

Table 1: Sensitivity of the relationship between Wages and Abilities

College Major	Ability												Total N Students		
	Cognitive				Interpersonal				Grit						
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	N	wage>0	wage>0 all FEs
3-year:															
non-STEM (Hum, Soc Sci)	0.036 [0.001]	0.028 [0.009]	0.028 [0.007]	0.035 [0.001]	0.047 [0.000]	0.045 [0.000]	0.038 [0.000]	0.041 [0.000]	0.035 [0.003]	0.033 [0.004]	0.035 [0.003]	0.033 [0.003]	1565	917	917
STEM (Sci, Math, Eng)	0.019 [0.000]	0.020 [0.000]	0.021 [0.000]	0.022 [0.000]	0.037 [0.000]	0.037 [0.000]	0.036 [0.000]	0.036 [0.000]	0.021 [0.000]	0.022 [0.000]	0.021 [0.000]	0.023 [0.000]	5465	3578	3578
Business	0.109 [0.000]	0.096 [0.001]	0.097 [0.001]	0.109 [0.000]	0.067 [0.000]	0.068 [0.000]	0.069 [0.000]	0.066 [0.001]	0.100 [0.000]	0.087 [0.003]	0.100 [0.000]	0.099 [0.001]	477	286	286
Health Sci	0.028 [0.000]	0.025 [0.000]	0.020 [0.002]	0.023 [0.000]	0.027 [0.000]	0.024 [0.000]	0.023 [0.000]	0.025 [0.000]	0.038 [0.000]	0.034 [0.000]	0.038 [0.000]	0.032 [0.000]	1518	1181	1181
Education	0.028 [0.000]	0.029 [0.000]	0.025 [0.000]	0.025 [0.000]	0.023 [0.000]	0.023 [0.000]	0.023 [0.000]	0.023 [0.000]	0.022 [0.000]	0.022 [0.000]	0.022 [0.000]	0.020 [0.000]	2396	1932	1932
4-year:															
Humanities	0.065 [0.000]	0.065 [0.000]	0.070 [0.000]	0.071 [0.000]	0.021 [0.02]	0.021 [0.025]	0.028 [0.004]	0.030 [0.001]	0.056 [0.000]	0.058 [0.000]	0.056 [0.000]	0.069 [0.000]	514	293	293
SocialSci	0.074 [0.000]	0.063 [0.000]	0.062 [0.000]	0.063 [0.000]	0.053 [0.000]	0.042 [0.000]	0.031 [0.001]	0.031 [0.001]	0.052 [0.000]	0.044 [0.003]	0.052 [0.000]	0.032 [0.017]	922	607	607
Sciences	0.013 [0.12]	0.013 [0.11]	0.014 [0.074]	0.017 [0.024]	0.035 [0.000]	0.037 [0.000]	0.037 [0.000]	0.037 [0.000]	0.002 [0.796]	0.003 [0.707]	0.002 [0.796]	0.013 [0.098]	1754	1151	1151
Engineering	0.030 [0.000]	0.023 [0.000]	0.019 [0.000]	0.027 [0.000]	0.044 [0.000]	0.040 [0.000]	0.038 [0.000]	0.041 [0.000]	0.032 [0.000]	0.028 [0.000]	0.032 [0.000]	0.028 [0.000]	6055	3959	3959
Medicine	0.058 [0.000]	0.058 [0.000]	0.058 [0.000]	0.058 [0.000]	0.015 [0.057]	0.013 [0.096]	0.013 [0.096]	0.015 [0.057]	0.073 [0.000]	0.076 [0.000]	0.073 [0.000]	0.073 [0.000]	630	554	554
Business	0.076 [0.000]	0.050 [0.000]	0.050 [0.000]	0.060 [0.000]	0.082 [0.000]	0.078 [0.000]	0.077 [0.000]	0.078 [0.000]	0.086 [0.000]	0.058 [0.000]	0.086 [0.000]	0.069 [0.000]	1959	1187	1187
Law	0.054 [0.001]	0.051 [0.002]	0.051 [0.002]	0.054 [0.001]	0.071 [0.000]	0.068 [0.000]	0.068 [0.000]	0.071 [0.000]	0.061 [0.000]	0.060 [0.000]	0.061 [0.000]	0.061 [0.000]	748	492	492
Controls:															
Baseline	+	+	+	+	+	+	+	+	+	+	+	+			
College FEs		+		+		+		+		+		+			
Program FEs			+	+			+	+			+	+			

Notes: This table displays the coefficient estimates from linear regressions of log wages on factor scores for the three dimensions of latent abilities. The first four columns (1)-(4) refer to cognitive abilities, the second set of columns (5)-(8) to interpersonal abilities, and the last set of columns (9)-(12) to grit. The four specifications vary in which control variables are included: the first columns (1), (5), and (9) only include the baseline controls in the model, the second columns (2), (6), and (10) additionally include a full set of college (or university) fixed effects, the third columns (3), (7), and (11) additionally include a full set of program (or SUN2000Inr) fixed effects, and the final columns (4), (8), and (12) include both college and program fixed effects. P-values are displayed in square brackets [p-value].