	18.2	94.5
	Yerkes National Primate Research Center	69	5.5	5.5	100.0
	Total	1256	100.0	100.0	

(Figure 4)

Department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ECAS: Research Admin. Svcs.	56	4.5	4.5	4.5
	Shared Service Centers	27	2.1	2.1	6.6
	SOM: Basic Science RAS	122	9.7	9.7	16.3
	SOM: Cancer RAS	158	12.6	12.6	28.9
	SOM: Medicine RAS	236	18.8	18.8	47.7
	SOM: Neurosciences/Ort RAS	111	8.8	8.8	56.5
	SOM: Pediatrics RAS	176	14.0	14.0	70.5
	SOM: Specialty & Hospital RAS	71	5.7	5.7	76.2
	SOM: Surgical Services RAS	1	.1	.1	76.3
	SPH: Research Admin	229	18.2	18.2	94.5
	YRK: Res Admin Svs	69	5.5	5.5	100.0
	Total	1256	100.0	100.0	

(Figure 5)

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0: Male	232	18.5	18.5	18.5
	1: Female	1024	81.5	81.5	100.0
	Total	1256	100.0	100.0	

(Figure 6)

Supervisor gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0: Male supervisor	177	14.1	14.1	14.1
	1: Female supervisor	1079	85.9	85.9	100.0
	Total	1256	100.0	100.0	

(Figure 7)

RAS unit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1: ECAS RAS	56	4.5	4.5	4.5
	2: SOM Basic Science RAS	122	9.7	9.7	14.2
	3: SOM Cancer RAS	158	12.6	12.6	26.8
	4: SOM Medicine RAS	236	18.8	18.8	45.5
	5: SOM Neurosciences/Ort RAS	112	8.9	8.9	54.5
	6: SOM Pediatrics RAS	176	14.0	14.0	68.5
	7: SOM Specialty & Hospital RAS	71	5.7	5.7	74.1
	8: SPH Research Admin	229	18.2	18.2	92.4
	9: YRK RAS	69	5.5	5.5	97.9
	10: Shared Service Centers	27	2.1	2.1	100.0
	Total	1256	100.0	100.0	

(Figure 8)

Origin of RAS employee

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0: New entry	315	25.1	25.1	25.1
	1: Different division	232	18.5	18.5	43.6
	2: Same division	709	56.4	56.4	100.0
	Total	1256	100.0	100.0	

(Figure 9)

White

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0: Non-white	645	51.4	51.4	51.4
	1: White	611	48.6	48.6	100.0
	Total	1256	100.0	100.0	

(Figure 10)

Supervisor race

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0: Non-white supervisor	316	25.2	25.2	25.2
	1: White supervisor	940	74.8	74.8	100.0
	Total	1256	100.0	100.0	

(Figure 11)

Education level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1: HS and Associate's degree	130	10.4	10.5	10.5
	2: Bachelor's degree	619	49.3	50.0	60.5
	3: Master's degree	475	37.8	38.4	98.9
	4: Doctoral degree	13	1.0	1.1	100.0
	Total	1237	98.5	100.0	
Missing	System	19	1.5		
Total		1256	100.0		

(Figure 12)

Treatment group

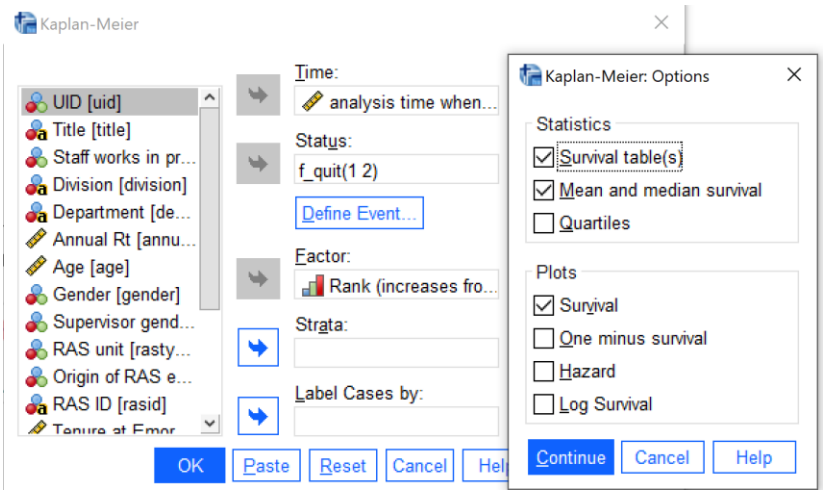
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	898	71.5	71.5	71.5
	1	358	28.5	28.5	100.0
	Total	1256	100.0	100.0	

(Figure 13)

f_quit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No quit	1199	95.5	95.5	95.5
	Voluntary quit	49	3.9	3.9	99.4
	Involuntary quit	8	.6	.6	100.0
	Total	1256	100.0	100.0	

(Figure 14)



(Figure 15)

Case Processing Summary

Rank (increases from I to Sr Dir)	Total N	N of Events	Censored N	Censored Percent
I	151	16	135	89.4%
II	443	21	422	95.3%
III	503	15	488	97.0%
Mgr	159	5	154	96.9%
Overall	1256	57	1199	95.5%

(Figure 16)

Means and Medians for Survival Time

Rank (increases from I to Sr Dir)	Mean[a] Estimate	Mean[a] Std. Error	Mean[a] 95% CI Lower Bound	Mean[a] 95% CI Upper Bound	Median Estimate	Median Std. Error	Median 95% CI Lower Bound	Median 95% CI Upper Bound
I	41.552	2.878	35.911	47.194	45.041	.	.	.
II	60.370	1.359	57.707	63.033	.	.	.	.
III	63.091	.865	61.395	64.787	.	.	.	.
Mgr	63.173	1.300	60.624	65.722	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

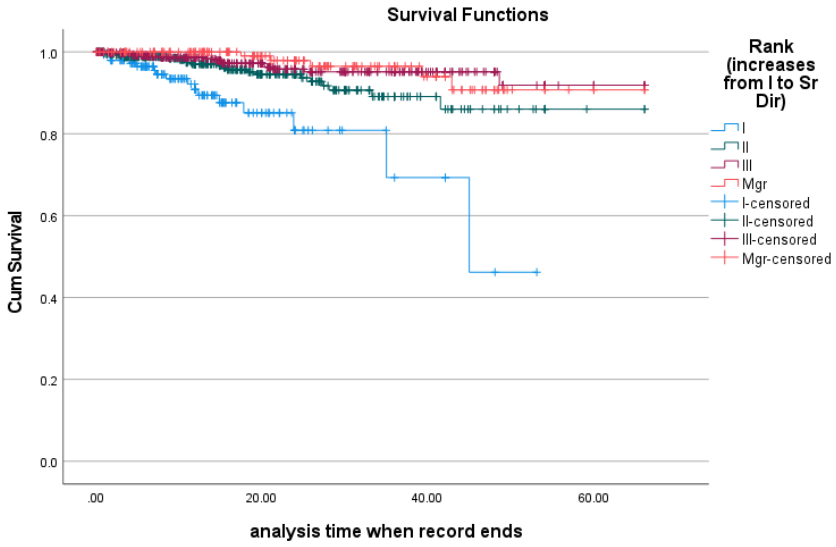
(Figure 17)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	36.887	3	<.001

Test of equality of survival distributions for the different levels of Rank (increases from I to Sr Dir).

(Figure 18)



(Figure 19)

Case Processing Summary

Staff works in pre- or post-award stage	Total N	N of Events	Censored N	Censored Percent
0: Pre	477	26	451	94.5%
1: Post	649	27	622	95.8%
2: Other	130	4	126	96.9%
Overall	1256	57	1199	95.5%

(Figure 20)

Means and Medians for Survival Time

Staff works in pre- or post-award stage	Mean[a] Estimate	Mean Std. Error	Mean 95% CI Lower Bound	Mean 95% CI Upper Bound	Median Estimate	Median Std. Error	Median 95% CI Lower Bound	Median 95% CI Upper Bound
0: Pre	59.655	1.564	56.589	62.721	.	.	.	.
1: Post	61.683	.888	59.943	63.422	.	.	.	.
2: Other	62.234	2.065	58.187	66.282	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

(Figure 21)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	2.169	2	.338

Test of equality of survival distributions for the different levels of Staff works in pre- or post-award stage.

(Figure 22)

Case Processing Summary

Age Binned	Total N	N of Events	Censored N	Censored Percent
1.00	92	8	84	91.3%
2.00	322	16	306	95.0%
3.00	361	22	339	93.9%
4.00	365	6	359	98.4%
5.00	116	5	111	95.7%
Overall	1256	57	1199	95.5%

(Figure 23)

Means and Medians for Survival Time

Age Binned	Mean[a] Estimate	Mean[a] Std. Error	Mean[a] 95% CI Lower Bound	Mean[a] 95% CI Upper Bound	Median Estimate	Median Std. Error	Median 95% CI Lower Bound	Median 95% CI Upper Bound
1.00	41.622	2.496	36.730	46.513	.	.	.	.
2.00	60.987	1.302	58.435	63.540	.	.	.	.
3.00	59.443	1.459	56.583	62.303	.	.	.	.
4.00	63.704	1.175	61.402	66.007	.	.	.	.
5.00	61.620	1.937	57.823	65.416	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

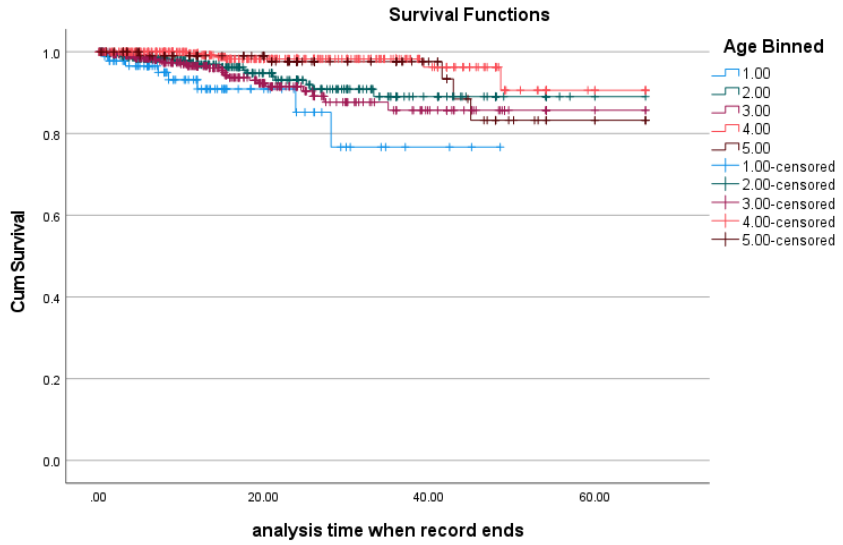
(Figure 24)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	22.426	4	<.001

Test of equality of survival distributions for the different levels of Age Binned.

(Figure 25)



(Figure 26)

Case Processing Summary

Gender	Total N	N of Events	Censored N	Censored Percent
0: Male	232	12	220	94.8%
1: Female	1024	45	979	95.6%
Overall	1256	57	1199	95.5%

(Figure 27)

Means and Medians for Survival Time

	Mean[a]				Median			
			95% Confidence Interval				95% Confidence Interval	
Gender	Estimate	Std. Error	Lower Bound	Upper Bound	Estimate	Std. Error	Lower Bound	Upper Bound
0: Male	60.483	1.656	57.237	63.730	.	.	.	.
1: Female	61.237	.798	59.673	62.801	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

(Figure 28)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	.065	1	.799

Test of equality of survival distributions for the different levels of Gender.

(Figure 29)

Case Processing Summary

Supervisor gender	Total N	N of Events	Censored N	Censored Percent
0: Male supervisor	177	4	173	97.7%
1: Female supervisor	1079	53	1026	95.1%
Overall	1256	57	1199	95.5%

(Figure 30)

Means and Medians for Survival Time

	Mean[a]				Median			
			95% Confidence Interval				95% Confidence Interval	
Supervisor gender	Estimate	Std. Error	Lower Bound	Upper Bound	Estimate	Std. Error	Lower Bound	Upper Bound
0: Male supervisor	64.239	.940	62.397	66.080	.	.	.	.
1: Female supervisor	60.153	.934	58.324	61.983	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

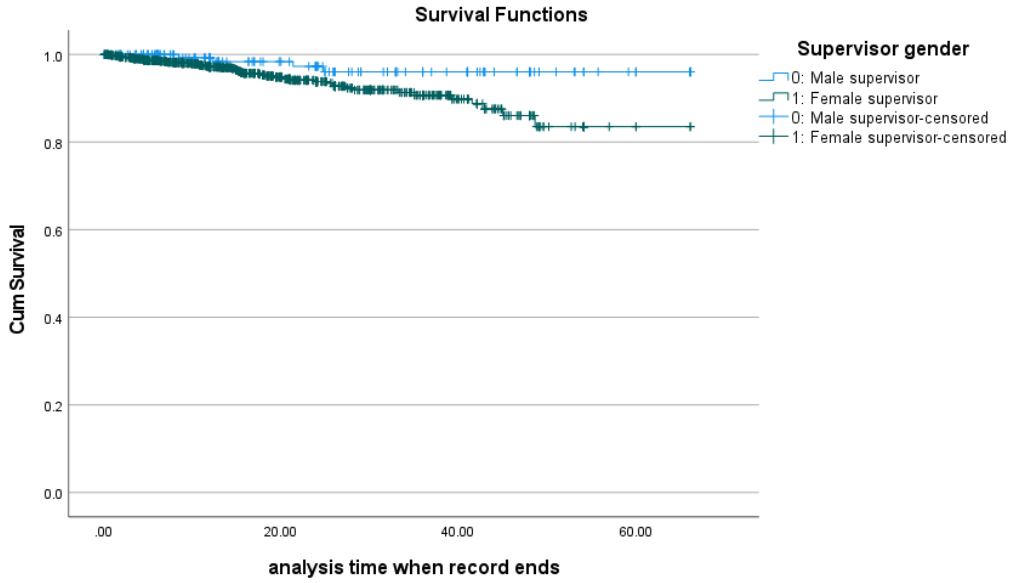
(Figure 31)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	4.936	1	.026

Test of equality of survival distributions for the different levels of Supervisor gender.

(Figure 32)



(Figure 33)

Case Processing Summary

RAS unit	Total N	N of Events	Censored N	Censored Percent
1: ECAS RAS	56	3	53	94.6%
2: SOM Basic Science RAS	122	5	117	95.9%
3: SOM Cancer RAS	158	6	152	96.2%
4: SOM Medicine RAS	236	13	223	94.5%
5: SOM Neurosciences/Ort RAS	112	6	106	94.6%
6: SOM Pediatrics RAS	176	10	166	94.3%
7: SOM Specialty & Hospital RAS	71	0	71	100.0%
8: SPH Research Admin	229	7	222	96.9%
9: YRK RAS	69	4	65	94.2%
10: Shared Service Centers	27	3	24	88.9%
Overall	1256	57	1199	95.5%

(Figure 34)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	16.667	9	.054

Test of equality of survival distributions for the different levels of RAS unit.

(Figure 35)

Case Processing Summary

Origin of RAS employee	Total N	N of Events	Censored N	Censored Percent
0: New entry	315	25	290	92.1%
1: Different division	232	12	220	94.8%
2: Same division	709	20	689	97.2%
Overall	1256	57	1199	95.5%

(Figure 36)

Means and Medians for Survival Time

Origin of RAS employee	Mean[a] Estimate	Mean[a] Std. Error	Mean[a] 95% CI Lower Bound	Mean[a] 95% CI Upper Bound	Median Estimate	Median Std. Error	Median 95% CI Lower Bound	Median 95% CI Upper Bound
0: New entry	46.971	1.452	44.125	49.818	.	.	.	.
1: Different division	54.345	1.394	51.613	57.076	.	.	.	.
2: Same division	63.144	.695	61.782	64.506	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

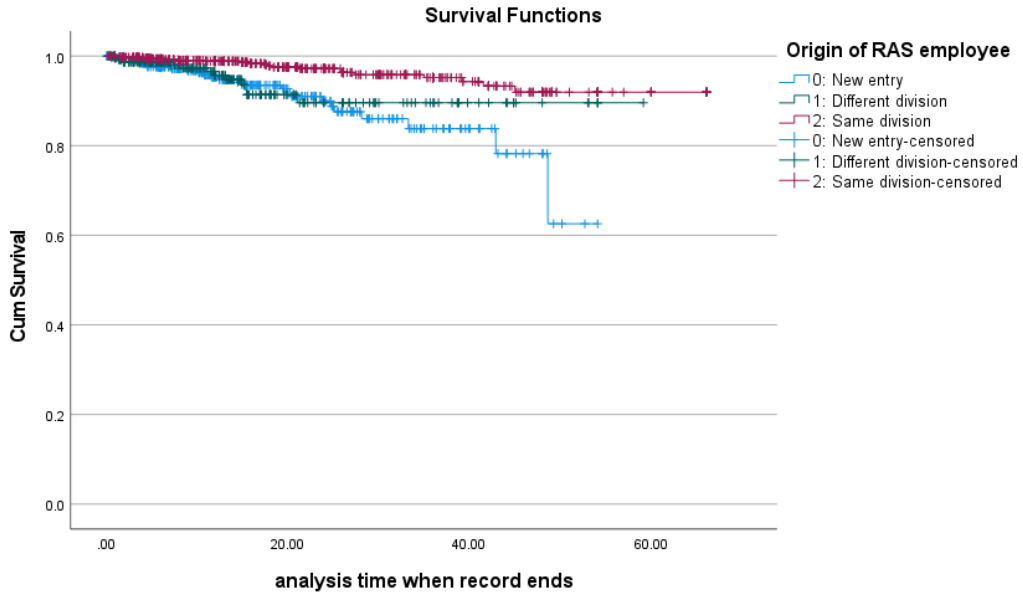
(Figure 37)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	20.849	2	<.001

Test of equality of survival distributions for the different levels of Origin of RAS employee.

(Figure 38)



(Figure 39)

```
0 thru 50 --> 1
51 thru 100 --> 2
101 thru 150 --> 3
151 thru 200 --> 4
201 thru 250 --> 5
251 thru 300 --> 6
301 thru Highest --> 7
```

(Figure 40)

Case Processing Summary

Tenure Binned	Total N	N of Events	Censored N	Censored Percent
1.00	558	37	521	93.4%
2.00	175	5	170	97.1%
3.00	95	3	92	96.8%
4.00	198	7	191	96.5%
5.00	123	1	122	99.2%
6.00	50	2	48	96.0%
7.00	46	1	45	97.8%
Overall	1245	56	1189	95.5%

(Figure 41)

Means and Medians for Survival Time

	Mean[a]				Median			
			95% Confidence Interval				95% Confidence Interval	
Tenure Binned	Estimate	Std. Error	Lower Bound	Upper Bound	Estimate	Std. Error	Lower Bound	Upper Bound
1.00	57.946	1.522	54.962	60.929	.	.	.	.
2.00	62.808	1.524	59.820	65.796	.	.	.	.
3.00	63.188	1.727	59.803	66.574	.	.	.	.
4.00	62.400	1.566	59.330	65.470	.	.	.	.
5.00	65.385	.757	63.900	66.869	.	.	.	.
6.00	51.321	1.935	47.528	55.114	.	.	.	.
7.00	51.358	1.760	47.908	54.808	.	.	.	.
Overall	61.132	.724	59.713	62.550	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

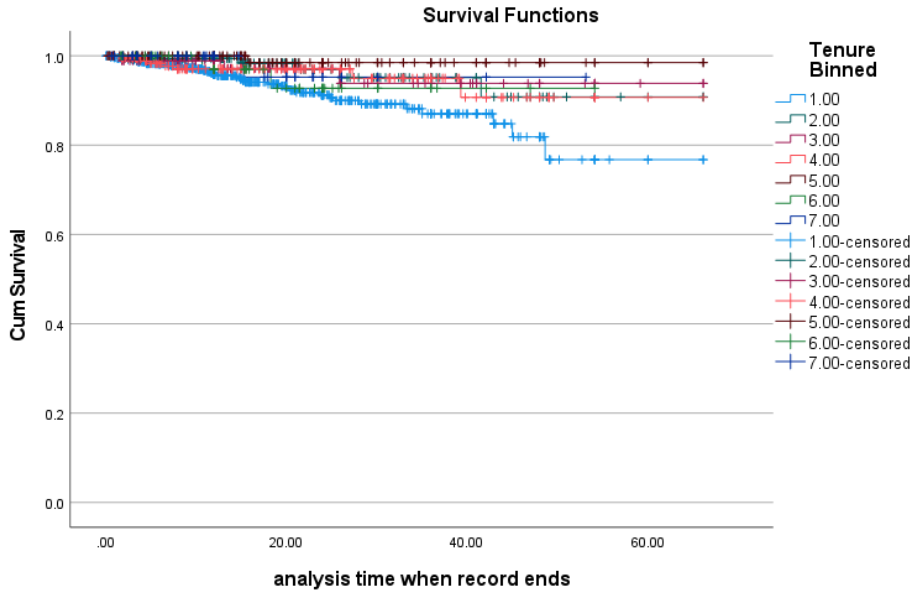
(Figure 42)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	15.157	6	.019

Test of equality of survival distributions for the different levels of Tenure Binned.

(Figure 43)



(Figure 44)

Case Processing Summary

White	Total N	N of Events	Censored N	Censored Percent
0: Non-white	645	36	609	94.4%
1: White	611	21	590	96.6%
Overall	1256	57	1199	95.5%

(Figure 45)

Means and Medians for Survival Time

	Mean[a]				Median			
			95% Confidence Interval				95% Confidence Interval	
White	Estimate	Std. Error	Lower Bound	Upper Bound	Estimate	Std. Error	Lower Bound	Upper Bound
0: Non-white	59.637	1.227	57.233	62.041	.	.	.	.
1: White	62.412	.847	60.753	64.071	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

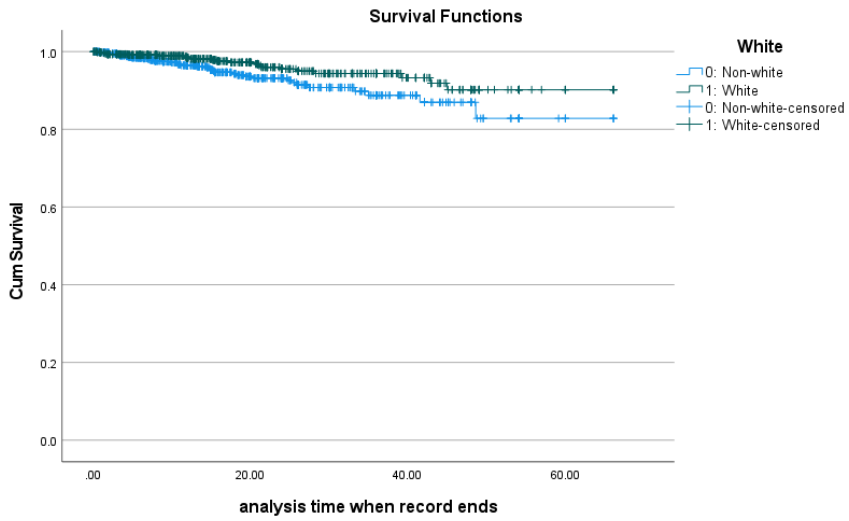
(Figure 46A)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	5.154	1	.023

Test of equality of survival distributions for the different levels of White.

(Figure 46B)



(Figure 47)

Case Processing Summary

Supervisor race	Total N	N of Events	Censored N	Censored Percent
0: Non-white supervisor	316	21	295	93.4%
1: White supervisor	940	36	904	96.2%
Overall	1256	57	1199	95.5%

(Figure 48)

Means and Medians for Survival Time

	Mean[a]				Median			
			95% Confidence Interval				95% Confidence Interval	
Supervisor race	Estimate	Std. Error	Lower Bound	Upper Bound	Estimate	Std. Error	Lower Bound	Upper Bound
0: Non-white supervisor	49.399	.991	47.456	51.342	.	.	.	.
1: White supervisor	62.094	.705	60.712	63.476	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

(Figure 49)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	2.260	1	.133

Test of equality of survival distributions for the different levels of Supervisor race.

(Figure 50)

Case Processing Summary

Education level	Total N	N of Events	Censored N	Censored Percent
1: HS and Associate's degree	130	9	121	93.1%
2: Bachelor's degree	619	31	588	95.0%
3: Master's degree	475	15	460	96.8%
4: Doctoral degree	13	1	12	92.3%
Overall	1237	56	1181	95.5%

(Figure 51)

Means and Medians for Survival Time

Education level	Mean[a] Estimate	Mean[a] Std. Error	Mean[a] 95% CI Lower Bound	Mean[a] 95% CI Upper Bound	Median Estimate	Median Std. Error	Median 95% CI Lower Bound	Median 95% CI Upper Bound
1: HS and Associate's degree	57.616	3.069	51.600	63.631	.	.	.	.
2: Bachelor's degree	60.003	1.193	57.664	62.342	.	.	.	.
3: Master's degree	63.152	.806	61.571	64.732	.	.	.	.
4: Doctoral degree	28.044	1.921	24.279	31.809	.	.	.	.
Overall	61.052	.734	59.613	62.491	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

(Figure 52)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	5.842	3	.120

Test of equality of survival distributions for the different levels of Education level.

(Figure 53)

Case Processing Summary

Treatment group	Total N	N of Events	Censored N	Censored Percent
0	898	39	859	95.7%
1	358	18	340	95.0%
Overall	1256	57	1199	95.5%

(Figure 54)

Means and Medians for Survival Time

Treatment group	Mean[a] Estimate	Mean[a] Std. Error	Mean[a] 95% CI Lower Bound	Mean[a] 95% CI Upper Bound	Median Estimate	Median Std. Error	Median 95% CI Lower Bound	Median 95% CI Upper Bound
0	61.404	.825	59.788	63.020	.	.	.	.
1	50.141	.936	48.307	51.975	.	.	.	.
Overall	61.090	.721	59.677	62.503	.	.	.	.

a. Estimation is limited to the largest survival time if it is censored.

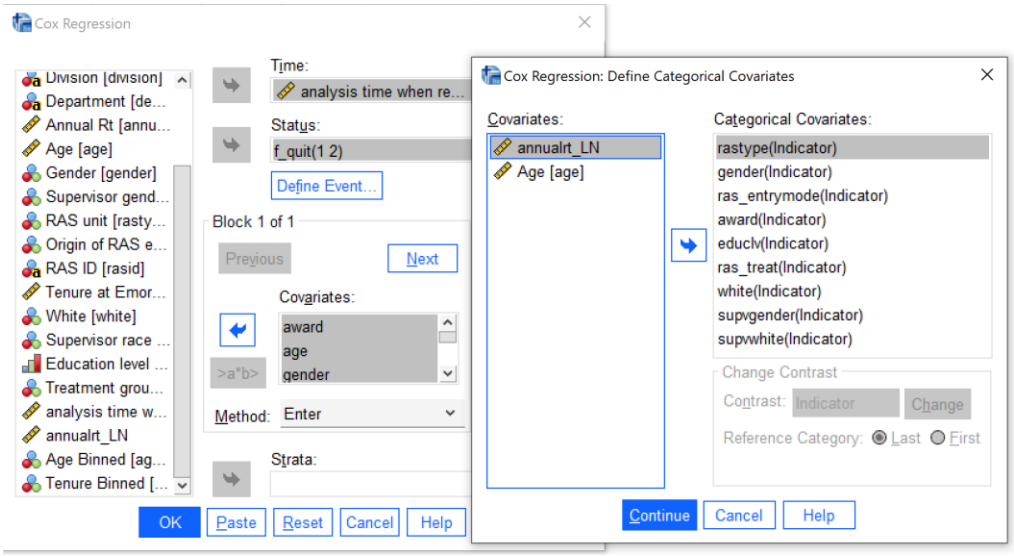
(Figure 55)

Overall Comparisons

	Chi-Square	df	Sig.
Log Rank (Mantel-Cox)	.600	1	.439

Test of equality of survival distributions for the different levels of Treatment group.

(Figure 56)



(Figure 57)

Case Processing Summary

		N	Percent
Cases available in analysis	Event[a]	56	4.5%
	Censored	1167	92.9%
	Total	1223	97.4%
Cases dropped	Cases with missing values	19	1.5%
	Cases with negative time	0	0.0%
	Censored cases before the earliest event in a stratum	14	1.1%
	Total	33	2.6%
Total		1256	100.0%

a. Dependent Variable: analysis time when record ends

(Figure 58)

Omnibus Tests of Model Coefficients[a]

-2 Log Likelihood	Overall (score)			Change From Previous Step			Change From Previous Block		
	Chi-square	df	Sig.	Chi-square	df	Sig.	Chi-square	df	Sig.
632.126	74.144	22	<.001	76.948	22	<.001	76.948	22	<.001

a. Beginning Block Number 1. Method = Enter

(Figure 59)

Variables in the Equation[b]

	B	SE	Wald	df	Sig.	Exp(B)	95.0% CI for Exp(B) Lower	Upper
Age	-.066	.052	1.564	1	.211	.936	.845	1.038
annualrt_LN	-2.022	.679	8.878	1	.003	.132	.035	.501
Staff works in pre- or post-award stage			.086	2	.958			
Staff works in pre- or post-award stage(1)	.022	.641	.001	1	.973	1.022	.291	3.587
Staff works in pre- or post-award stage(2)	-.074	.602	.015	1	.902	.929	.285	3.023
Gender	-.062	.378	.027	1	.871	.940	.449	1.971
Supervisor gender	-1.134	.643	3.107	1	.078	.322	.091	1.135
RAS unit			13.046	9	.161			
RAS unit(1)	.237	1.017	.054	1	.816	1.267	.173	9.299
RAS unit(2)	-1.253	1.032	1.473	1	.225	.286	.038	2.161
RAS unit(3)	-1.865	.974	3.664	1	.056	.155	.023	1.046
RAS unit(4)	-.742	.848	.767	1	.381	.476	.090	2.506
RAS unit(5)	-.080	.961	.007	1	.934	.923	.140	6.067
RAS unit(6)	-.421	.879	.229	1	.632	.656	.117	3.677
RAS unit(7)	-13.197	287.324	.002	1	.963	.000	.000	6.901E+238
RAS unit(8)	-.756	.889	.723	1	.395	.470	.082	2.681
RAS unit(9)	.527	1.041	.256	1	.613	1.693	.220	13.015
Origin of RAS employee			19.871	2	<.001			
Origin of RAS employee (1)	1.713	.396	18.713	1	<.001	5.544	2.552	12.047
Origin of RAS employee (2)	1.362	.432	9.953	1	.002	3.906	1.675	9.106
White	.702	.340	4.278	1	.039	2.018	1.037	3.926
Supervisor race	.831	.420	3.910	1	.048	2.295	1.007	5.228
Education level			5.606	3	.132			
Education level(1)	-.838	1.164	.519	1	.471	.432	.044	4.231
Education level(2)	-1.178	1.127	1.092	1	.296	.308	.034	2.805
Education level(3)	-1.767	1.158	2.329	1	.127	.171	.018	1.653
Treatment group			.	0[a]	.			
Age Binned			10.752	4	.030			
Age Binned(1)	-2.641	1.942	1.849	1	.174	.071	.002	3.208
Age Binned(2)	-1.878	1.571	1.430	1	.232	.153	.007	3.320
Age Binned(3)	-.788	1.082	.531	1	.466	.455	.054	3.791
Age Binned(4)	-1.635	.781	4.380	1	.036	.195	.042	.901

a. Degree of freedom reduced because of constant or linearly dependent covariates

b. Constant or Linearly Dependent Covariates Treatment group = 1 - RAS unit(2) - RAS unit(4) ;

(Figure 60)

Covariate Means

	Mean
Age	46.167
annualrt_LN	11.121
Staff works in pre- or post-award stage(1)	.371
Staff works in pre- or post-award stage(2)	.524
Gender	.186
Supervisor gender	.142
RAS unit(1)	.045
RAS unit(2)	.099
RAS unit(3)	.128
RAS unit(4)	.188
RAS unit(5)	.091
RAS unit(6)	.134
RAS unit(7)	.057
RAS unit(8)	.182
RAS unit(9)	.056
Origin of RAS employee (1)	.252
Origin of RAS employee (2)	.182
White	.518
Supervisor race	.255
Education level(1)	.105
Education level(2)	.504
Education level(3)	.380
Treatment group	.713
Age Binned(1)	.074
Age Binned(2)	.253
Age Binned(3)	.281
Age Binned(4)	.298

(Figure 61)

Omnibus Tests of Model Coefficients[a]

-2 Log Likelihood	Overall (score)			Change From Previous Step			Change From Previous Block		
	Chi-square	df	Sig.	Chi-square	df	Sig.	Chi-square	df	Sig.
692.851	41.831	4	<.001	31.909	4	<.001	31.909	4	<.001

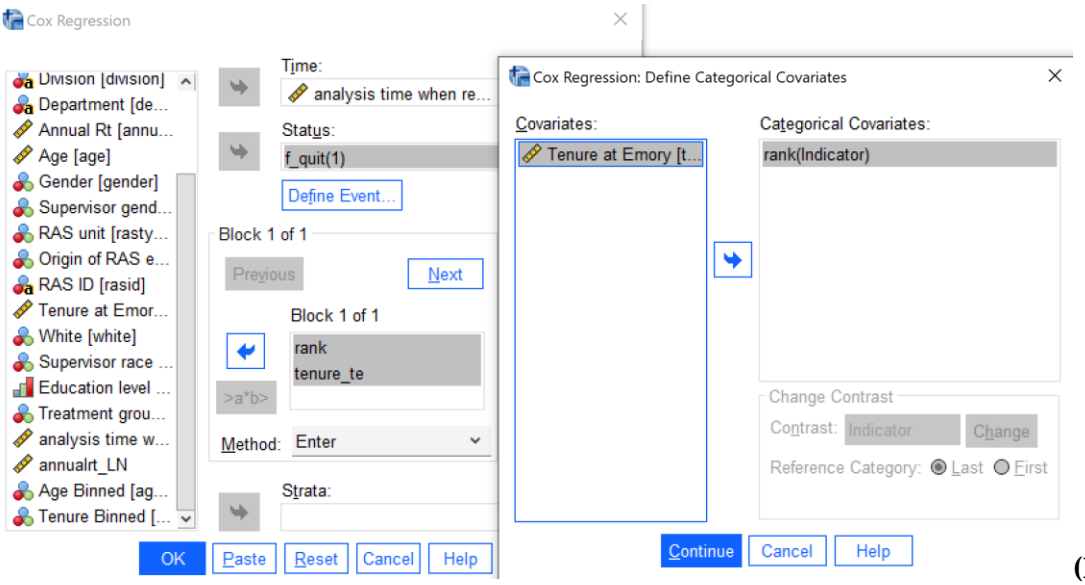
a. Beginning Block Number 1. Method = Enter

(Figure 62)

Variables in the Equation

	B	SE	Wald	df	Sig.	Exp(B)
Rank (increases from I to Sr Dir)			23.278	3	<.001	
Rank (increases from I to Sr Dir)(1)	1.927	.522	13.610	1	<.001	6.866
Rank (increases from I to Sr Dir)(2)	.843	.500	2.847	1	.092	2.324
Rank (increases from I to Sr Dir)(3)	.342	.519	.434	1	.510	1.407
Tenure at Emory	-.004	.002	5.202	1	.023	.996

(Figure 63)



(Figure 64)

Case Processing Summary

		N	Percent
Cases available in analysis	Event[a]	49	3.9%
	Censored	1174	93.5%
	Total	1223	97.4%
Cases dropped	Cases with missing values	19	1.5%
	Cases with negative time	0	0.0%
	Censored cases before the earliest event in a stratum	14	1.1%
	Total	33	2.6%
Total		1256	100.0%

a. Dependent Variable: analysis time when record ends

(Figure 65)

Categorical Variable Codings[a,c,e,f,g,h,i,j,k]

		Frequency	(1)[d]	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Staff works in pre- or post-award stage[b]	0=0: Pre	461	1	0							
	1=1: Post	646	0	1							
	2=2: Other	130	0	0							
Gender[b]	0=0: Male	228	1								
	1=1: Female	1009	0								
Supervisor gender[b]	0=0: Male supervisor	176	1								
	1=1: Female supervisor	1061	0								
RAS unit[b]	1=1: ECAS RAS	56	1	0	0	0	0	0	0	0	0
	2=2: SOM Basic Science RAS	122	0	1	0	0	0	0	0	0	0
	3=3: SOM Cancer RAS	158	0	0	1	0	0	0	0	0	0
	4=4: SOM Medicine RAS	236	0	0	0	1	0	0	0	0	0
	5=5: SOM Neurosciences/Ort RAS	112	0	0	0	0	1	0	0	0	0
	6=6: SOM Pediatrics RAS	164	0	0	0	0	0	1	0	0	0
	7=7: SOM Specialty & Hospital RAS	71	0	0	0	0	0	0	1	0	0
	8=8: SPH Research Admin	225	0	0	0	0	0	0	0	1	0
	9=9: YRK RAS	69	0	0	0	0	0	0	0	0	1
	10=10: Shared Service Centers	24	0	0	0	0	0	0	0	0	0
Origin of RAS employee[b]	0=0: New entry	315	1	0							
	1=1: Different division	225	0	1							
	2=2: Same division	697	0	0							
White[b]	0=0: Non-white	642	1								
	1=1: White	595	0								
Supervisor race[b]	0=0: Non-white supervisor	315	1								
	1=1: White supervisor	922	0								
Education level[b]	1=1: HS and Associate's degree	130	1	0	0						
	2=2: Bachelor's degree	619	0	1	0						
	3=3: Master's degree	475	0	0	1						
	4=4: Doctoral degree	13	0	0	0						
Treatment group[b]	0	879	1								
	1	358	0								

a. Category variable: Staff works in pre- or post-award stage (award)

b. Indicator Parameter Coding

c. Category variable: Gender (gender)

d. The (0,1) variable has been recoded, so its coefficients will not be the same as for indicator (0,1) coding.

e. Category variable: Supervisor gender (supvgender)

f. Category variable: RAS unit (rastype)

g. Category variable: Origin of RAS employee (ras_entrymode)

h. Category variable: White (white)

i. Category variable: Supervisor race (supvwhite)

j. Category variable: Education level (educlv)

k. Category variable: Treatment group (ras_treat)

(Figure 66)

Omnibus Tests of Model Coefficients[a]

-2 Log Likelihood	Overall (score)			Change From Previous Step			Change From Previous Block		
	Chi-square	df	Sig.	Chi-square	df	Sig.	Chi-square	df	Sig.
547.736	67.593	22	<.001	67.962	22	<.001	67.962	22	<.001

a. Beginning Block Number 1. Method = Enter

(Figure 67)

Variables in the Equation[b]

	B	SE	Wald	df	Sig.	Exp(B)
Staff works in pre- or post-award stage			.099	2	.952	
Staff works in pre- or post-award stage(1)	-.175	.647	.073	1	.787	.839
Staff works in pre- or post-award stage(2)	-.087	.607	.020	1	.886	.917
Age	-.035	.019	3.559	1	.059	.966
Gender	-.623	.442	1.989	1	.158	.536
Supervisor gender	-1.701	.706	5.803	1	.016	.183
RAS unit			8.529	9	.482	
RAS unit(1)	-.016	1.075	.000	1	.988	.984
RAS unit(2)	-1.021	.991	1.062	1	.303	.360
RAS unit(3)	-1.891	.950	3.966	1	.046	.151
RAS unit(4)	-.798	.829	.926	1	.336	.450
RAS unit(5)	-.696	.989	.494	1	.482	.499
RAS unit(6)	-.500	.849	.346	1	.556	.607
RAS unit(7)	-13.282	334.143	.002	1	.968	.000
RAS unit(8)	-.412	.879	.220	1	.639	.662
RAS unit(9)	.382	1.036	.136	1	.712	1.465
Origin of RAS employee			12.798	2	.002	
Origin of RAS employee (1)	1.416	.402	12.417	1	<.001	4.121
Origin of RAS employee (2)	1.049	.448	5.491	1	.019	2.855
White	.416	.339	1.504	1	.220	1.515
Supervisor race	.972	.451	4.645	1	.031	2.642
Education level			3.989	3	.263	
Education level(1)	-.889	1.177	.571	1	.450	.411
Education level(2)	-1.225	1.134	1.166	1	.280	.294
Education level(3)	-1.687	1.162	2.108	1	.146	.185
Treatment group			.	0[a]	.	
annualrt_LN	-1.529	.673	5.168	1	.023	.217

a. Degree of freedom reduced because of constant or linearly dependent covariates

b. Constant or Linearly Dependent Covariates Treatment group = 1 - RAS unit(2) - RAS unit(4) ;

(Figure 68)

Covariate Means

	Mean
Staff works in pre- or post-award stage(1)	.371
Staff works in pre- or post-award stage(2)	.524
Age	46.167
Gender	.186
Supervisor gender	.142
RAS unit(1)	.045
RAS unit(2)	.099
RAS unit(3)	.128
RAS unit(4)	.188
RAS unit(5)	.091
RAS unit(6)	.134
RAS unit(7)	.057
RAS unit(8)	.182
RAS unit(9)	.056
Origin of RAS employee (1)	.252
Origin of RAS employee (2)	.182
White	.518
Supervisor race	.255
Education level(1)	.105
Education level(2)	.504
Education level(3)	.380
Treatment group	.713
annualrt_LN	11.121

(Figure 69)

Case Processing Summary

		N	Percent
Cases available in analysis	Event[a]	49	3.9%
	Censored	1192	94.9%
	Total	1241	98.8%
Cases dropped	Cases with missing values	0	0.0%
	Cases with negative time	0	0.0%
	Censored cases before the earliest event in a stratum	15	1.2%
	Total	15	1.2%
Total		1256	100.0%

a. Dependent Variable: analysis time when record ends

(Figure 70)

Categorical Variable Codings[a]

		Frequency	(1)	(2)	(3)
Rank (increases from I to Sr Dir)[b]	1=I	151	1	0	0
	2=II	443	0	1	0
	3=III	503	0	0	1
	4=Mgr	159	0	0	0

a. Category variable: Rank (increases from I to Sr Dir) (rank)

b. Indicator Parameter Coding

(Figure 71)

Omnibus Tests of Model Coefficients[a]

-2 Log Likelihood	Overall (score)			Change From Previous Step			Change From Previous Block		
	Chi-square	df	Sig.	Chi-square	df	Sig.	Chi-square	df	Sig.
590.526	34.262	4	<.001	26.912	4	<.001	26.912	4	<.001

a. Beginning Block Number 1. Method = Enter

(Figure 72)

Variables in the Equation

	B	SE	Wald	df	Sig.	Exp(B)
Rank (increases from I to Sr Dir)			17.760	3	<.001	
Rank (increases from I to Sr Dir)(1)	1.755	.538	10.657	1	.001	5.784
Rank (increases from I to Sr Dir)(2)	.710	.508	1.955	1	.162	2.034
Rank (increases from I to Sr Dir)(3)	.225	.529	.181	1	.670	1.253
Tenure at Emory	-.005	.002	5.678	1	.017	.995

(Figure 73)

Covariate Means

	Mean
Rank (increases from I to Sr Dir)(1)	.120
Rank (increases from I to Sr Dir)(2)	.354
Rank (increases from I to Sr Dir)(3)	.400
Tenure at Emory	97.716

(Figure 74)

Case Processing Summary

		N	Percent
Cases available in analysis	Event[a]	7	0.6%
	Censored	1181	94.0%
	Total	1188	94.6%
Cases dropped	Cases with missing values	19	1.5%
	Cases with negative time	0	0.0%
	Censored cases before the earliest event in a stratum	49	3.9%
	Total	68	5.4%
Total		1256	100.0%

a. Dependent Variable: analysis time when record ends

(Figure 75)

Omnibus Tests of Model Coefficients[a]

-2 Log Likelihood	Overall (score)			Change From Previous Step			Change From Previous Block		
	Chi-square	df	Sig.	Chi-square	df	Sig.	Chi-square	df	Sig.
56.220	34.627	22	.042	37.156	22	.023	37.156	22	.023

a. Beginning Block Number 1. Method = Enter

(Figure 76)

Variables in the Equation

	B	SE	Wald	df	Sig.	Exp(B)
Staff works in pre- or post-award stage			.346	2	.841	
Staff works in pre- or post-award stage(1)	4.867	16.746	.084	1	.771	129.944
Staff works in pre- or post-award stage(2)	4.156	16.718	.062	1	.804	63.820
Age	.076	.051	2.196	1	.138	1.079
Gender	2.485	1.128	4.855	1	.028	11.995
Supervisor gender	4.014	2.277	3.108	1	.078	55.367
RAS unit			3.565	9	.938	
RAS unit(1)	6.341	49.056	.017	1	.897	567.618
RAS unit(2)	-1.686	63.069	.001	1	.979	.185
RAS unit(3)	-2.594	54.833	.002	1	.962	.075
RAS unit(4)	5.776	49.028	.014	1	.906	322.309
RAS unit(5)	7.936	49.040	.026	1	.871	2795.752
RAS unit(6)	3.799	49.021	.006	1	.938	44.648
RAS unit(7)	-2.068	62.407	.001	1	.974	.126
RAS unit(8)	-4.390	52.155	.007	1	.933	.012
RAS unit(9)	5.766	49.048	.014	1	.906	319.266
Origin of RAS employee			6.006	2	.050	
Origin of RAS employee (1)	3.070	1.253	6.000	1	.014	21.546
Origin of RAS employee (2)	1.907	1.503	1.610	1	.204	6.736
White	3.279	1.671	3.849	1	.050	26.542
Supervisor race	-.332	1.312	.064	1	.801	.718
Education level			4.298	3	.231	
Education level(1)	6.576	194.250	.001	1	.973	717.835
Education level(2)	5.021	194.243	.001	1	.979	151.502
Education level(3)	3.310	194.249	.000	1	.986	27.393
Treatment group			.	0[a]	.	
annualrt_LN	-4.184	2.736	2.338	1	.126	.015

a. Degree of freedom reduced because of constant or linearly dependent covariates

(Figure 77)

Covariate Means

	Mean
Staff works in pre- or post-award stage(1)	.370
Staff works in pre- or post-award stage(2)	.524
Age	46.280
Gender	.187
Supervisor gender	.143
RAS unit(1)	.045
RAS unit(2)	.101
RAS unit(3)	.130
RAS unit(4)	.187
RAS unit(5)	.087
RAS unit(6)	.131
RAS unit(7)	.058
RAS unit(8)	.186
RAS unit(9)	.056
Origin of RAS employee (1)	.251
Origin of RAS employee (2)	.177
White	.520
Supervisor race	.258
Education level(1)	.107
Education level(2)	.502
Education level(3)	.381
Treatment group	.712
annualrt_LN	11.124

(Figure 78)

Omnibus Tests of Model Coefficients[a]

-2 Log Likelihood	Overall (score)			Change From Previous Step			Change From Previous Block		
	Chi-square	df	Sig.	Chi-square	df	Sig.	Chi-square	df	Sig.
100.298	8.563	4	.073	7.023	4	.135	7.023	4	.135

a. Beginning Block Number 1. Method = Enter

(Figure 79)

Variables in the Equation

	B	SE	Wald	df	Sig.	Exp(B)
Rank (increases from I to Sr Dir)			4.302	3	.231	
Rank (increases from I to Sr Dir)(1)	11.700	154.219	.006	1	.940	120596.915
Rank (increases from I to Sr Dir)(2)	10.418	154.219	.005	1	.946	33454.370
Rank (increases from I to Sr Dir)(3)	9.823	154.219	.004	1	.949	18447.456
Tenure at Emory	-.001	.004	.027	1	.869	.999

(Figure 80)