

EDUCATION AND LABOR-MARKET DISCRIMINATION

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Web Appendix

Table 1A: Educational Attainment of Blacks Relative to Non-Hispanic Whites (Men)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
black	1.17 (0.19)	1.16 (0.15)	1.11 (0.16)	1.20 (0.11)	1.16 (0.20)	0.92 (0.14)	0.94 (0.18)	0.72 (0.26)	0.98 (0.14)	0.99 (0.18)	0.78 (0.26)	0.87 (0.21)	1.04 (0.25)	1.01 (0.17)	1.05 (0.31)
hispanic	0.28 (0.13)	0.53 (0.19)	0.25 (0.22)	0.51 (0.16)	0.67 (0.28)	0.24 (0.19)	-0.05 (0.24)	-0.08 (0.35)	0.26 (0.19)	-0.04 (0.23)	-0.04 (0.35)	0.67 (0.28)	0.47 (0.34)	0.55 (0.23)	0.88 (0.42)
age/10	-0.02 (0.33)	0.06 (0.17)	0.05 (0.17)	0.00 (0.14)	0.10 (0.20)	-3.34 (0.72)	-2.14 (1.14)	1.55 (2.14)	-1.01 (0.52)	-1.40 (0.98)	1.37 (2.12)	-1.40 (0.99)	-1.73 (0.97)	-2.42 (0.90)	-0.02 (1.16)
AFQT	1.83 (0.03)	1.83 (0.04)	1.75 (0.04)	1.54 (0.04)	1.57 (0.06)	1.65 (0.06)	1.66 (0.07)	1.46 (0.10)	1.77 (0.05)	1.75 (0.06)	1.57 (0.10)	1.69 (0.08)	1.60 (0.07)	1.39 (0.07)	1.46 (0.10)
log enrollment	-0.20 (0.15)				-0.46 (0.21)							-0.58 (0.29)			-0.38 (0.33)
log teachers		0.17 (0.20)			0.36 (0.20)							0.73 (0.30)			0.26 (0.44)
log library books		-0.01 (0.06)			0.01 (0.07)							0.05 (0.10)			0.09 (0.14)
log counselors		0.07 (0.16)			0.01 (0.19)							0.01 (0.20)			0.12 (0.30)
prop. teachers with MA/PhD		0.78 (0.19)			0.29 (0.23)							0.11 (0.29)			-0.32 (0.35)
prop. teachers left during year		0.13 (0.53)			-0.58 (0.67)							0.51 (0.83)			-1.03 (1.10)
average teacher salary (\$0,000)		0.03 (0.04)			0.07 (0.04)							0.02 (0.06)			0.01 (0.08)
prop. disadvantaged			-0.49 (0.22)		0.13 (0.28)								-0.51 (0.35)		0.08 (0.46)
daily attendance rate			0.16 (0.27)		0.27 (0.31)								0.35 (0.47)		0.41 (0.52)
drop out rate			-0.48 (0.20)		-0.69 (0.25)								-0.53 (0.28)		0.08 (0.34)
prop. student Asian			4.72 (1.67)		0.92 (2.44)								-0.27 (2.62)		-3.80 (3.34)
prop. student Hispanic			0.51 (0.39)		0.41 (0.48)								0.13 (0.61)		-0.02 (0.73)
prop. student black			0.11 (0.24)		-0.23 (0.32)								-0.37 (0.39)		-0.73 (0.50)
mother's education				0.11 (0.02)	0.16 (0.02)										0.14 (0.03)
father's education				0.09 (0.01)	0.04 (0.02)										0.04 (0.02)
no. of siblings				-0.05 (0.02)	-0.03 (0.02)										-0.04 (0.03)
born in U.S.				0.22 (0.23)	0.39 (0.35)										0.48 (0.37)
lived in U.S. at age 14				1.02 (0.33)	0.49 (0.57)										-0.30 (0.89)
lived in urban area at age 14				-0.07 (0.06)	-0.12 (0.09)										0.09 (0.15)
mother born in U.S.				0.04 (0.19)	0.26 (0.30)										-0.12 (0.27)
father born in U.S.				0.85 (0.21)	0.33 (0.29)										0.97 (0.30)
Grade in 1980						0.31 (0.07)	0.26 (0.09)	0.31 (0.14)				0.14 (0.09)	0.06 (0.09)		0.19 (0.12)
constant	12.71 (0.23)	12.55 (0.78)	12.54 (0.40)	8.48 (0.45)	9.43 (1.28)	14.97 (0.80)	13.71 (1.45)	9.62 (3.10)	14.30 (0.79)	13.64 (1.44)	11.07 (3.01)	9.43 (1.72)	13.88 (1.19)	14.78 (1.22)	11.24 (2.41)
N	4,060	2,902	2,336	3,323	1,603	1,719	1,106	508	1,737	1,116	514	913	914	1,385	630
Birth Years	All	All	All	All	All	1962+	1963+	1964+	1962+	1963+	1964+	1962+	1962+	1962+	1962+
School inputs		ü			ü							ü			ü
School composition			ü		ü								ü		ü
Family background				ü	ü			ü				ü	ü	ü	ü
Grade in 1980						ü	ü	ü				ü	ü	ü	ü

Notes: Standard errors in parentheses.

Appendix Table 1B: Educational Attainment of Blacks Relative to Non-Hispanic Whites (Women)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
black	1.30 (0.09)	1.25 (0.14)	1.29 (0.16)	1.40 (0.10)	1.32 (0.20)	1.21 (0.15)	1.30 (0.19)	1.43 (0.26)	1.29 (0.15)	1.35 (0.19)	1.40 (0.26)	1.26 (0.23)	1.26 (0.26)	1.36 (0.17)	1.30 (0.33)
hispanic	0.49 (0.12)	0.52 (0.19)	0.57 (0.21)	0.83 (0.15)	0.86 (0.27)	0.55 (0.20)	0.63 (0.26)	0.79 (0.35)	0.52 (0.20)	0.63 (0.26)	0.78 (0.35)	0.50 (0.31)	0.56 (0.35)	0.97 (0.24)	1.14 (0.47)
age/10	0.28 (0.12)	0.42 (0.18)	0.21 (0.18)	0.30 (0.13)	0.16 (0.21)	-3.25 (0.72)	-1.92 (1.09)	-1.68 (1.96)	0.03 (0.53)	0.21 (0.96)	-1.08 (1.96)	-1.88 (1.12)	-2.25 (1.10)	-2.53 (0.82)	-1.34 (1.37)
AFQT	1.81 (0.03)	1.78 (0.05)	1.78 (0.05)	1.49 (0.04)	1.52 (0.07)	1.69 (0.06)	1.78 (0.08)	1.96 (0.11)	1.84 (0.06)	1.89 (0.07)	2.05 (0.10)	1.72 (0.09)	1.71 (0.09)	1.38 (0.07)	1.46 (0.12)
log enrollment		0.11 (0.17)			0.22 (0.21)							0.01 (0.30)		0.21 (0.37)	
log teachers		0.05 (0.22)			-0.08 (0.28)							-0.04 (0.39)		-0.34 (0.50)	
log library books		0.15 (0.07)			0.17 (0.08)							0.30 (0.11)		0.40 (0.14)	
log counselors		-0.15 (0.17)			-0.41 (0.21)							-0.08 (0.31)		-0.45 (0.41)	
prop. teachers with MA/PhD		0.06 (0.19)			0.06 (0.23)							0.45 (0.33)		0.18 (0.41)	
prop. teachers left during year		0.06 (0.49)			-0.21 (0.62)							-0.46 (0.86)		-0.59 (1.21)	
average teacher salary (\$0,000)		-0.03 (0.04)			0.01 (0.05)							-0.12 (0.06)		-0.03 (0.09)	
prop. disadvantaged			-0.30 (0.23)		-0.19 (0.29)								-0.15 (0.29)	0.39 (0.53)	
daily attendance rate			-0.39 (0.27)		-0.23 (0.32)								-0.38 (0.43)	-0.10 (0.51)	
drop out rate			-0.21 (0.20)		-0.07 (0.24)								-0.01 (0.28)	0.04 (0.34)	
prop. student Asian			0.67 (1.44)		-2.66 (2.05)								-0.72 (2.08)	-2.86 (3.04)	
prop. student Hispanic			0.17 (0.35)		0.49 (0.45)								-0.45 (0.57)	-0.18 (0.74)	
prop. student black			0.02 (0.23)		0.04 (0.29)								-0.23 (0.39)	0.01 (0.49)	
mother's education				0.12 (0.02)	0.13 (0.02)									0.17 (0.03)	0.26 (0.04)
father's education				0.09 (0.01)	0.08 (0.02)									0.08 (0.02)	0.04 (0.03)
no. of siblings				-0.03 (0.01)	-0.01 (0.02)									-0.04 (0.02)	0.02 (0.04)
born in U.S.				-0.44 (0.20)	-0.77 (0.32)									-0.40 (0.32)	-1.14 (0.58)
lived in U.S. at age 14				0.27 (0.30)	1.77 (0.52)									0.58 (0.65)	5.34 (1.61)
lived in urban area at age 14				-0.04 (0.06)	-0.02 (0.09)									-0.10 (0.09)	-0.13 (0.15)
mother born in U.S.				0.39 (0.18)	0.48 (0.28)									0.47 (0.28)	0.70 (0.51)
father born in U.S.				0.59 (0.18)	0.47 (0.27)									0.71 (0.27)	0.79 (0.45)
education completed in 1980						0.43 (0.06)	0.37 (0.09)	0.45 (0.18)				0.30 (0.11)	0.31 (0.10)	0.41 (0.07)	0.16 (0.13)
constant	12.39 (0.23)	10.39 (0.84)	12.97 (0.40)	9.32 (0.43)	6.32 (1.25)	13.63 (0.82)	12.21 (1.41)	11.05 (3.04)	12.76 (0.81)	12.45 (1.42)	14.17 (2.79)	11.22 (1.74)	13.76 (1.25)	8.75 (1.11)	1.47 (2.64)
N	4,337	2,326	2,385	3,558	1,618	1,665	1,054	474	1,683	1,062	478	862	889	1,355	592
Birth Years	All	All	All	All	All	1962+	1963+	1964+	1962+	1963+	1964+	1962+	1962+	1962+	1962+
School inputs		u			u							u			u
School composition			u		u								u		u
Family background				u	u									u	u
Grade in 1980					u	u	u	u				u	u	u	u

Notes: Standard errors in parentheses.

Table 3A: Black-White Earnings Differentials by Educational Attainment for Men

	(1)	(2)	(3)	(4)
black	0.51 (0.48)	1.20 (1.26)	1.83 (0.91)	3.27 (2.14)
black * education	-0.14 (0.07)	-0.24 (0.18)	-0.34 (0.14)	-0.54 (0.31)
black * education ² / 100	0.59 (0.26)	0.98 (0.66)	1.30 (0.49)	2.12 (1.14)
education	0.09 (0.03)	0.07 (0.05)	0.01 (0.04)	0.00 (0.08)
education ²	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)
hispanic	0.95 (0.36)	0.03 (1.57)	1.19 (0.85)	1.34 (2.25)
hispanic * education	-0.16 (0.06)	-0.02 (0.22)	-0.20 (0.13)	-0.21 (0.31)
hispanic * education ² / 100	0.59 (0.22)	0.15 (0.76)	0.74 (0.46)	0.77 (1.07)
age/10	0.17 (0.03)	0.14 (0.05)	-0.43 (0.17)	-0.19 (0.28)
education completed in 1980			0.09 (0.02)	0.05 (0.03)
mother's education		0.02 (0.01)		0.01 (0.01)
father's education		0.01 (0.00)		0.02 (0.01)
no. of siblings		0.00 (0.01)		-0.02 (0.01)
born in U.S.		0.23 (0.08)		0.23 (0.14)
lived in U.S. at age 14		-0.56 (0.13)		-0.23 (0.26)
lived in urban area at age 14		0.01 (0.02)		0.06 (0.04)
mother born in U.S.		0.03 (0.08)		-0.21 (0.10)
father born in U.S.		-0.01 (0.08)		0.19 (0.12)
Proportion disadvantaged		-0.06 (0.07)		0.14 (0.12)
daily attendance rate		-0.01 (0.08)		-0.06 (0.12)
drop out rate		-0.09 (0.07)		-0.16 (0.09)
Proportion student Asian		0.29 (0.64)		-1.09 (0.84)
Proportion student Hispanic		0.07 (0.13)		0.16 (0.19)
Proportion student black		0.04 (0.09)		-0.06 (0.13)
log enrollment		-0.05 (0.06)		-0.15 (0.08)

log teachers		0.01 (0.07)		0.14 (0.11)
log library books		0.02 (0.02)		0.00 (0.04)
log counselors		0.08 (0.05)		0.07 (0.08)
Proportion teachers with MA/PhD		0.06 (0.06)		0.08 (0.09)
Proportion teachers left during year		-0.33 (0.16)		-0.43 (0.28)
average teacher salary (\$0,000)		0.03 (0.01)		0.02 (0.02)
_cons	5.77 -(0.20)	5.77 -(0.47)	6.56 -(0.37)	6.61 -(0.82)
N	4,041	1,601	1,661	607
Birth cohorts	All	All	Young	Young
School inputs		✓	✓	✓
School composition		✓	✓	✓
Grade in 1980			✓	✓

Notes: Standard errors in parentheses.

**Table 3B: Black-White Earnings Differentials by Educational Attainment for Men
(With Education Quintile Interactions)**

	All		Young Cohorts	
	No controls	Controls	No controls	Controls
Black	-0.27 (0.07)	-0.23 (0.14)	-0.27 (0.10)	-0.17 (0.22)
Black * Education (HS graduate)	-0.03 (0.07)	0.00 (0.15)	0.00 (0.11)	-0.01 (0.23)
Black * Education (Some college)	-0.06 (0.08)	0.03 (0.17)	-0.08 (0.12)	-0.11 (0.27)
Black * Education (College graduate)	0.07 (0.10)	0.22 (0.18)	0.05 (0.14)	0.20 (0.27)
Black * Education (More than college)	0.17 (0.12)	0.14 (0.22)	0.15 (0.18)	0.27 (0.36)
N	4,041	1,601	1,661	607

Notes: Standard errors in parentheses. Also controls for age, school inputs, school composition, and family background (see Table 1 for details) and, for young cohorts only, grade in 1980.

**Table 3C: Black-White Earnings Differentials by Educational Attainment for Men
(With Education Quintile Interactions)**

	(1)	(2)	(3)	(4)
black	-0.27 (0.07)	-0.23 (0.14)	-0.27 (0.10)	-0.17 (0.22)
black * education (HS graduate)	-0.03 (0.07)	0.00 (0.15)	0.00 (0.11)	-0.01 (0.23)
black * education (Some college)	-0.06 (0.08)	0.03 (0.17)	-0.08 (0.12)	-0.11 (0.27)
black * education (College graduate)	0.07 (0.10)	0.22 (0.18)	0.05 (0.14)	0.20 (0.27)
black * education (More than college)	0.17 (0.12)	0.14 (0.22)	0.15 (0.18)	0.27 (0.36)
education (HS graduate)	0.18 (0.03)	0.08 (0.05)	0.07 (0.05)	0.07 (0.08)
education (Some college)	0.40 (0.03)	0.26 (0.06)	0.26 (0.05)	0.22 (0.09)
education (College graduate)	0.68 (0.03)	0.48 (0.06)	0.55 (0.05)	0.39 (0.09)
education (More than college)	0.79 (0.04)	0.53 (0.06)	0.63 (0.05)	0.49 (0.10)
hispanic	-0.10 (0.07)	-0.12 (0.18)	-0.09 (0.10)	-0.12 (0.25)
hispanic * education (HS graduate)	-0.03 (0.08)	0.13 (0.20)	0.01 (0.12)	0.15 (0.28)
hispanic * education (Some college)	-0.04 (0.10)	-0.01 (0.21)	-0.06 (0.14)	-0.11 (0.29)
hispanic * education (College graduate)	-0.03 (0.13)	0.26 (0.27)	-0.21 (0.19)	-0.26 (0.43)
hispanic * education (More than college)	0.06 (0.14)	0.29 (0.26)	0.31 (0.19)	0.39 (0.34)
age/10	0.17 (0.03)	0.16 (0.05)	-0.46 (0.16)	-0.20 (0.28)
mother's education		0.02 (0.01)		0.01 (0.01)
father's education		0.01 (0.00)		0.02 (0.01)
no. of siblings		-0.01 (0.01)		-0.02 (0.01)
born in U.S.		0.23 (0.08)		0.21 (0.14)
lived in U.S. at age 14		-0.58 (0.13)		-0.20 (0.26)
lived in urban area at age 14		0.02 (0.02)		0.06 (0.04)
mother born in U.S.		0.03 (0.08)		-0.18 (0.10)
father born in U.S.		-0.02 (0.08)		0.18 (0.12)
proportion disadvantaged		-0.07 (0.07)		0.14 (0.12)
daily attendance rate		-0.01 (0.08)		-0.04 (0.12)
drop out rate		-0.09 (0.07)		-0.15 (0.09)
proportion student Asian		0.33		-0.89

		(0.64)		(0.85)
proportion student Hispanic		0.06		0.16
		(0.13)		(0.19)
proportion student black		0.03		-0.04
		(0.09)		(0.13)
log enrollment		-0.05		-0.18
		(0.06)		(0.08)
log teachers		0.01		0.14
		(0.07)		(0.11)
log library books		0.02		0.01
		(0.02)		(0.04)
log counselors		0.09		0.09
		(0.05)		(0.08)
proportion teachers with MA/PhD		0.07		0.08
		(0.06)		(0.09)
proportion teachers left during year		-0.30		-0.45
		(0.16)		(0.28)
average teacher salary (\$0,000)		0.03		0.02
		(0.01)		(0.02)
grade completed in 1980			0.09	0.05
			(0.02)	(0.03)
constant	6.70	6.52	6.97	6.86
	(0.06)	(0.32)	(0.19)	(0.61)
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N	4041	1601	1661	607
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Birth cohorts	All	All	Young	Young
School inputs		✓	✓	✓
School composition		✓	✓	✓
Grade in 1980			✓	✓

Notes: Standard errors in parentheses.

Table 4A: Black-White Earnings Differential by AFQT Score

	(1)	(2)	(3)	(4)
black	-0.08 (0.03)	-0.05 (0.07)	-0.14 (0.05)	-0.05 (0.10)
black * AFQT	0.04 (0.03)	0.03 (0.05)	0.05 (0.05)	-0.02 (0.08)
black * AFQT ² / 100	0.60 (2.60)	0.02 (4.66)	2.65 (4.04)	0.87 (8.03)
AFQT	0.24 (0.01)	0.18 (0.02)	0.21 (0.02)	0.17 (0.03)
AFQT ²	0.05 (0.01)	0.04 (0.02)	0.05 (0.01)	0.05 (0.02)
hispanic	-0.02 (0.04)	0.02 (0.10)	-0.05 (0.06)	-0.02 (0.13)
hispanic * AFQT	0.00 (0.04)	0.00 (0.06)	0.01 (0.05)	0.00 (0.09)
hispanic * AFQT ² / 100	-0.30 (3.14)	0.82 (6.25)	2.37 (5.13)	0.94 (8.24)
age/10	0.16 (0.03)	0.14 (0.05)	-0.36 (0.17)	-0.03 (0.28)
education completed in 1980			0.06 (0.02)	0.04 (0.03)
mother's education		0.03 (0.01)		0.02 (0.01)
father's education		0.01 (0.00)		0.01 (0.01)
no. of siblings		-0.01 (0.01)		-0.02 (0.01)
born in U.S.		0.30 (0.09)		0.26 (0.15)
lived in U.S. at age 14		-0.54 (0.15)		-0.20 (0.26)
lived in urban area at age 14		0.00 (0.02)		0.03 (0.04)
mother born in U.S.		0.05 (0.08)		-0.13 (0.11)
father born in U.S.		-0.01 (0.08)		0.15 (0.12)
% disadvantaged		0.01 (0.08)		0.16 (0.12)
daily attendance rate		-0.03 (0.08)		-0.16 (0.13)
drop out rate		-0.11 (0.07)		-0.15 (0.09)
% student Asian		0.44 (0.65)		-0.90 (0.86)
% student Hispanic		0.04 (0.13)		0.13 (0.19)
% student black		0.03 (0.09)		-0.10 (0.13)
log enrollment		-0.06 (0.06)		-0.10 (0.08)

log teachers		-0.01 (0.07)		0.05 (0.11)
log library books		0.02 (0.02)		0.00 (0.04)
log counselors		0.10 (0.05)		0.09 (0.08)
% teachers with MA/PhD		0.11 (0.06)		0.08 (0.09)
% teachers left during year		-0.39 (0.18)		-0.44 (0.28)
average teacher salary (\$0,000)		0.02 (0.01)		0.01 (0.02)
_cons	6.92 (0.06)	6.62 (0.34)	7.18 (0.19)	6.86 (0.60)
N	3,841	1,534	1,634	600
Birth cohorts	All	All	Young	Young
School inputs		✓	✓	✓
School composition		✓	✓	✓
Grade in 1980			✓	✓

Notes: Standard errors in parentheses.

Table 4B: Black-White Earnings Differential by AFQT Score (AFQT Quintiles)

	All		Young Cohorts	
	No controls	Controls	No controls	Controls
Black	-0.08 (0.05)	-0.03 (0.10)	-0.08 (0.07)	0.09 (0.15)
Black * AFQT (40th)	-0.07 (0.07)	-0.10 (0.12)	-0.13 (0.10)	-0.23 (0.18)
Black * AFQT (60th)	-0.04 (0.07)	-0.02 (0.13)	-0.08 (0.10)	-0.09 (0.19)
Black * AFQT (80th)	0.00 (0.09)	-0.07 (0.15)	-0.10 (0.12)	-0.28 (0.23)
Black * AFQT (99th)	0.10 (0.10)	0.08 (0.16)	0.04 (0.15)	-0.06 (0.26)
F-test on all four coefficients	3.97	0.62	4.04	0.56
F-test on interaction terms	0.79	0.44	0.67	0.63
N	3,841	1,534	1,634	600

Notes: Standard errors in parentheses. Also controls for age, school inputs, school composition, and family background (see Table 1 for details) and, for young cohorts only, grade in 1980.

Table 4D: Black-White Earnings Differential by AFQT Score (AFQT Quintiles)

	(1)	(2)	(3)	(4)
black	-0.08 (0.05)	-0.03 (0.10)	-0.08 (0.07)	0.09 (0.15)
black * AFQT (40th)	-0.07 (0.07)	-0.10 (0.12)	-0.13 (0.10)	-0.23 (0.18)
black * AFQT (60th)	-0.04 (0.07)	-0.02 (0.13)	-0.08 (0.10)	-0.09 (0.19)
black * AFQT (80th)	0.00 (0.09)	-0.07 (0.15)	-0.10 (0.12)	-0.28 (0.23)
black * AFQT (99th)	0.10 (0.10)	0.08 (0.16)	0.04 (0.15)	-0.06 (0.26)
AFQT (40th)	0.20 (0.04)	0.20 (0.06)	0.18 (0.06)	0.23 (0.09)
AFQT (60th)	0.33 (0.04)	0.25 (0.06)	0.30 (0.06)	0.21 (0.09)
AFQT (80th)	0.48 (0.04)	0.36 (0.06)	0.40 (0.05)	0.32 (0.09)
AFQT (99th)	0.76 (0.04)	0.57 (0.06)	0.63 (0.05)	0.52 (0.09)
hispanic	0.02 (0.07)	0.10 (0.17)	0.00 (0.11)	0.02 (0.24)
hispanic * AFQT (40th)	-0.07 (0.10)	-0.13 (0.20)	-0.02 (0.14)	0.02 (0.31)
hispanic * AFQT (60th)	-0.09 (0.10)	-0.07 (0.20)	-0.12 (0.15)	0.04 (0.28)
hispanic * AFQT (80th)	-0.02 (0.11)	-0.06 (0.21)	-0.15 (0.15)	-0.11 (0.28)
hispanic * AFQT (99th)	-0.06 (0.12)	-0.03 (0.21)	0.06 (0.17)	0.00 (0.30)
age/10	0.13 (0.03)	0.12 (0.05)	-0.43 (0.17)	-0.06 (0.28)
mother's education		0.03 (0.01)		0.02 (0.01)
father's education		0.01 (0.00)		0.02 (0.01)
no. of siblings		-0.01 (0.01)		-0.02 (0.01)
born in U.S.		0.27 (0.09)		0.20 (0.15)
lived in U.S. at age 14		-0.53 (0.15)		-0.24 (0.27)
lived in urban area at age 14		-0.01 (0.02)		0.03 (0.04)
mother born in U.S.		0.07 (0.08)		-0.11 (0.11)
father born in U.S.		-0.01 (0.08)		0.18 (0.12)
proportion disadvantaged		0.02 (0.08)		0.14 (0.12)
daily attendance rate		-0.03		-0.13

		(0.08)		(0.13)
proportion drop out		-0.12		-0.14
		(0.07)		(0.09)
proportion student Asian		0.39		-1.11
		(0.66)		(0.88)
proportion student Hispanic		0.02		0.12
		(0.13)		(0.19)
proportion student black		0.02		-0.11
		(0.09)		(0.13)
log enrollment		-0.06		-0.12
		(0.06)		(0.09)
log teachers		0.00		0.08
		(0.07)		(0.11)
log library books		0.02		0.00
		(0.02)		(0.04)
log counselors		0.09		0.09
		(0.05)		(0.08)
proportion teachers with MA/PhD		0.11		0.07
		(0.06)		(0.09)
proportion teachers left during year / 100		-0.40		-0.49
		(0.18)		(0.28)
average teacher salary (\$0,000)		0.02		0.01
		(0.01)		(0.02)
grade completed in 1980			0.07	0.04
			(0.02)	(0.03)
constant	6.67	6.38	6.93	6.69
	(0.07)	(0.34)	(0.20)	(0.62)
<hr/>				
N	3,841	1,534	1,637	600
<hr/>				
Birth cohorts	All	All	Young	Young
School inputs		✓		✓
School composition		✓	✓	✓
Grade in 1980			✓	✓

Notes: Standard errors in parentheses.

Table 5A: Black-White Wage Differentials

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
black	-0.37 (0.04)	-0.36 (0.03)	-0.42 (0.03)	-0.13 (0.03)	-0.09 (0.02)	-0.10 (0.03)	-0.18 (0.03)	-0.15 (0.02)	-0.18 (0.03)	-0.07 (0.06)	-0.06 (0.04)	-0.05 (0.03)	-0.11 (0.06)	-0.11 (0.04)	-0.11 (0.04)
hispanic	-0.20 (0.05)	-0.20 (0.04)	-0.24 (0.03)	-0.03 (0.05)	-0.02 (0.03)	0.00 (0.03)	-0.04 (0.04)	-0.03 (0.03)	-0.02 (0.03)	0.02 (0.09)	0.03 (0.06)	0.04 (0.04)	-0.02 (0.09)	-0.02 (0.06)	-0.01 (0.05)
age/10	0.21 (0.14)	0.19 (0.04)	0.11 (0.06)	-0.36 (0.17)	0.16 (0.03)	0.12 (0.06)	-0.14 (0.17)	0.16 (0.03)	0.13 (0.05)	-0.13 (0.26)	0.12 (0.05)	0.10 (0.05)	-0.05 (0.26)	0.12 (0.05)	0.13 (0.06)
AFQT				0.21 (0.01)	0.25 (0.01)	0.27 (0.01)	0.13 (0.02)	0.15 (0.01)	0.18 (0.02)	0.17 (0.03)	0.19 (0.01)	0.21 (0.01)	0.12 (0.03)	0.12 (0.03)	0.15 (0.02)
AFQT^2				0.05 (0.01)	0.05 (0.01)	0.04 (0.01)	0.02 (0.01)	0.02 (0.01)	0.01 (0.01)	0.04 (0.02)	0.04 (0.01)	0.03 (0.01)	0.02 (0.02)	0.01 (0.01)	0.00 (0.01)
grade completed in 1980				0.06 (0.02)			0.04 (0.02)			0.04 (0.03)			0.03 (0.03)		
education							0.06 (0.01)	0.06 (0.00)	0.06 (0.01)				0.05 (0.01)	0.05 (0.01)	0.04 (0.01)
mother's education										0.01 (0.01)	0.02 (0.01)	0.03 (0.01)	0.01 (0.01)	0.02 (0.01)	0.02 (0.01)
father's education										0.01 (0.01)	0.01 (0.00)	0.01 (0.00)	0.01 (0.01)	0.01 (0.00)	0.00 (0.01)
no. of siblings										-0.01 (0.01)	0.00 (0.01)	-0.01 (0.01)	-0.01 (0.01)	0.00 (0.01)	-0.01 (0.01)
born in U.S.										-0.14 (0.12)	0.13 (0.08)	0.13 (0.07)	-0.17 (0.12)	0.11 (0.08)	0.13 (0.09)
lived in U.S. at age 14										-0.06 (0.26)	-0.45 (0.14)	-0.28 (0.13)	-0.03 (0.25)	-0.47 (0.13)	-0.32 (0.15)
lived in urban area at age 14										0.02 (0.03)	0.00 (0.02)	0.01 (0.02)	0.02 (0.03)	0.00 (0.02)	0.00 (0.03)
mother born in U.S.										0.05 (0.10)	0.11 (0.07)	0.18 (0.06)	0.04 (0.10)	0.10 (0.07)	0.13 (0.08)
father born in U.S.										0.22 (0.10)	0.05 (0.07)	0.00 (0.06)	0.19 (0.10)	0.01 (0.07)	0.00 (0.08)
log enrollment										-0.14 (0.08)	-0.09 (0.04)	-0.13 (0.04)	-0.13 (0.08)	-0.09 (0.04)	-0.15 (0.05)
log teachers										0.14 (0.10)	0.04 (0.06)	0.13 (0.06)	0.12 (0.10)	0.05 (0.06)	0.14 (0.07)
log library books										-0.04 (0.03)	0.01 (0.02)	0.01 (0.01)	-0.05 (0.03)	0.01 (0.02)	0.01 (0.02)
log counselors										0.09 (0.07)	0.09 (0.04)	0.07 (0.04)	0.09 (0.07)	0.09 (0.04)	0.07 (0.05)
proportion teachers with MA/PhD										0.05 (0.08)	0.14 (0.05)	0.16 (0.05)	0.05 (0.08)	0.12 (0.05)	0.18 (0.07)
proportion teachers left during year										-0.62 (0.22)	-0.40 (0.15)	-0.43 (0.14)	-0.61 (0.22)	-0.39 (0.14)	-0.52 (0.18)
average teacher salary (\$0,000)										0.02 (0.02)	0.02 (0.01)	0.02 (0.01)	0.02 (0.02)	0.02 (0.01)	0.02 (0.01)
_cons	7.02 (-0.21)	7.04 (-0.07)	7.14 (-0.10)	7.17 (-0.19)	6.92 (-0.06)	6.95 (-0.10)	6.35 (-0.20)	6.16 (-0.08)	6.22 (-0.11)	7.15 (-0.53)	6.76 (-0.28)	6.48 (-0.27)	6.67 (-0.53)	6.34 (-0.28)	6.26 (-0.32)
N	1,634	3,841	4,055	1,634	3,841	4,055	1,634	3,841	4,055	731	1,876	1,955	731	1,876	1,955
Sample	Young	All	Median Regression	Young	All	Median Regression	Young	All	Median Regression	Young	All	Median Regression	Young	All	Median Regression
AFQT				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Education							✓	✓	✓	✓	✓	✓	✓	✓	✓
Family background, school inputs										✓	✓	✓	✓	✓	✓

Notes: Standard errors in parentheses. All estimates control for age. Estimates for young cohorts control for education completed in 1980.

**Table 5C: Black-White Wage Differentials
(with Education and AFQT Quintile Interactions)**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
black	-0.37 (0.04)	-0.36 (0.03)	-0.42 (0.03)	-0.08 (0.07)	-0.08 (0.05)	-0.07 (0.06)	-0.19 (0.13)	-0.16 (0.08)	-0.25 (0.12)	0.10 (0.14)	-0.01 (0.08)	-0.06 (0.10)	-0.08 (0.30)	-0.11 (0.16)	-0.11 (0.37)
hispanic	-0.20 (0.05)	-0.20 (0.04)	-0.24 (0.03)	0.00 (0.11)	0.02 (0.07)	0.04 (0.07)	-0.13 (0.15)	-0.07 (0.10)	0.02 (0.12)	0.13 (0.22)	0.16 (0.15)	0.15 (0.14)	0.05 (0.31)	-0.07 (0.23)	0.01 (0.42)
age*10	0.21 (0.14)	0.19 (0.04)	0.11 (0.06)	-0.43 (0.17)	0.13 (0.03)	0.12 (0.05)	-0.24 (0.17)	0.14 (0.03)	0.10 (0.07)	-0.19 (0.22)	0.10 (0.05)	0.07 (0.08)	-0.07 (0.27)	0.11 (0.05)	0.10 (0.17)
AFQT (40th)				0.18 (0.06)	0.20 (0.04)	0.27 (0.06)	0.09 (0.10)	0.05 (0.06)	0.20 (0.13)	0.27 (0.09)	0.23 (0.06)	0.18 (0.09)	0.16 (0.16)	0.06 (0.10)	0.27 (0.34)
AFQT (60th)				0.30 (0.06)	0.33 (0.04)	0.43 (0.06)	0.15 (0.11)	0.23 (0.08)	0.35 (0.16)	0.22 (0.09)	0.29 (0.06)	0.33 (0.09)	0.10 (0.18)	0.33 (0.11)	0.51 (0.42)
AFQT (80th)				0.40 (0.05)	0.48 (0.04)	0.57 (0.05)	0.19 (0.15)	0.28 (0.12)	0.49 (0.24)	0.39 (0.08)	0.39 (0.05)	0.40 (0.09)	0.48 (0.31)	0.30 (0.21)	0.42 (0.62)
AFQT (99th)				0.63 (0.05)	0.76 (0.04)	0.86 (0.05)	0.35 (0.08)	0.38 (0.06)	0.48 (0.13)	0.54 (0.09)	0.61 (0.06)	0.62 (0.09)	-0.65 (1.16)	0.32 (0.08)	0.33 (0.31)
black * AFQT (40th)				-0.13 (0.10)	-0.07 (0.07)	-0.07 (0.07)	-0.11 (0.26)	-0.05 (0.17)	-0.17 (0.21)	-0.31 (0.18)	-0.16 (0.11)	-0.09 (0.13)	0.07 (0.44)	-0.04 (0.27)	-0.16 (0.58)
black * AFQT (60th)				-0.08 (0.10)	-0.04 (0.07)	-0.09 (0.08)	-0.16 (0.36)	-0.23 (0.25)	-0.02 (0.33)	-0.13 (0.18)	-0.07 (0.12)	0.05 (0.14)	-0.29 (0.68)	-0.32 (0.49)	-0.48 (0.88)
black * AFQT (80th)				-0.10 (0.12)	0.00 (0.09)	0.03 (0.09)	-0.31 (0.67)	-0.57 (1.37)	-2.42 (0.25)	-0.36 (0.22)	-0.06 (0.14)	0.08 (0.15)	-0.67 (0.99)	-0.46 (0.27)	-1.10 (1.43)
black * AFQT (99th)				0.04 (0.15)	0.10 (0.10)	0.24 (0.10)	-0.21 (0.43)	-0.31 (0.30)	0.33 (0.39)	-0.14 (0.25)	0.05 (0.15)	0.19 (0.17)	-0.55 (1.02)	-0.03 (0.51)	0.42 (1.07)
hispanic * AFQT (40th)				-0.02 (0.14)	-0.07 (0.10)	-0.06 (0.09)	0.11 (0.23)	0.20 (0.16)	0.08 (0.19)	-0.17 (0.29)	-0.18 (0.19)	-0.24 (0.16)	0.18 (0.58)	0.25 (0.35)	0.27 (0.64)
hispanic * AFQT (60th)				-0.12 (0.15)	-0.09 (0.10)	-0.13 (0.09)	0.31 (0.37)	0.01 (0.28)	-0.06 (0.29)	-0.06 (0.27)	-0.17 (0.18)	-0.16 (0.16)	-0.88 (1.24)	-0.60 (0.73)	-0.58 (0.86)
hispanic * AFQT (80th)				-0.15 (0.15)	-0.02 (0.11)	-0.02 (0.09)	-0.05 (0.39)	-0.17 (0.50)	-0.44 (0.46)	-0.22 (0.26)	-0.06 (0.19)	-0.06 (0.17)	-0.81 (0.75)	-0.26 (0.94)	-0.27 (0.72)
hispanic * AFQT (99th)				0.06 (0.17)	-0.06 (0.12)	-0.07 (0.10)	-0.73 (0.47)	-0.40 (0.59)	-0.02 (0.41)	0.00 (0.28)	-0.11 (0.19)	-0.03 (0.18)	0.31 (0.68)	-0.68 (0.92)	-0.16 (0.86)
grade completed in 1980				0.07 (0.02)			0.05 (0.02)			0.05 (0.03)		0.04 (0.03)			
education (HS graduate)							-0.08 (0.09)	-0.03 (0.07)	0.04 (0.13)				-0.01 (0.15)	-0.03 (0.10)	0.17 (0.34)
education (some college)							-0.19 (0.17)	-0.09 (0.16)	0.29 (0.29)				-0.19 (0.26)	-0.02 (0.20)	0.32 (0.58)
education (college graduate)							0.87 (0.98)	-0.13 (1.40)	-1.96 (0.44)				1.33 (1.16)	-0.47 (1.29)	0.67 (1.36)
education (more than college)							-0.33 (0.96)	-0.44 (1.01)	-2.31 (0.35)				0.05 (0.31)	0.07 (0.22)	0.08 (0.69)
education (HS graduate) * AFQT (40th)							0.09 (0.12)	0.16 (0.08)	-0.02 (0.17)				0.15 (0.20)	0.20 (0.13)	-0.11 (0.44)
education (HS graduate) * AFQT (60th)							0.15 (0.13)	0.09 (0.09)	0.04 (0.20)				0.17 (0.21)	-0.03 (0.13)	-0.23 (0.50)
education (HS graduate) * AFQT (80th)							0.10 (0.16)	0.10 (0.13)	-0.03 (0.27)				-0.15 (0.32)	0.06 (0.22)	-0.08 (0.67)
education (HS graduate) * AFQT (99th)							-	-	-				0.99 (1.15)	-	-
education (some college) * AFQT (40th)							0.41 (0.21)	0.53 (0.18)	0.08 (0.33)				0.36 (0.32)	0.39 (0.23)	-0.01 (0.72)
education (some college) * AFQT (60th)							0.27 (0.21)	0.22 (0.18)	-0.22 (0.33)				0.39 (0.32)	0.08 (0.22)	-0.30 (0.71)
education (some college) * AFQT (80th)							0.48 (0.22)	0.34 (0.20)	-0.19 (0.37)				0.25 (0.39)	0.20 (0.28)	-0.19 (0.82)
education (some college) * AFQT (99th)							0.21 (0.19)	0.25 (0.17)	-0.14 (0.31)				1.25 (1.18)	0.15 (0.21)	-0.06 (0.64)
education (college graduate) * AFQT (40th)							-1.00 (0.91)	0.41 (1.42)	2.42 (0.57)				-2.02 (1.52)	-	-
education (college graduate) * AFQT (60th)							-0.50 (0.99)	0.52 (1.40)	2.40 (0.50)				-1.08 (1.19)	0.43 (1.30)	-0.70 (1.52)
education (college graduate) * AFQT (80th)							-0.43 (0.99)	0.50 (1.39)	2.22 (0.37)				-1.18 (1.20)	0.68 (1.27)	-0.47 (1.48)
education (college graduate) * AFQT (99th)							-0.52 (0.98)	0.59 (1.40)	2.45 (0.47)				-	0.94 (1.29)	-0.06 (1.37)
education (more than college) * AFQT (40th)							0.03 (0.90)	-	0.14 (0.30)				-	-0.04 (0.78)	-
education (more than college) * AFQT (60th)							0.82 (0.98)	0.67 (1.02)	2.51 (0.44)				0.36 (0.44)	-	-
education (more than college) * AFQT (80th)							0.63 (0.98)	0.85 (1.00)	2.47 (0.24)				0.00 (0.31)	0.20 (0.31)	0.15 (0.94)
education (more than college) * AFQT (99th)							0.79 (0.96)	0.99 (1.01)	2.92 (0.39)				1.40 (1.20)	0.37 (0.25)	0.48 (0.80)
black * education (HS graduate)							0.10 (0.15)	0.08 (0.10)	0.15 (0.16)				0.19 (0.34)	0.14 (0.19)	0.02 (0.47)
black * education (some college)							0.63 (0.29)	0.35 (0.22)	0.03 (0.33)				0.67 (0.54)	0.09 (0.31)	-0.19 (0.77)
black * education (college graduate)							0.06 (0.70)	0.64 (1.37)	2.67 (0.29)				0.85 (0.70)	0.77 (1.33)	-0.26 (1.20)
black * education (more than college)							0.60 (0.53)	0.76 (1.35)	2.86 (0.34)				0.79 (0.82)	0.22 (0.60)	1.32 (1.23)
education (HS graduate) * AFQT (40th) * black							0.02 (0.28)	0.00 (0.19)	0.17 (0.25)				-0.43 (0.49)	-0.21 (0.30)	0.07 (0.69)
education (HS graduate) * AFQT (60th) * black							0.00 (0.39)	0.05 (0.26)	-0.28 (0.36)				-0.09 (0.72)	-0.01 (0.52)	0.10 (0.97)
education (HS graduate) * AFQT (80th) * black							0.21 (0.69)	0.44 (1.37)	2.17 (0.32)				0.07 (1.05)	-	0.55 (1.55)
education (HS graduate) * AFQT (90th) * black							-	-0.04 (0.43)	-0.70 (0.50)				0.48 (1.22)	-0.40 (0.65)	-0.75 (1.27)
education (some college) * AFQT (40th) * black							-0.78 (0.39)	-0.60 (0.28)	0.04 (0.40)				-0.96 (0.71)	-0.20 (0.43)	0.30 (1.01)
education (some college) * AFQT (60th) * black							-0.57 (0.46)	-0.12 (0.33)	0.06 (0.47)				-0.45 (0.85)	0.21 (0.58)	0.63 (1.16)
education (some college) * AFQT (80th) * black							-0.42 (0.73)	0.18 (1.39)	2.51 (0.42)				-0.19 (1.15)	0.26 (0.42)	1.23 (1.63)
education (some college) * AFQT (90th) * black							-0.39 (0.58)	-	-				-0.62 (1.25)	-	-
education (college graduate) * AFQT (40th) * black							0.87 (1.02)	-0.61 (1.42)	-2.66 (0.53)				-	-	-
education (college graduate) * AFQT (60th) * black							0.93 (1.09)	-0.21 (1.40)	-2.44 (0.50)				-	0.07 (1.44)	1.13 (1.62)
education (college graduate) * AFQT (80th) * black							0.51 (1.23)	-	-				-0.37 (0.87)	-0.14 (1.37)	1.70 (1.88)
education (college graduate) * AFQT (90th) * black							0.75 (1.12)	-0.22 (1.41)	-2.72 (0.53)				-0.30 (0.87)	-0.63 (1.44)	-
education (more than college) * AFQT (40th) * black							-	0.04 (0.94)	-				-	-	-0.86 (1.22)
education (more than college) * AFQT (60th) * black							-0.32 (0.70)	-0.05 (1.39)	-2.47 (0.57)				-	0.71 (0.89)	-
education (more than college) * AFQT (80th) * black							0.35 (0.92)	-	-				-	0.34 (0.70)	-
education (more than college) * AFQT (90th) * black							-	-0.11 (1.40)	-2.74 (0.57)				-	-	-1.43 (1.76)

**Table 5C: Black-White Wage Differentials
(with Education and AFQT Quintile Interactions)**

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Hispanic * education (HS graduate)							0.20	0.13	-0.01				-0.06	0.22	0.12
							(0.21)	(0.15)	(0.19)				(0.45)	(0.31)	(0.59)
Hispanic * education (some college)							0.53	0.52	-0.07				0.91	0.76	0.61
							(0.42)	(0.31)	(0.38)				(0.82)	(0.50)	(0.98)
Hispanic * education (college graduate)							-0.78	0.30	2.18				-1.21	0.67	-0.35
							(0.67)	(1.59)	(0.45)				(0.94)	(0.98)	(1.40)
Hispanic * education (more than college)							-0.21	0.45	2.39				1.03	0.92	0.50
							(0.55)	(0.56)	(0.36)				(1.08)	(0.87)	(1.12)
education (HS graduate) * AFQT (40th) * Hispanic							-0.17	-0.35	-0.11				0.39	-0.47	-0.40
							(0.30)	(0.21)	(0.26)				(0.71)	(0.43)	(0.81)
education (HS graduate) * AFQT (60th) * Hispanic							-0.59	-0.19	-0.08				0.78	0.41	0.37
							(0.42)	(0.32)	(0.34)				(1.31)	(0.78)	(0.99)
education (HS graduate) * AFQT (80th) * Hispanic							-0.15	0.10	0.49				0.81	0.15	0.22
							(0.45)	(0.53)	(0.50)				(0.85)	(0.98)	(0.89)
education (HS graduate) * AFQT (90th) * Hispanic							1.12	0.56	0.01				-	0.86	-
							(0.57)	(0.65)	(0.51)				-	(1.14)	-
education (some college) * AFQT (40th) * Hispanic							-0.55	-0.86	-0.23				-1.09	-1.27	-1.30
							(0.50)	(0.37)	(0.46)				(1.03)	(0.63)	(1.28)
education (some college) * AFQT (60th) * Hispanic							-0.72	-0.52	0.10				-0.07	-0.24	-0.17
							(0.57)	(0.43)	(0.49)				(1.47)	(0.87)	(1.29)
education (some college) * AFQT (80th) * Hispanic							-0.56	-0.33	0.49				-0.45	-0.48	-0.40
							(0.58)	(0.60)	(0.60)				(1.10)	(1.05)	(1.19)
education (some college) * AFQT (90th) * Hispanic							-	-0.26	-				-1.67	-0.29	-0.64
							-	(0.68)	-				(1.09)	(1.04)	(1.32)
education (college graduate) * AFQT (40th) * Hispanic							-	-0.85	-3.27				-	-0.19	-0.59
							-	(1.66)	(0.69)				-	(1.09)	(0.87)
education (college graduate) * AFQT (60th) * Hispanic							0.53	-0.27	-2.20				-	0.23	1.01
							(0.91)	(1.65)	(0.61)				-	(1.29)	(1.81)
education (college graduate) * AFQT (80th) * Hispanic							0.82	-0.20	-1.94				1.95	-	1.16
							(0.80)	(1.53)	(0.58)				(1.22)	-	(1.65)
education (college graduate) * AFQT (90th) * Hispanic							1.28	0.23	-1.91				-	0.16	0.84
							(0.88)	(1.51)	(0.65)				-	(1.34)	(1.65)
education (more than college) * AFQT (40th) * Hispanic							-	0.19	0.15				-	-	-
							-	(0.95)	(0.39)				-	-	-
education (more than college) * AFQT (60th) * Hispanic							-	-0.16	-2.14				-	-	-
							-	(0.71)	(0.58)				-	-	-
education (more than college) * AFQT (80th) * Hispanic							0.64	-	-1.38				-	-0.05	0.14
							(0.84)	-	(0.54)				-	(1.31)	(1.39)
education (more than college) * AFQT (90th) * Hispanic							1.33	-	-2.50				-1.11	-	-0.05
							(0.76)	-	(0.58)				(1.34)	-	(1.53)
mother's education										0.02	0.03	0.03	0.00	0.02	0.02
										(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.02)
father's education										0.02	0.01	0.01	0.01	0.01	0.01
										(0.01)	(0.00)	(0.01)	(0.01)	(0.00)	(0.01)
no. of siblings										-0.01	0.00	-0.01	-0.01	0.00	-0.01
										(0.01)	(0.01)	(0.01)	(0.01)	(0.01)	(0.02)
born in U.S.										-0.18	0.10	0.15	-0.24	0.08	0.19
										(0.12)	(0.08)	(0.12)	(0.12)	(0.08)	(0.26)
lived in U.S. at age 14										-0.07	-0.45	-0.35	0.11	-0.48	-0.24
										(0.27)	(0.14)	(0.20)	(0.28)	(0.14)	(0.47)
lived in urban area at age 14										0.02	-0.01	0.03	0.01	-0.01	0.02
										(0.04)	(0.02)	(0.03)	(0.04)	(0.02)	(0.07)
mother born in U.S.										0.07	0.13	0.15	0.06	0.12	0.03
										(0.10)	(0.07)	(0.10)	(0.10)	(0.07)	(0.23)
father born in U.S.										0.23	0.04	0.00	0.18	0.00	0.04
										(0.11)	(0.07)	(0.11)	(0.11)	(0.07)	(0.24)
log enrollment										-0.17	-0.09	-0.13	-0.12	-0.09	-0.13
										(0.08)	(0.04)	(0.06)	(0.08)	(0.04)	(0.13)
log teachers										0.17	0.05	0.14	0.14	0.05	0.10
										(0.10)	(0.06)	(0.08)	(0.10)	(0.06)	(0.18)
log library books										-0.04	0.01	0.01	-0.05	0.01	0.01
										(0.03)	(0.02)	(0.02)	(0.03)	(0.02)	(0.05)
log counselors										0.09	0.08	0.06	0.07	0.08	0.08
										(0.07)	(0.04)	(0.07)	(0.07)	(0.04)	(0.15)
% teachers with MA/PhD										0.04	0.13	0.16	0.07	0.12	0.17
										(0.08)	(0.05)	(0.09)	(0.08)	(0.05)	(0.18)
% teachers left during year										-0.66	-0.41	-0.37	-0.57	-0.36	-0.49
										(0.23)	(0.15)	(0.23)	(0.23)	(0.14)	(0.50)
average teacher salary (\$0,000)										0.01	0.02	0.02	0.02	0.02	0.02
										(0.02)	(0.01)	(0.02)	(0.02)	(0.01)	(0.04)
_cons	7.02	7.04	7.14	6.93	6.67	6.57	6.84	6.68	6.61	6.96	6.48	6.22	6.83	6.71	6.23
	(0.21)	(0.07)	(0.10)	(0.20)	(0.07)	(0.10)	(0.20)	(0.07)	(0.15)	(0.55)	(0.28)	(0.42)	(0.56)	(0.28)	(0.95)
N	1,634	3,783	4,055	1,634	3,841	4,055	1,634	3,841	4,055	731	1,876	1,955	731	1,876	1,955
Sample	Young	All	Median	Young	All	Median	Young	All	Median	Young	All	Median	Young	All	Median
AFQT	✓			✓			✓			✓			✓		
Education	✓			✓			✓			✓			✓		
Family background, school inputs	✓			✓			✓			✓			✓		

Notes: Standard errors in parentheses. All estimates control for age. Estimates for young cohorts control for education completed in 1980.

Table 5E: Black-White Wage Differentials by Education Category (All Workers)

	Education Category					
	No HS Diploma	No HS Diploma	HS Graduate	Some College	College Graduate	More than College
AFQT	0.13 (0.03)	0.13 (0.04)	0.14 (0.02)	0.11 (0.03)	0.21 (0.05)	0.36 (0.06)
black * AFQT	-0.17 (0.09)	-0.17 (0.09)	-0.04 (0.04)	0.03 (0.07)	-0.02 (0.10)	-0.01 (0.16)
Hispanic * AFQT	-0.02 (0.09)	-0.03 (0.09)	0.02 (0.06)	-0.06 (0.09)	0.12 (0.17)	-0.10 (0.19)
black	-0.38 (0.13)	-0.38 (0.13)	-0.18 (0.04)	-0.21 (0.06)	-0.02 (0.10)	0.21 (0.17)
Hispanic	-0.03 (0.12)	-0.02 (0.12)	-0.04 (0.05)	-0.07 (0.07)	-0.16 (0.19)	0.22 (0.24)
age/10	0.12 (0.08)	0.13 (0.08)	0.14 (0.05)	0.15 (0.07)	0.17 (0.09)	0.25 (0.12)
Education		0.01 (0.02)				
_cons	6.88 (0.15)	6.80 (0.22)	6.92 (0.08)	7.07 (0.14)	7.14 (0.18)	6.85 (0.23)
N	490	479	1,764	787	462	338

Notes: Standard errors in parentheses.

Table 5D: Black-White Wage Differentials by Education Category (Young Workers)

	Education Category											
	No HS Diploma		No HS Diploma		HS Graduate		Some College		College Graduate		More than College	
AFQT	0.14 (0.05)	0.13 (0.05)	0.15 (0.05)	0.12 (0.05)	0.13 (0.02)	0.11 (0.02)	0.13 (0.04)	0.11 (0.04)	0.19 (0.06)	0.18 (0.06)	0.28 (0.07)	0.28 (0.08)
black * AFQT	-0.13 (0.16)	-0.14 (0.16)	-0.13 (0.16)	-0.14 (0.16)	-0.01 (0.06)	-0.01 (0.06)	0.00 (0.11)	-0.02 (0.11)	-0.05 (0.13)	-0.05 (0.13)	0.14 (0.22)	0.14 (0.22)
Hispanic * AFQT	0.08 (0.14)	0.08 (0.14)	0.08 (0.14)	0.08 (0.14)	0.00 (0.08)	0.01 (0.08)	-0.12 (0.15)	-0.14 (0.15)	0.04 (0.23)	0.03 (0.23)	0.05 (0.31)	0.04 (0.31)
black	-0.38 (0.20)	-0.39 (0.20)	-0.37 (0.20)	-0.38 (0.20)	-0.17 (0.06)	-0.18 (0.06)	-0.26 (0.08)	-0.27 (0.08)	-0.03 (0.12)	-0.03 (0.12)	0.11 (0.22)	0.10 (0.22)
Hispanic	0.00 (0.15)	0.00 (0.15)	0.00 (0.15)	0.01 (0.15)	-0.03 (0.07)	-0.03 (0.07)	-0.08 (0.11)	-0.08 (0.11)	-0.31 (0.23)	-0.30 (0.23)	0.24 (0.41)	0.24 (0.41)
age/10	0.24 (0.32)	0.11 (0.35)	0.22 (0.33)	-0.15 (0.41)	0.18 (0.17)	-0.25 (0.22)	0.12 (0.30)	-0.53 (0.48)	0.16 (0.32)	-0.23 (0.61)	-0.41 (0.47)	-0.58 (0.80)
Education		0.03 (0.03)	-0.01 (0.03)	-0.04 (0.03)		0.06 (0.02)		0.08 (0.04)		0.05 (0.06)		0.02 (0.08)
Grade completed in 1980				0.07 (0.05)								
_cons	6.77 (0.49)	6.66 (0.50)	6.85 (0.60)	7.12 (0.63)	6.86 (0.26)	6.93 (0.26)	7.11 (0.46)	7.37 (0.48)	7.21 (0.49)	7.33 (0.52)	7.99 (0.72)	8.05 (0.76)
N	199	199	199	199	771	771	324	324	196	196	144	144

Notes: Standard errors in parentheses.

Table 6A: Determinants of Log Wages Using Controls for School Quality, N&J Wages (with Quantiles of AFQT and Education Categories)

	Model 1 (School Inputs)	Model 2 (School Composition / Behavior)
black	-0.18 (0.13)	-0.12 (0.14)
hisp	-0.13 (0.18)	-0.09 (0.17)
education (HS graduate)	-0.04 (0.08)	-0.04 (0.08)
education (some college)	0.03 (0.19)	-0.07 (0.17)
education (college graduate)	-0.27 (1.10)	-0.53 (1.46)
education (more than college)	-0.40 (1.58)	0.17 (0.24)
AFQT (40th)	0.05 (0.09)	0.11 (0.09)
AFQT (60th)	0.26 (0.10)	0.33 (0.10)
AFQT (80th)	0.28 (0.18)	0.43 (0.23)
AFQT (99th)	0.34 (0.08)	1.36 (1.46)
education (HS graduate) * AFQT (40th)	0.21 (0.11)	0.15 (0.11)
education (HS graduate) * AFQT (60th)	0.06 (0.12)	-0.01 (0.12)
education (HS graduate) * AFQT (80th)	0.08 (0.19)	-0.05 (0.24)
education (HS graduate) * AFQT (99th)	-- --	-0.98 (1.46)
education (some college) * AFQT (40th)	0.40 (0.22)	0.43 (0.20)
education (some college) * AFQT (60th)	0.11 (0.21)	0.11 (0.20)
education (some college) * AFQT (80th)	0.21 (0.26)	0.19 (0.29)
education (some college) * AFQT (99th)	0.13 (0.20)	-0.70 (1.47)
education (college graduate) * AFQT (40th)	-0.24 (0.67)	0.49 (1.51)
education (college graduate) * AFQT (60th)	0.31 (1.11)	0.62 (1.47)
education (college graduate) * AFQT (80th)	0.54 (1.08)	0.67 (1.44)
education (college graduate) * AFQT (99th)	0.76 (1.10)	-- --
education (more than college) * AFQT (40th)	-- --	-1.29 (1.23)
education (more than college) * AFQT (60th)	0.59 (1.60)	-0.10 (0.31)
education (more than college) * AFQT (80th)	0.75 (1.57)	-- --
education (more than college) * AFQT (99th)	0.94 (1.59)	-0.56 (1.44)
black * education (HS graduate)	0.18 (0.15)	0.09 (0.16)
black * education (some college)	0.20 (0.28)	0.43 (0.27)
black * education (college graduate)	0.86 (1.25)	1.18 (1.32)
black * education (more than college)	0.76 (1.29)	1.31 (1.29)

Table 6A: Determinants of Log Wages Using Controls for School Quality, N&J Wages (with Quantiles of AFQT and Education Categories)

	Model 1 (School Inputs)	Model 2 (School Composition / Behavior)
black * AFQT (40th)	0.01 (0.22)	-0.06 (0.23)
black * AFQT (60th)	-0.19 (0.39)	-0.42 (0.31)
black * AFQT (80th)	-0.61 (1.26)	-1.04 (1.32)
black * AFQT (99th)	-0.03 (0.43)	-0.46 (0.40)
education (HS graduate) * AFQT (40th) * black	-0.22 (0.25)	-0.08 (0.26)
education (HS graduate) * AFQT (60th) * black	-0.13 (0.42)	0.20 (0.34)
education (HS graduate) * AFQT (80th) * black	0.22 (1.28)	0.84 (1.33)
education (HS graduate) * AFQT (90th) * black	-0.28 (0.58)	0.28 (0.53)
education (some college) * AFQT (40th) * black	-0.43 (0.37)	-0.71 (0.37)
education (some college) * AFQT (60th) * black	-0.02 (0.48)	-0.06 (0.41)
education (some college) * AFQT (80th) * black	0.35 (1.29)	0.52 (1.35)
education (some college) * AFQT (90th) * black	--	--
education (college graduate) * AFQT (40th) * black	--	-0.83 (1.39)
education (college graduate) * AFQT (60th) * black	-0.07 (1.34)	-0.15 (1.38)
education (college graduate) * AFQT (80th) * black	--	--
education (college graduate) * AFQT (90th) * black	-0.68 (1.33)	-0.63 (1.40)
education (more than college) * AFQT (40th) * black	0.05 (0.99)	--
education (more than college) * AFQT (60th) * black	0.10 (1.42)	-0.30 (1.41)
education (more than college) * AFQT (80th) * black	--	--
education (more than college) * AFQT (90th) * black	-0.64 (1.38)	-0.68 (1.37)
Hispanic * education (HS graduate)	0.22 (0.25)	0.09 (0.23)
Hispanic * education (some college)	0.59 (0.44)	0.56 (0.44)
Hispanic * education (college graduate)	0.49 (0.74)	-0.54 (0.68)
Hispanic * education (more than college)	-0.15 (0.54)	0.83 (0.87)
Hispanic * AFQT (40th)	0.23 (0.29)	0.21 (0.26)
Hispanic * AFQT (60th)	-0.38 (0.59)	-0.22 (0.41)
Hispanic * AFQT (80th)	0.08 (0.68)	-0.17 (0.69)
Hispanic * AFQT (99th)	0.42 (0.47)	-0.78 (0.46)
education (HS graduate) * AFQT (40th) * Hispanic	-0.46 (0.36)	-0.26 (0.33)
education (HS graduate) * AFQT (60th) * Hispanic	0.23 (0.63)	0.25 (0.46)
education (HS graduate) * AFQT (80th) * Hispanic	-0.06 (0.72)	0.25 (0.73)
education (HS graduate) * AFQT (90th) * Hispanic	--	1.13 (0.61)
education (some college) * AFQT (40th) * Hispanic	-1.04 (0.54)	-0.78 (0.53)
education (some college) * AFQT (60th) * Hispanic	-0.20 (0.72)	-0.32 (0.60)

Table 6A: Determinants of Log Wages Using Controls for School Quality, N&J Wages (with Quantiles of AFQT and Education Categories)

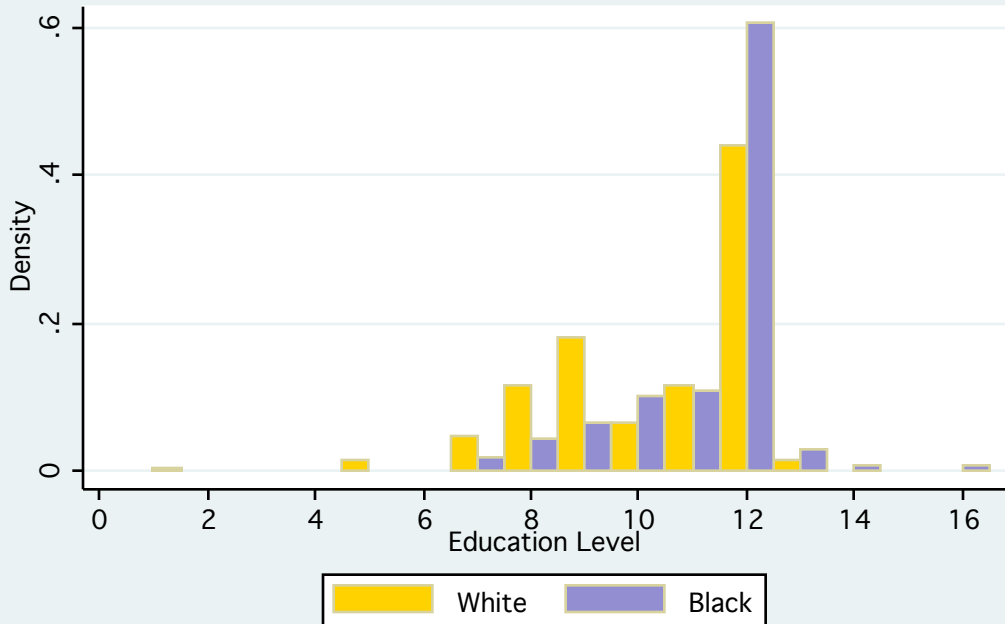
	Model 1 (School Inputs)	Model 2 (School Composition / Behavior)
education (some college) * AFQT (80th) * Hispanic	-0.64 (0.80)	-0.46 (0.82)
education (some college) * AFQT (90th) * Hispanic	-1.22 (0.65)	-- --
education (college graduate) * AFQT (40th) * Hispanic	0.21 (1.25)	-- --
education (college graduate) * AFQT (60th) * Hispanic	0.25 (1.03)	0.95 (0.93)
education (college graduate) * AFQT (80th) * Hispanic	-- --	0.74 (1.00)
education (college graduate) * AFQT (90th) * Hispanic	-0.66 (0.93)	1.57 (0.87)
education (more than college) * AFQT (40th) * Hispanic	-- --	-- --
education (more than college) * AFQT (60th) * Hispanic	0.89 (0.92)	-0.24 (1.04)
education (more than college) * AFQT (80th) * Hispanic	0.78 (0.92)	-- --
education (more than college) * AFQT (90th) * Hispanic	-- --	0.10 (1.01)
age/10	0.12 (0.04)	0.12 (0.04)
log enrollment	-0.07 (0.04)	
log teachers	0.03 (0.05)	
log counselors	0.10 (0.04)	
log library books	0.01 (0.01)	
% teachers with MA/PhD	0.17 (0.05)	
% teachers left during year	0.00 (0.00)	
average teacher salary (\$0,000)	-2.88 (1.33)	
% disadvantaged		-0.08 (0.06)
daily attendance rate		-0.07 (0.07)
drop out rate		-0.11 (0.05)
% student Asian		0.07 (0.06)
% student Hispanic		-0.05 (0.10)
% student black		0.78 (0.44)
_cons	6.61 (0.20)	6.79 (0.12)
N	2,194	2,223

Notes: Standard errors in parentheses. Weights were the same as the education results in Table 3 and 4.

MEN

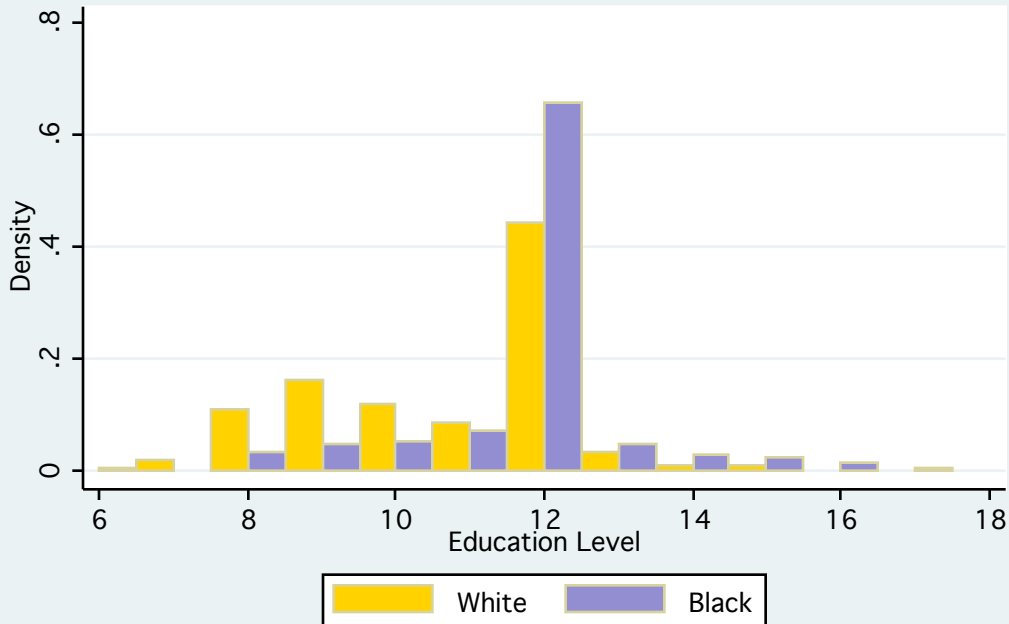
Education by Race

AFQT Decile 1



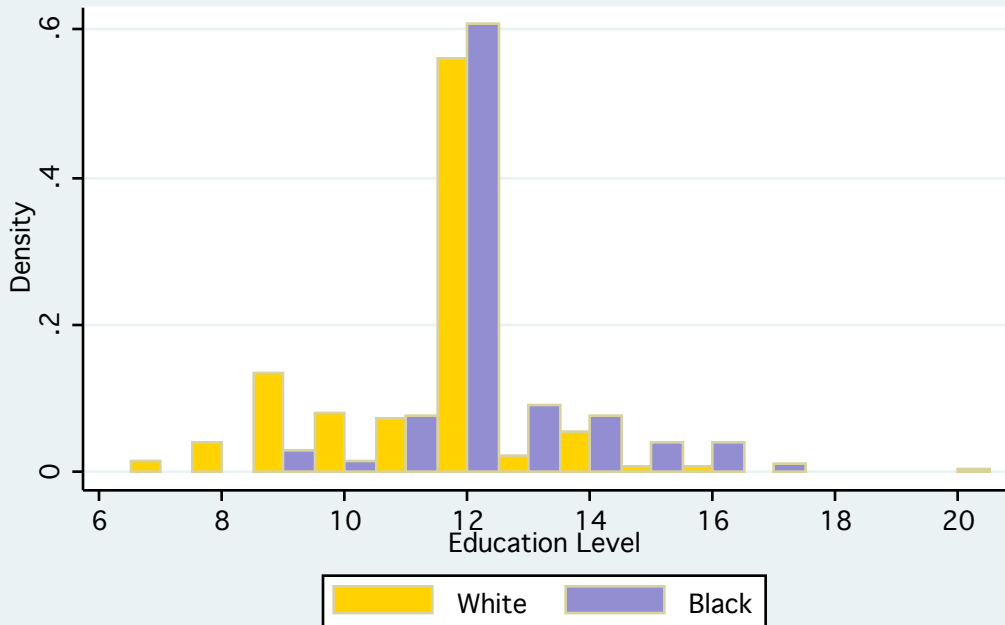
Education by Race

AFQT Decile 2



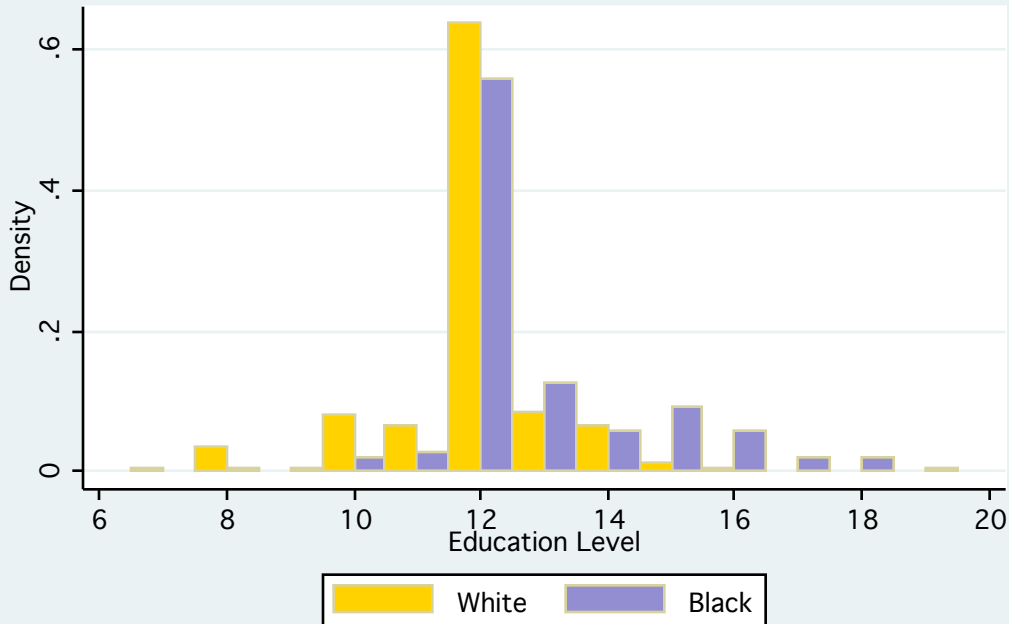
Education by Race

AFQT Decile 3



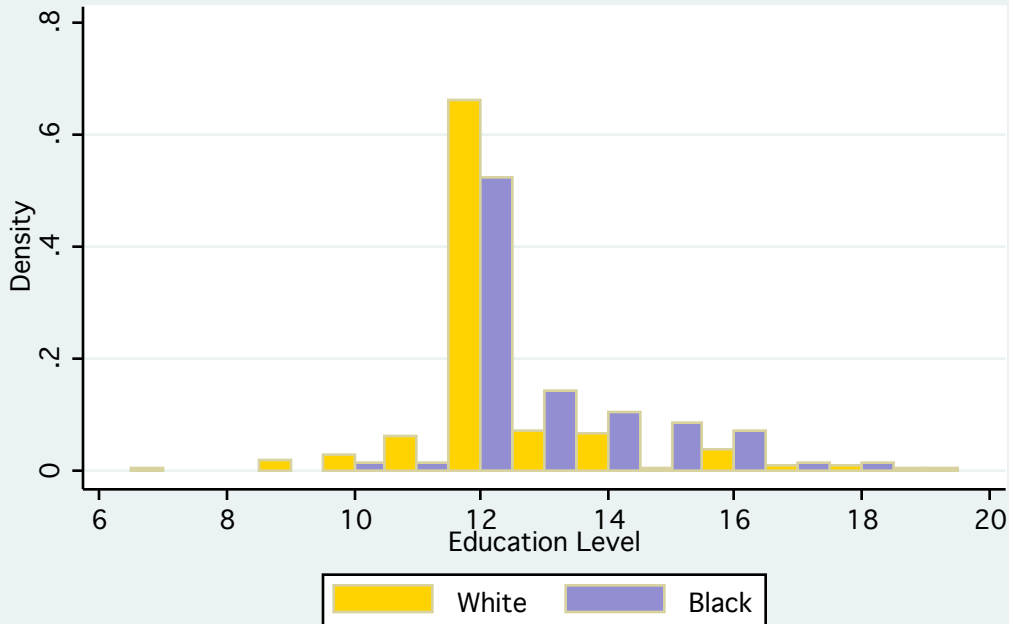
Education by Race

AFQT Decile 4



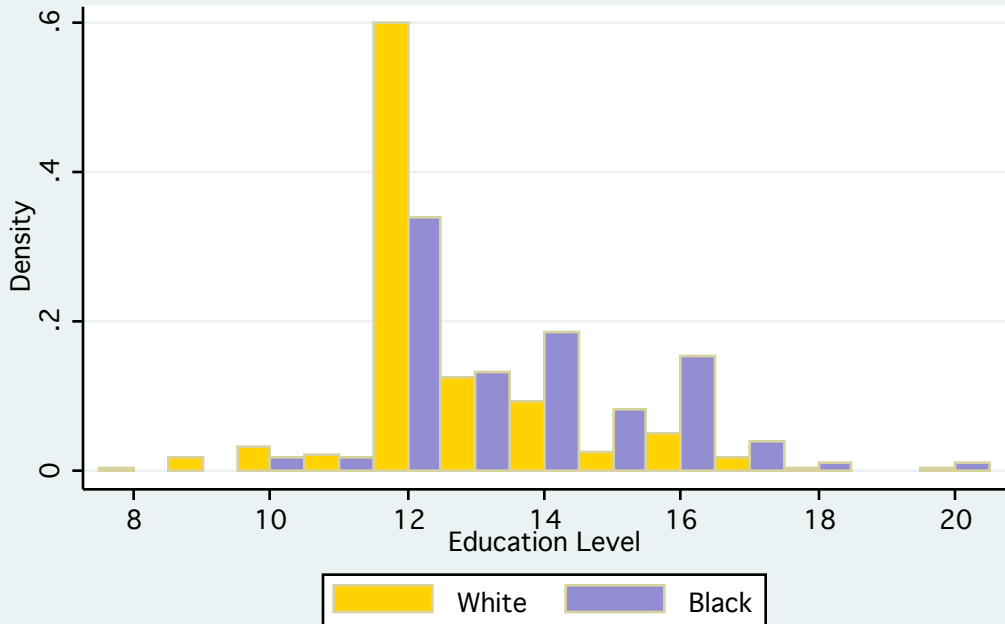
Education by Race

AFQT Decile 5



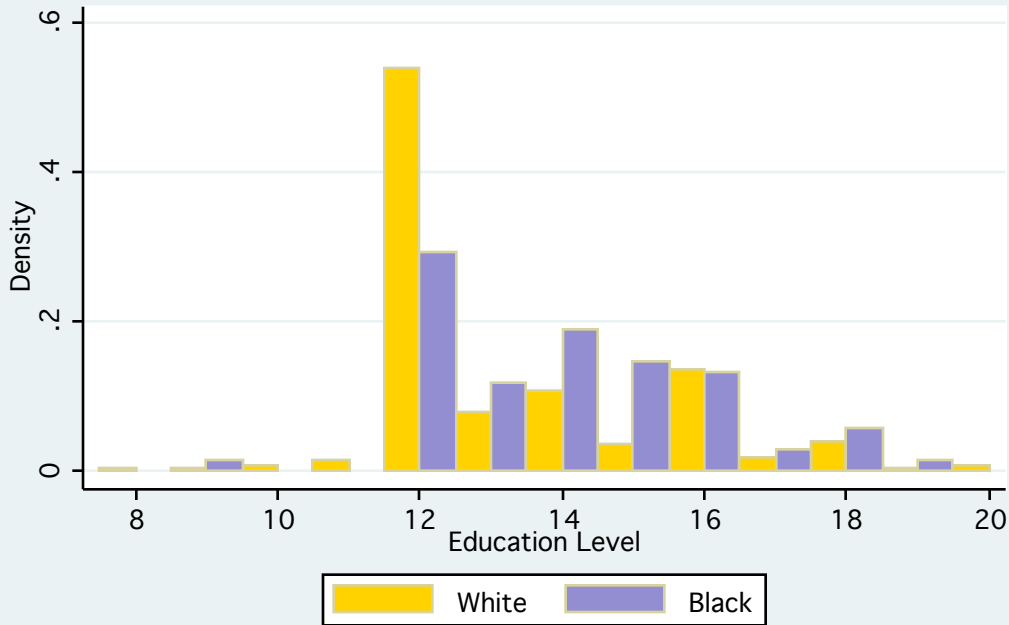
Education by Race

AFQT Decile 6



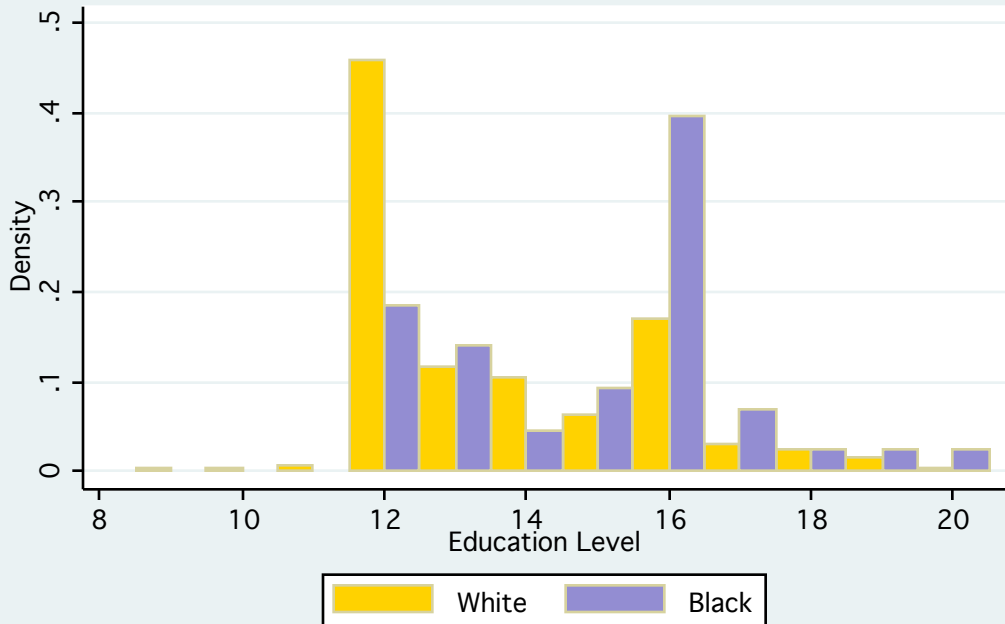
Education by Race

AFQT Decile 7



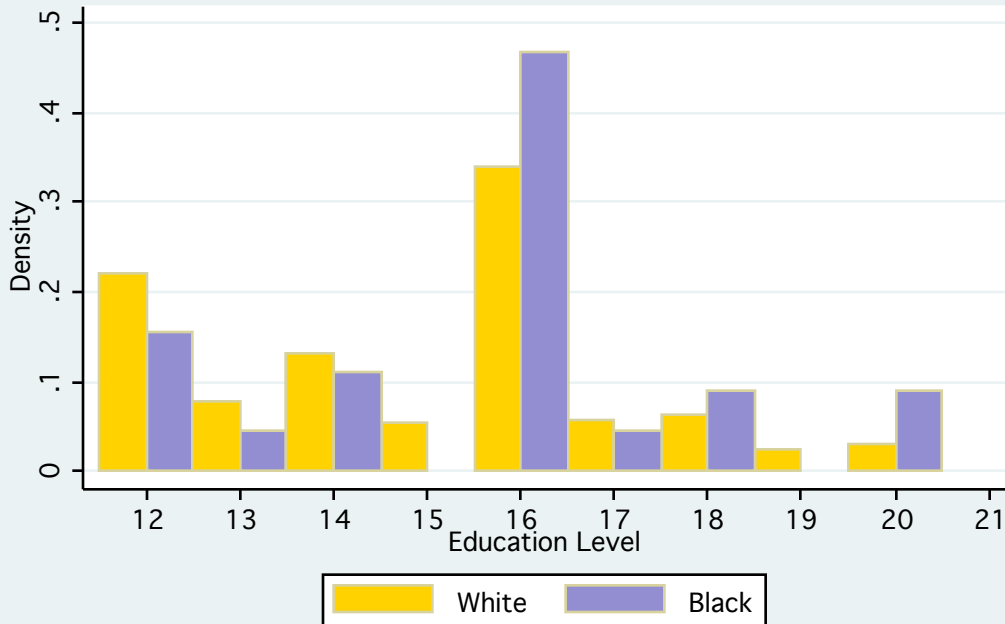
Education by Race

AFQT Decile 8



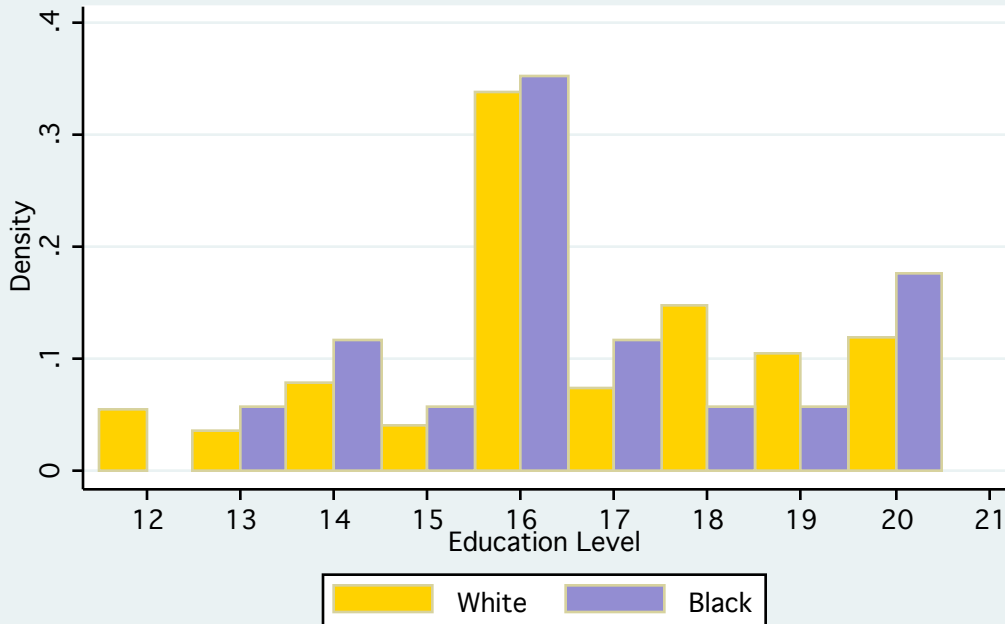
Education by Race

AFQT Decile 9



Education by Race

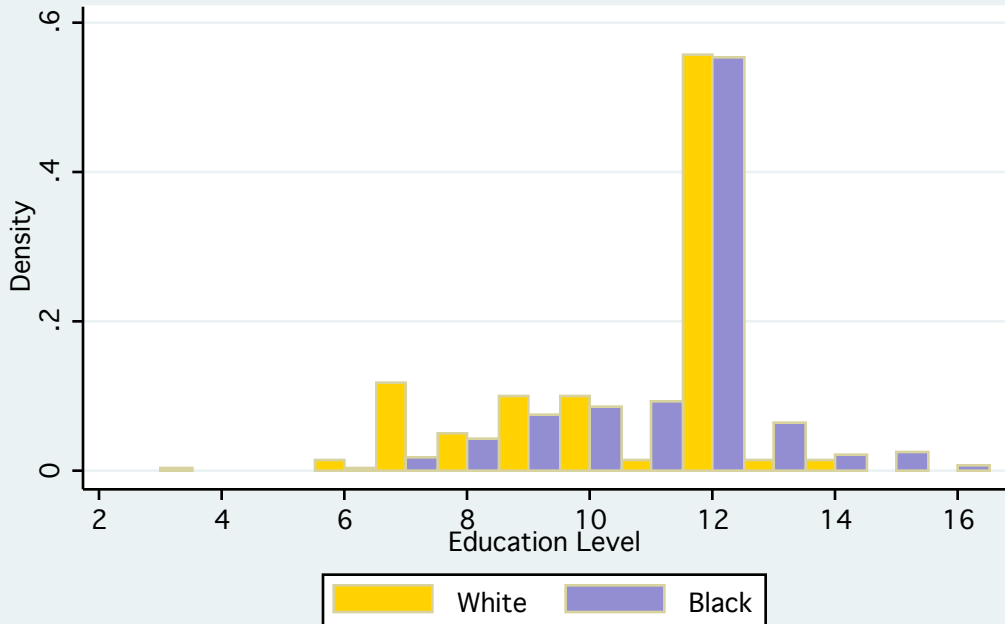
AFQT Decile 10



WOMEN

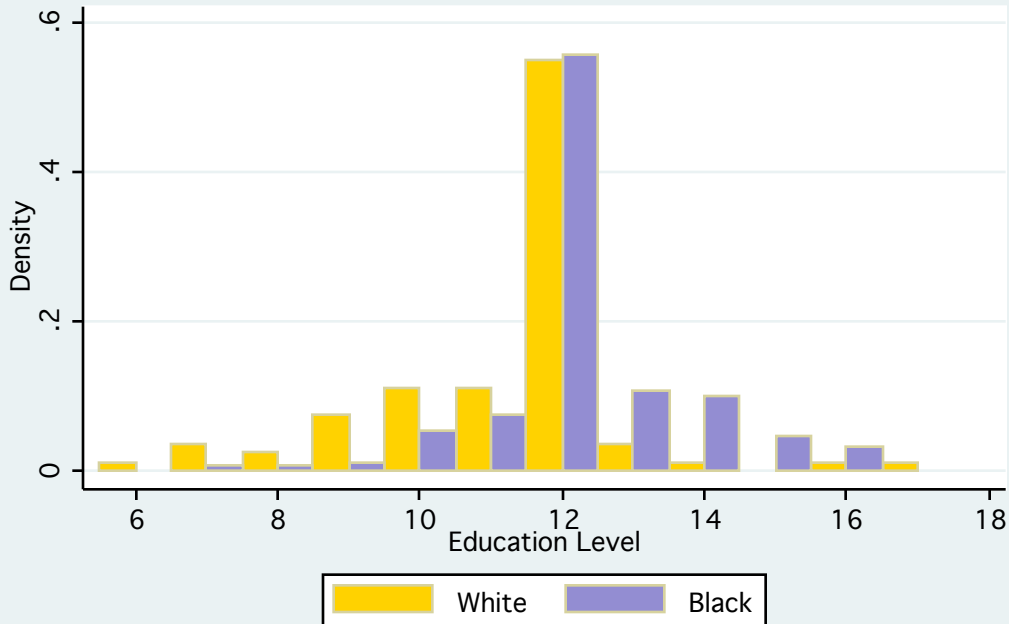
Education by Race

AFQT Decile 1



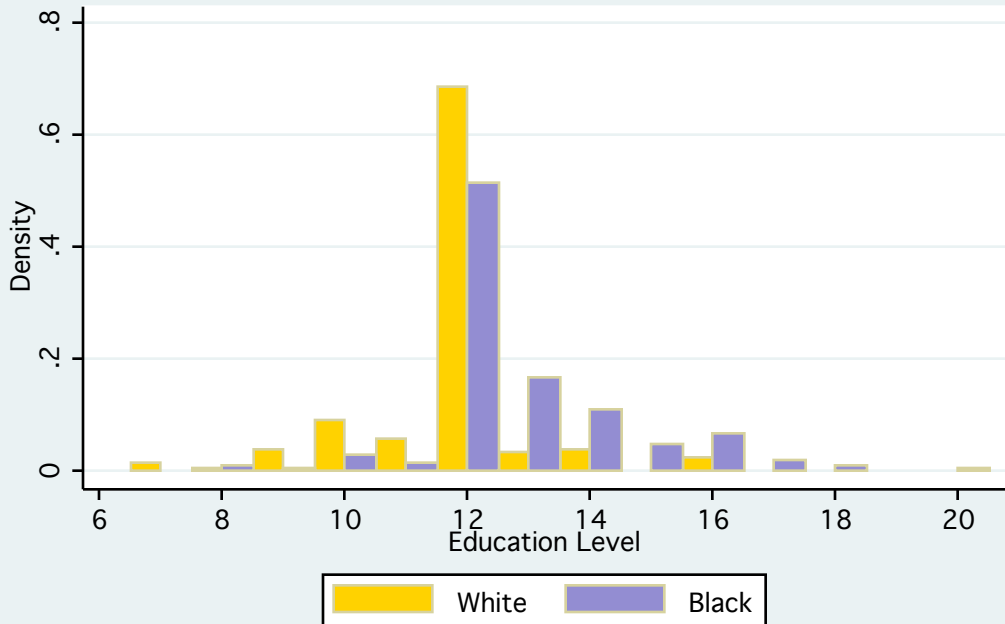
Education by Race

AFQT Decile 2



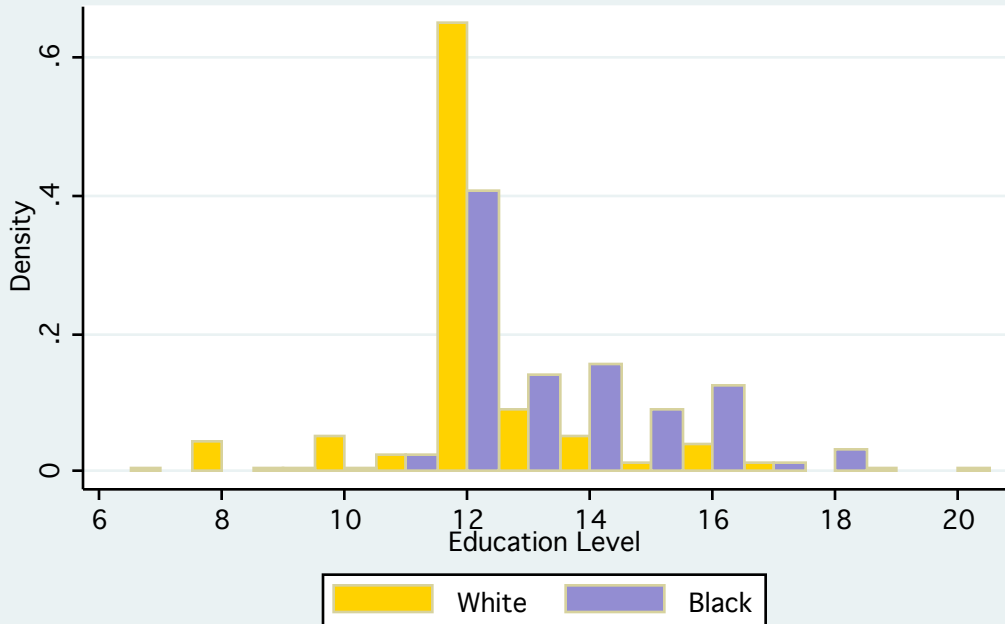
Education by Race

AFQT Decile 3



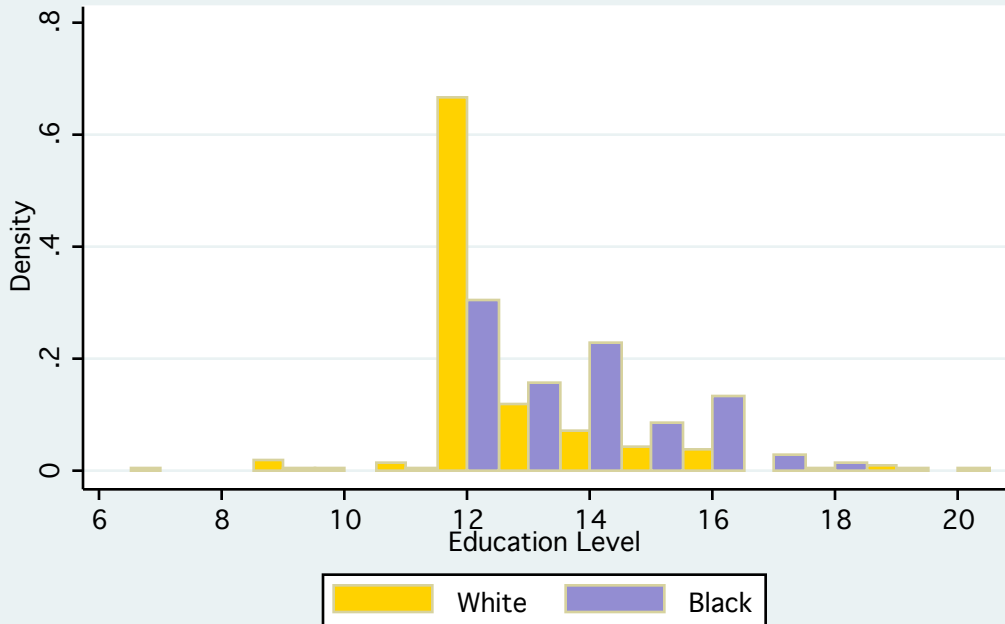
Education by Race

AFQT Decile 4



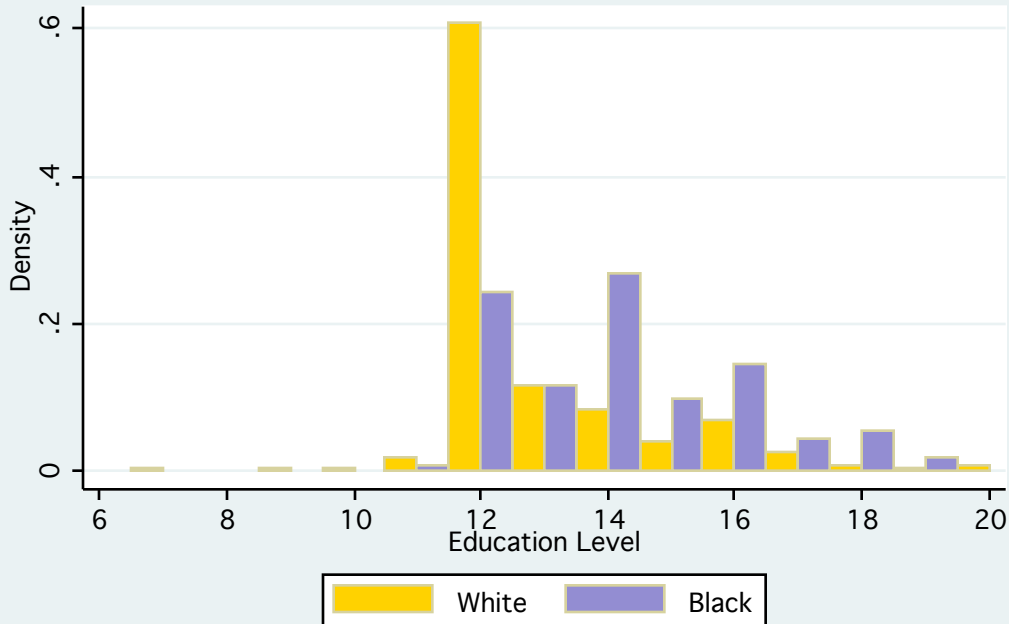
Education by Race

AFQT Decile 5



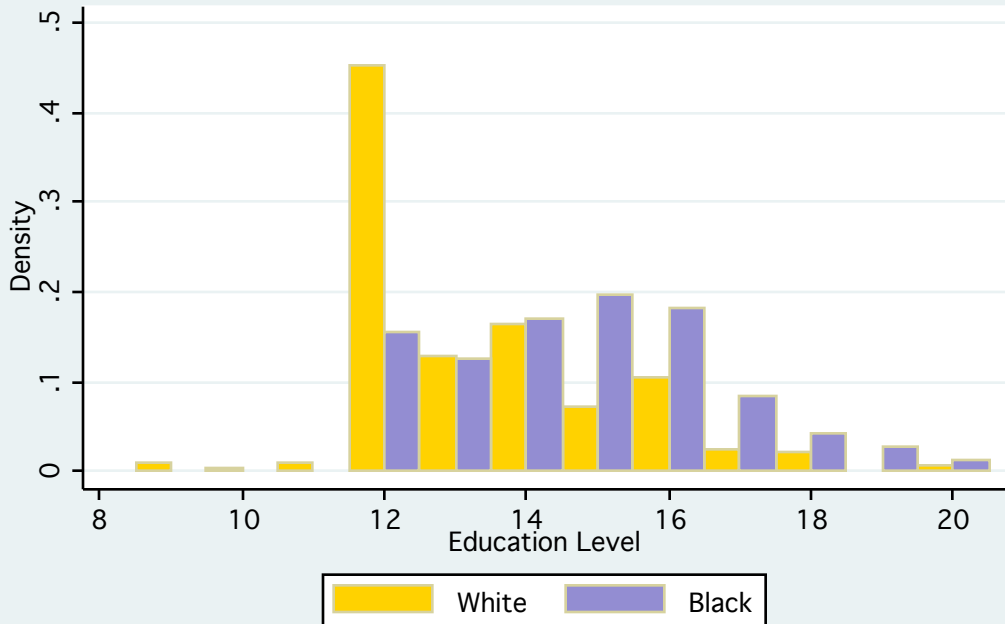
Education by Race

AFQT Decile 6



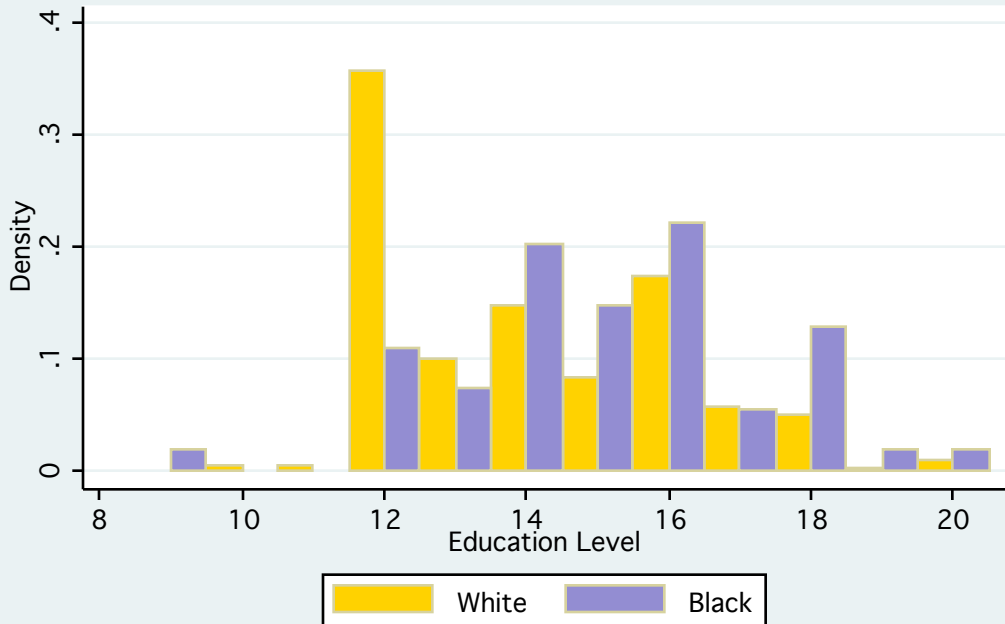
Education by Race

AFQT Decile 7



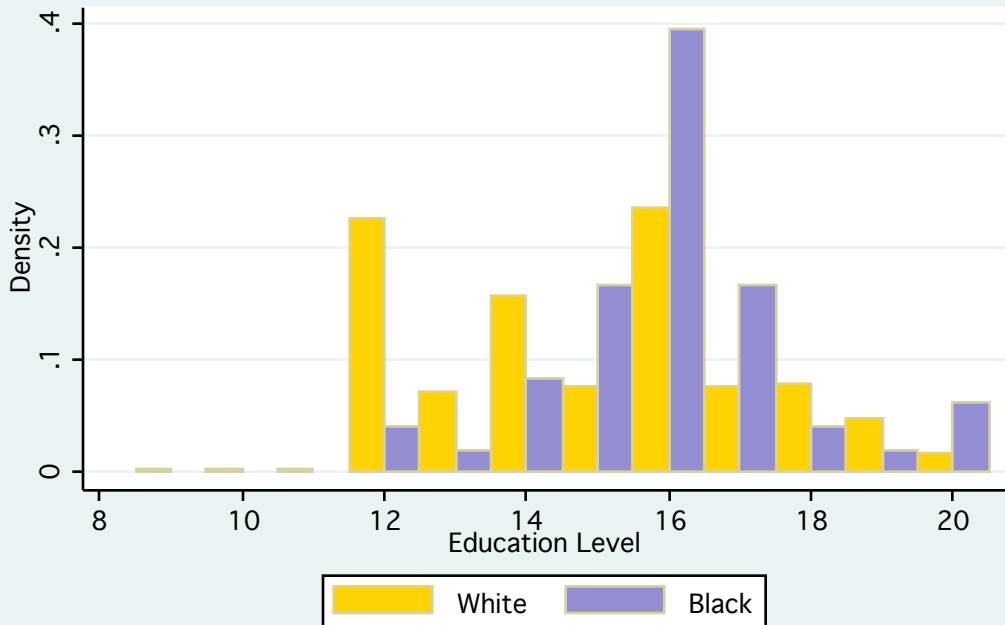
Education by Race

AFQT Decile 8



Education by Race

AFQT Decile 9



Education by Race

AFQT Decile 10

