

Appendix Table 1

Summary Statistics for Missouri Administrative Data  
(N=49,861)

| Variable                               | Mean        | Standard<br>Deviation | Minimum | Maximum   |
|--|-------------|-----------------------|---------|-----------|
| Salary                                 | \$26,902.76 | 7,717.98              | \$1,200 | \$117,408 |
| Log(Salary)                            | 10.17       | 0.27                  | 7.299   | 11.673    |
| Female                                 | 0.75        | 0.43                  | 0       | 1         |
| Tenure                                 | 10.84       | 8.11                  | 1       | 50        |
| Experience                             | 13.72       | 8.69                  | 1       | 54        |
| Bachelors<br>Degree                    | 0.57        | 0.50                  | 0       | 1         |
| Masters<br>Degree                      | 0.41        | 0.49                  | 0       | 1         |
| Specialist<br>Degree                   | 0.02        | 0.13                  | 0       | 1         |
| Doctorate<br>Degree                    | 0.004       | 0.06                  | 0       | 1         |
| Metro Area                             | 0.64        | 0.48                  | 0       | 1         |
| Percent Rural<br>Population<br>Density | 0.37        | 0.40                  | 0       | 1         |
|  | 1.42        | 2.10                  | 0.003   | 7.143     |
| Kansas City MSA                        | 0.20        | 0.40                  | 0       | 1         |
| St Louis MSA                           | 0.32        | 0.47                  | 0       | 1         |
| St Joseph MSA                          | 0.02        | 0.14                  | 0       | 1         |
| Springfield MSA                        | 0.05        | 0.22                  | 0       | 1         |
| Joplin MSA                             | 0.03        | 0.17                  | 0       | 1         |
| Columbia MSA                           | 0.02        | 0.14                  | 0       | 1         |

Appendix Table 2

Summary Statistics for 1990 Census Sample  
(N=3,123)

| Variable                           | Mean        | Standard Deviation | Minimum | Maximum   |
|------------------------------------|-------------|--------------------|---------|-----------|
| Wage & Salary Income (1989)        | \$23,871.46 | \$9,765.56         | \$300   | \$195,297 |
| Weeks Worked (1989)                | 43.64       | 6.63               | 32      | 52        |
| Log Average Weekly Earnings (1989) | 6.21        | 0.53               | 1.75    | 8.57      |
| Female                             | 0.75        | 0.43               | 0       | 1         |
| Age                                | 40.95       | 9.75               | 23      | 70        |
| Bachelor Degree                    | 0.54        | 0.50               | 0       | 1         |
| Masters Degree                     | 0.45        | 0.50               | 0       | 1         |
| Professional Degree                | 0.004       | 0.06               | 0       | 1         |
| Doctoral Degree                    | 0.011       | 0.11               | 0       | 1         |
| Married                            | 0.74        | 0.44               | 0       | 1         |
| Female × Married                   | 0.54        | 0.50               | 0       | 1         |
| Columbia MSA                       | 0.01        | 0.12               | 0       | 1         |
| Joplin MSA                         | 0.02        | 0.16               | 0       | 1         |
| Kansas City MSA                    | 0.16        | 0.36               | 0       | 1         |
| St Louis MSA                       | 0.30        | 0.46               | 0       | 1         |
| Springfield MSA                    | 0.03        | 0.17               | 0       | 1         |