Impact evaluation of Max Weber Programme in the Academic Job Market

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Executive Summary

From November 2012-May 2013, the Academic Career Observatory (ACO) of the Max Weber Programme (MWP) carried out research on the career progression of former Max Weber Fellows (MWF) and Non-Fellows, i.e. those who applied to the programme and either proved unsuccessful in their application or who declined the Fellowship. The central aim of this research is to assess whether or not the MWP has an impact on the academic labour market.

We gathered information on 481 Post Doctoral academics, divided between former Fellows of MWP and Non-Fellows. Information on the career progression and current job positions of the participants was gathered and analysed. The information on both groups was gathered from their application materials that were supplied to the MWP and the internet search-engine Google which was used to trace Non-Fellows in particular. The results were stratified with the utilisation of various indicators including gender, occupational mobility and geographical mobility.

The results reflected some consistencies across these indicators. Nationality proved to be a strong determinant for career progression in different regions. The majority of MWF proceeded to gain academic positions in Europe (where as among Non-Fellows who applied to the programme from the United States, a high percentage were successful on the academic job market in North America). The gender indicator also produced interesting results with women among both Fellows and Non-Fellows proving to be less visible on the academic job market regardless of participation in the programme.

There were also interesting results across the disciplines. Fellows and Non-Fellows in Economics and Law perhaps not surprisingly displayed a tendency to take up professional positions outside academia. Finally it has been shown that the MWP does indeed have an impact in the academic labour market. The probability of securing and maintaining an academic job and of career progression in academia is higher following participation in the programme. This indicates that the programme trains and prepares Fellows very well for the job market as revealed by their strong performance. It also shows that this performance is self-reinforcing, creating a strong international reputation for the programme. In particular, the MWP produces Fellows who are able to gain tenure-track positions straight out of the Fellowship, which is a significant difference from the results of Non-Fellows on the job market.

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Introduction

The Fellows and the former Fellows of the Max Weber Programme analysed in the study were divided into the following cohorts based on the academic year in which they completed the Fellowship: 2007-2008, 2008-2009, 2009-2010, and 2010-2011.

Non-Fellows were chosen from applicants with a high probability of being accepted into the MWP, yet who did not ultimately enrol in the programme. This probability ranking was assigned by the departments during the application process. Included are applicants who were successfully accepted into the Max Weber Programme but who chose to decline the Fellowship. As a general rule the individuals in this group share similar characteristics with the Fellows selected for the study. This work follows previous research, conducted by Bessudnov, Guardiancich and Marimon in 2012,[1] with a similar goal of exploiting the comparison between Fellows' and Non Fellows' careers.

This report is structured as follows. The first section lays out the dataset and the methodology applied. The second section analyses the result according to the visibility of the careers of Fellows and Non-Fellows as discovered through Google and the outcomes are reviewed in the third section entitled; Occupational analysis.

Mobility is regarded as a critical determinant of career progression. As such, two forms of mobility are analysed here: Occupational Mobility and Geographical Mobility. The fourth section addresses Occupational mobility which refers to the ability of Fellows and Non-Fellow to move between different rungs on the academic career ladder. It is important to determine whether MWF retain a similar position to the one they held before their application and how this compared to the career progression of Non-Fellows.

The fifth section analysed mobility from a geographical perspective. Geographical mobility was considered on an inter-continental basis which looked at the movement of Fellows and Non-Fellows between different regional systems rather than merely between different countries.

The sixth section raises the question of whether or not participation in the MWP impacts upon the career progression of Fellows in comparison to Non-Fellows. In order to ascertain this, we constricted a dummy variable equal to one if a position found directly following or during the MWP is still held.

The seventh section concludes.

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[1] A. Bessudnov, I. Guardiancich, R. Marimon, 'A Statistical Evaluation of the Max Weber postdoctoral programme', November 2012. https://97f671ad-a-62cb3a1a-s-sites.googlegroups.com/site/bessudnov/MWPpaper20121102RM.pdf?attachauth=ANoY7cqOM3KUjU3d8Tmd14vgSa9108naCZzoSxIEcq0ClwVueNSqIXc4QV6zwPvv1PVHQtnuk5miDDVsKgw8sJuWUSuKigf0yBR_YsB1jGAAAR8K_nZ8pH_ERKTsm44eWlv4GLCD240KskPJ6UDb-YTHZqs6ZjaImCxs1gRQPdhY73-MoApbJtck4urn7or43MpCYhH3fdjLpx7Ed2F2Up7yXqw14S3RGQ%3D%3D&attredirects=0

Dataset and Methods

The dataset includes a total of 481 observations and is composed of two groups: 167 former Max Weber Fellows and 314 Non Fellows who applied during the academics years 2007-2008, 2008-2009, 2009-2010 and 2010-2011. In order to avoid a situation in which the differences in outcomes are due to different abilities or personal characteristics, we looked only at Non Fellows who, after having successfully completed the application process, were recognised as suitable for participation in the programme (i.e. those who received a high probability ranking by the various EUI Departments). Among those are applicants with characteristics similar to Fellows who were eventually rejected, as well as applicants who were successfully accepted into the Max Weber Programme but who eventually turned down the Fellowship.

The following table and bar graph summarize the distribution of observations by discipline and academic year for which the candidates applied

	Total Observations	Fellows	Unsuccessful Candidates	Candidates who Declined	Total Non Fellows
ECO	163	37	76	50	126
HEC	107	43	61	3	64
LAW	78	36	35	7	42
SPS	133	51	76	6	82
TOT	481	167	248	66	314

Table 1

One-third of the dataset is composed of Fellows and the corresponding two thirds of Non Fellows. This proportion holds for total observations but not for disciplines, and for all years except 2007-2008 where it was difficult to obtain data. The distortion between the numbers of observations for each discipline is due to the priority of the study which was to include high-ranked and successful Non Fellows. It is important to state that this is not a reflection of differences between participants from the various departments.

The decision to include applicants who declined the fellowship (in most cases because they were offered a better position) potentially may have weakened the veracity of the results. The statistical differences found among Fellows and Non Fellows are thus strengthened by the presence of Candidates who declined.

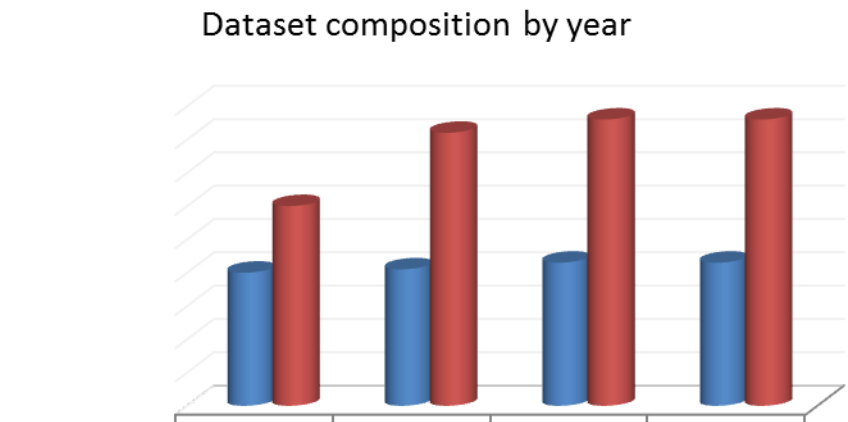

Figure 1

The data for the analysis is drawn from two sources. The first source is the set of applications submitted during the Fellowship application process, including information about the nationality, gender and discipline of applicants as well as country, year and university from which they earned their PhD.

The second source utilized is Google. Much of the information concerning the current positions of individuals was uncovered through simple online Google searches. Most of these scholars have their Curriculum Vitae posted online on their current organization or university's website. We collected data on university, country and type of position both before and after application to the Max Weber Programme. Another helpful source in the collection of data on Fellows involved in the study was the MWP webpage that tracks the alumni of the program. http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/FormerFellowsAffiliations.aspx

This large research project, aimed at quantifying the value of a specific academic programme, has used Google prominently in the data gathering procedure. This type of research methodology reveals important information about the career visibility of various participants and allows for greater ease of access to data, as well as more reliable results than general studies typically offer. Furthermore, this research method allows for a quicker collection of data than the much slower process in general surveys. The data gathered is current as of December 2012; therefore the information used in this report is up to date and accurate.

In order to assess the effect of Max Weber Programme on the careers of Fellows and Non Fellows the first step was to construct some dichotomic variable providing information on the careers of applicants: among others, geographical and occupational mobility, and the availability of information on Google. Secondly, we have produced a descriptive analysis comparing the values for Fellows and Non Fellows. Lastly, in order to exclude the possibility that these differences are the results of this specific case, we estimated the impact of the Max Weber Programme on dummy variables using probit regressions.

Career Visibility

The Internet may be considered the biggest database that has ever existed, providing abundant and freely available information about careers. We therefore decided to exploit this resource in order to collect the data for the 481 observations used in our research. Assuming that the more active a person is in the labour market, the more information is available on Google about him, in order to estimate the impact of the MWP, we compared the career visibility of Fellows and Non Fellows. Our assessment method included a search of the applicant's name on Google in order to check if there is information available about him/her. To be able to find information about someone on Google implies that the person holds a good position in an important organization or university, or that he/she is writing a number of papers and articles published in prestigious journals or on academic websites. Moreover, as explained in the previous section, Google provides a lot of information about the institution, the country and the type of position currently held.

For this research, websites of universities and organizations played an important role, but websites that gather information about the careers of participants, or that offered career profiles, are valuable instruments as well (among others, a broadly exploited and well organized website is LinkedIn). For Fellows, on the other hand, copious, current information can be found on the website of the Max Weber Programme which, in the majority of cases, is updated by former Fellows themselves with new information about their careers. It is worth pointing out that there are only a limited percentage of people who cannot be found on Google, confirming a widespread use of webpage among young scholars. As is evident by looking at the graph below, the quota of people in the academic world whose career profiles can be found on the internet is very high, representing almost all of the cases for former Fellows.

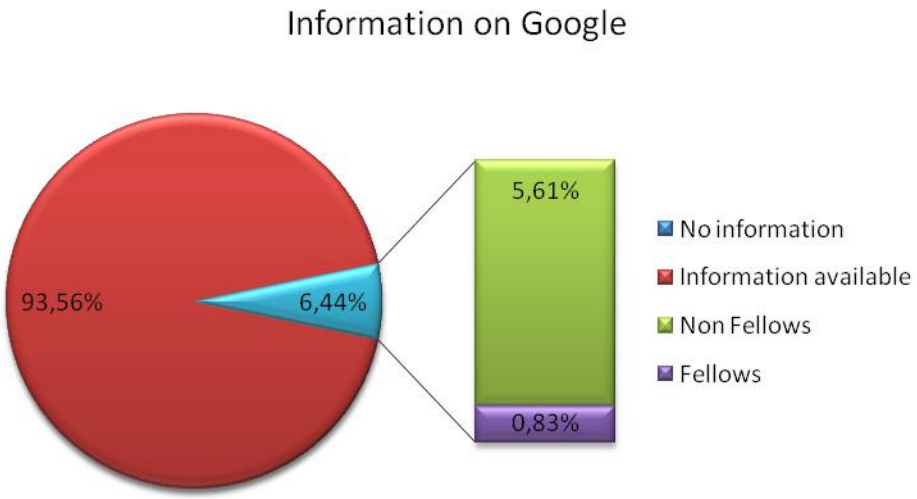

Figure 2

Fellows are very 'visible' on the web, more-so than Non fellows: we have found information for around 98% of Fellows and 91% of Non Fellows, a result consistently confirmed for each academic year. The percentage of Fellows and Non Fellows for whom we found information on Google is detailed in the following table:

Application for Year	Fellows	Non Fellows
2007-2008	100%	91.7%
2008-2009	100%	93.9%
2009-2010	93%	89.5%
2010-2011	97.7%	90.7%

Table 2

It can be argued that it was possible to gather information on 100% of the Fellows who participated in the programme from 2007-2009 with relative ease; this provides positive auspices for the programme. The MWP has clearly had a productive long-term effect on their careers.

In order to prove that these differences are not subject to varying circumstances on a case-by-case basis, but that the MWP actually has an impact on career visibility, we implemented a probit regression (the results can be found in Appendix A). We studied the impact of having been a Max Weber Fellows on the probability of being found on Google.

The probit regression shows that participation in the MWP has a positive impact on the visibility of participants on the internet when searched through the Google search engine. The null hypothesis 'no effect' is rejected at 1% of statistical significance. By looking at the marginal effect of the Dummy Fellow, we can interpret the results in this way: ceteris paribus, having been a Fellow increases the probability of being found on Google by 6.4%. Other factors may have an effect on the dependent variable "Info on Google". Because of the scarcity of personal information we controlled only for gender, number of years passed since the application and discipline, taking as the Department of History and Civilisation (HEC) as a reference point. These control variables are not statistically significant with the exception of the ECO dummy with a significance level of 10%.

Important differences emerge between the disciplines too. In particular, the lack of information about Non Fellows on the web is a concern for Historians and Political

Scientists; on the contrary, we have information for all former Fellows of the Department of Social and Political Science. (See Figure 3).

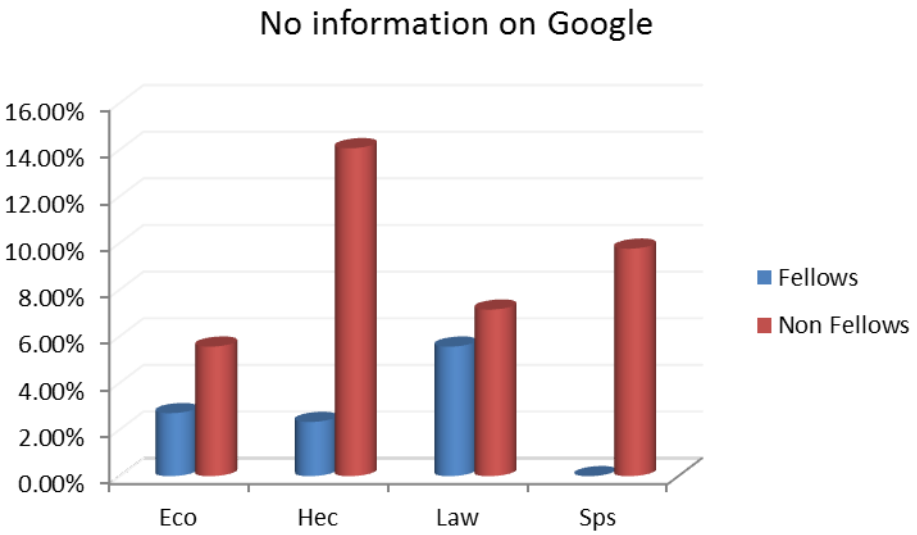

Figure 3

For Fellows, the availability of information on Google does not present significant differences according to gender, while for Non Fellows we have found more information about men than women.

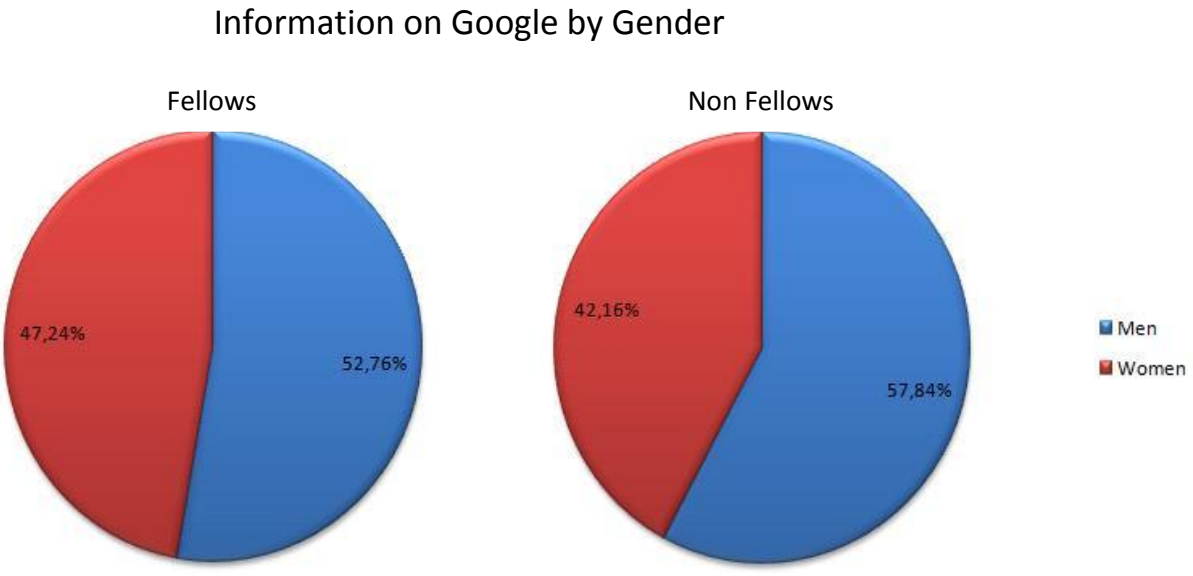

Figure 4

Occupational analysis

Researchers applying for the MWP held academic and non-academic positions in universities, organizations and institutions in a large number of countries. With regard to job distribution between academic and non-academic participants, the percentage of Fellows currently holding an academic position is higher than for Non Fellows. This result occurs for each year, even though for some years the difference is small. (See Figure 5 and Table 3 below).

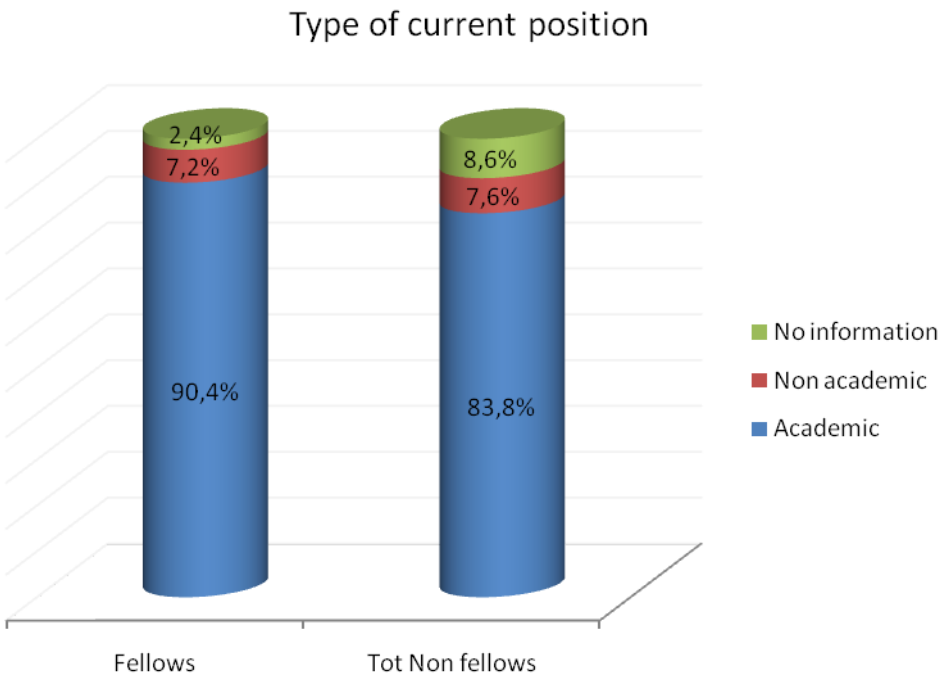

Figure 5

Application for year	Fellows	Non Fellows
2007-2008	90.0%	88.3%
2008-2009	92.6%	84.1%
2009-2010	83.7%	82.6%
2010-2011	93.0%	81.4%

Table 3

Among former Fellows currently holding an academic position, 31.1% are from the Department of Social and Political Science, followed by History (27.1%), Law (21.2%)

and Economics (20.5%). On the other hand among Non Fellows, occupying academic positions, 39,6% are from the Department of Economics (in particular 25,5% are economists who declined and 14,1% are unsuccessful candidates) while the lowest number of Non Fellows currently holding an academic position are those who applied to the Department of Law (12.5%). Without considering those who declined the Fellowship but considering only unsuccessful candidates currently holding an academic position, the distribution remain the same. In fact the high percentage is recorded by economists (31,6%) while the lowest by law (12,3%).

Both for Fellows and Non Fellows, there are more men than women in academic positions. While in the case of Fellows, the difference between genders is as low as 7.3%, the share of men, among the Non Fellows involved in academic world is 16.3% higher than that of female Non Fellows.

In the following graph we present the distribution between academics and non-academics by disciplines. The percentage of Fellows coming from the Departments of History and Law currently working in the academic world is higher than that of Non-Fellows. 95.3% of History Fellows and 88.9% of Law Fellows retain academic positions as opposed to 85.9% of Non-Fellows in History and 78.6% of Non-Fellows in Law. Among Fellows, Economists are currently employed in more non-academic positions, followed by Political Scientists. On the contrary, for Non Fellows, the discipline which produces most people who do not take up academic jobs is Law.

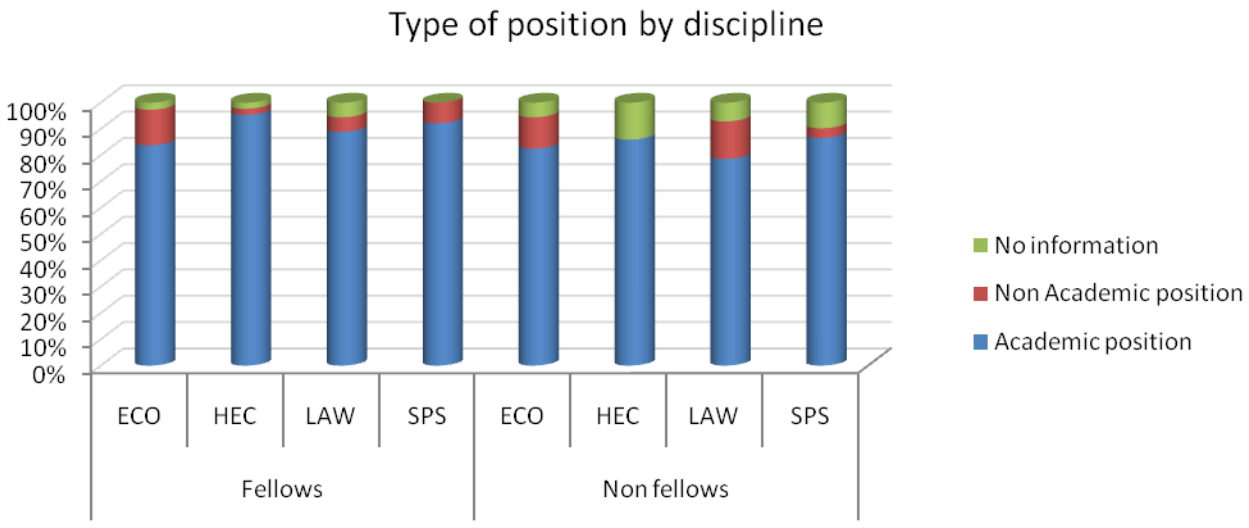

Figure 6

The sample distribution according to the kind of academic position held is shown in the following figure.

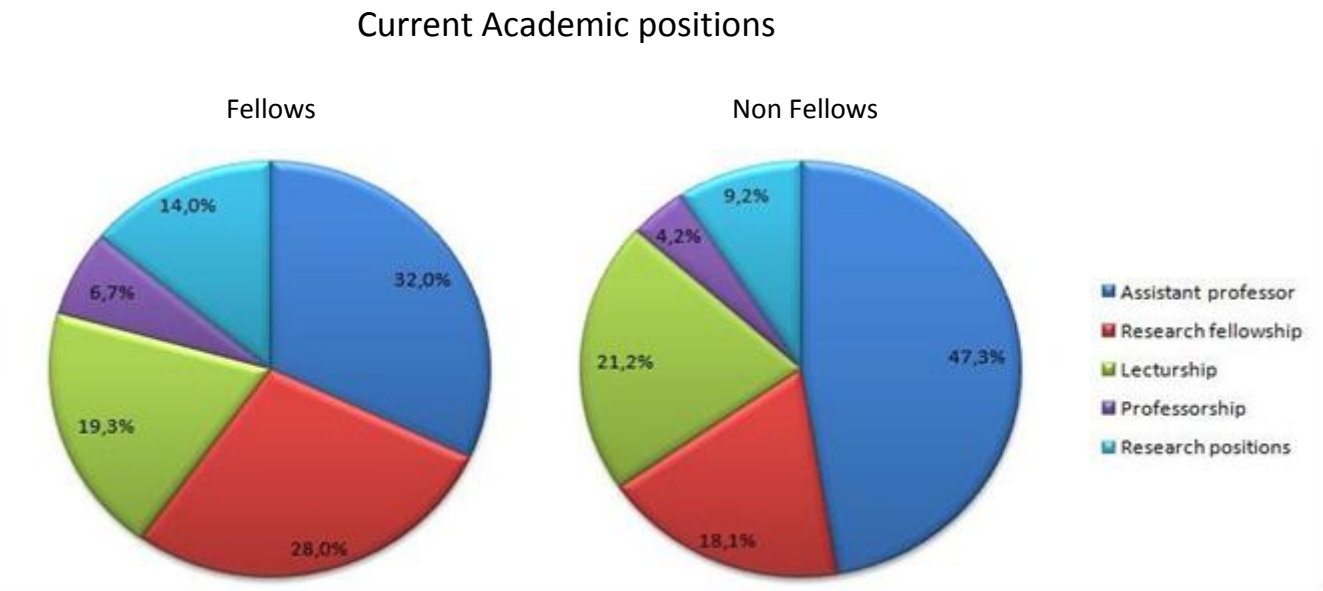

Figure 7

Among academic workers, the share of Professors and researchers among Fellows is larger than among Non Fellows, while the latter more frequently gain the position of Assistant Professors. Non-academic Fellows are more likely to be Directors and Policy Advisors and less likely to be Lawyers and Economists, though this last category represents a high percentage in both groups. For details see Appendix B.

Occupational Mobility

Applicants to a fellowship program such as the MWP, having already attained their PhDs, are primarily looking for an opportunity to refine and expand their current skills in order to increase their competitiveness in the academic job market. As such, in order to properly judge the effects of the MWP it is vital to determine whether graduates of the programme enter into higher ranked job positions than were accessible without participation in the programme. Occupational mobility is therefore an important factor in understanding the impact of the MWP.

In order to ascertain if Fellows after the MWP continue to maintain the position they may previously have held before their application or move towards a new and different position, we constructed a dummy variable indicating whether the position held before and after the MWP is different or not. In this case and in others, we do not have enough information to run a meaningful regression. Yet, the aggregate results for all four years tell us that the percentage of Fellows that changed position (86.8%) is higher than that among the Non Fellows (72.6%). (See Figure 8).

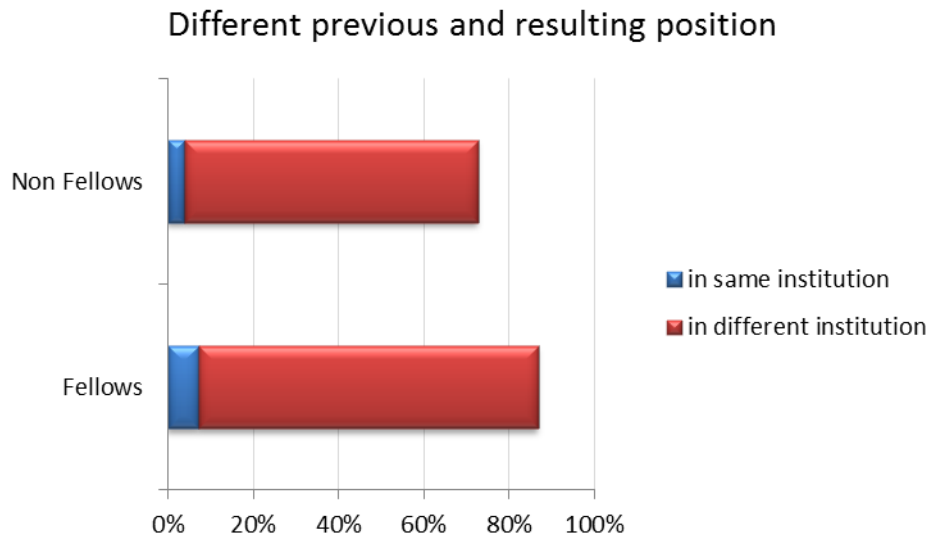

Figure 8

It can be verified that Fellows are likely to change position after completion of the MWP. In each case there is a low percentage of Fellows who returned to the same position they held before participation in the MWP. With respect to Non Fellows, it is important to investigate whether or not they improved their positions.

Before application to the MWP, researchers tend to hold a number of different positions. As evident from the graph below, for the four academic years taken into consideration, the majority of applicants recently completed a PhD before their application. One quarter held

an academic position and only 2.5% a non-academic position. For 14.6% of our observations we did not find information about the previous positions of participants.

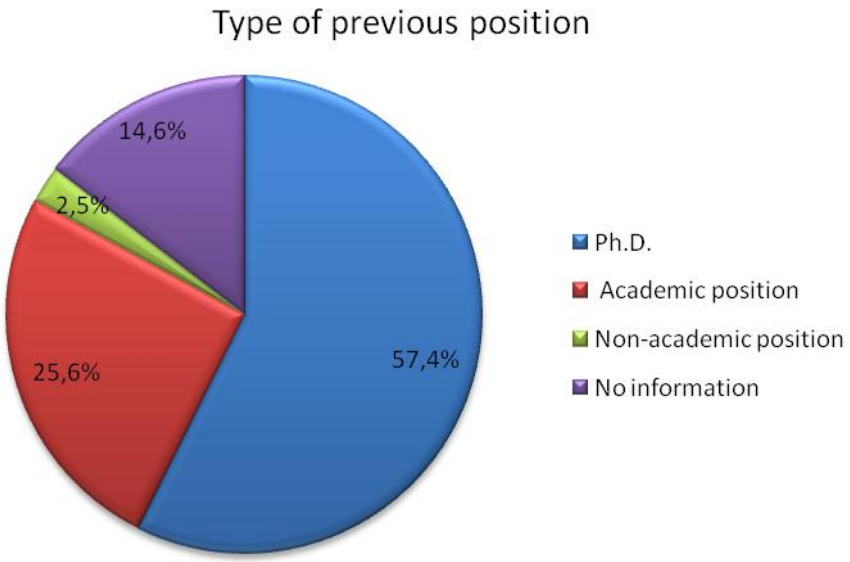

Figure 9

Our aim is to understand if researchers hailing from an academic position moved up the academic career ladder following participation in the MWP. One difficulty in ascertaining this information is the lack of an international ranking system for academic positions. The ranking of academic positions can be regulated within a single country but not internationally. For this reason we were forced to check each previous and current position individually and to use a dummy indicator that expressed whether there is an improvement in position or not.

The main finding is that 62.9% of Fellows coming from and currently holding an academic position improved their career prospects; as opposed to the 37.1% who maintained their previous position or moved down the career ladder altogether. For Non Fellows the percentages are respectively 61.0% and 39.0%. This reflects overall that although there is a small difference between Fellows and Non-Fellows who improve their position, participation in the programme can increase the probability of improving career advancement.

In conclusion, the findings indicate that Fellows experience higher occupational mobility than Non Fellows. Furthermore there was a slight improvement in position rankings for those Fellows who completed the program and then changed their original positions in comparison with Non-Fellows. These findings are complicated by a lack of information about the previous positions of applicants as well as the lack of an international academic ranking system. It should be noted that the majority of applicants came directly or very recently from their PhD programs, and as such did not have the opportunity to enter the job

market before beginning the MWP. Despite these restrictions the findings indicate a greater occupational mobility among Fellows than among Non Fellows.

Geographical mobility

The section below lays out the geographical distribution of Fellows and Non Fellows. An incidental observation about career visibility for Fellows can be made from the evidence collected. While Fellows for the MWP are drawn primarily from European countries there is also evidence that shows that, after participation in the MWP, Fellows are more likely to remain in Europe than Non Fellows. Finally, through further analysis, Fellows and Non Fellows are drawn from different academic traditions and it is evident that the Continental European and the Anglo-Saxon academic traditions produce the highest percentages of both Fellows and Non Fellows. From the data in the table below it can be stated that Fellows are more mobile than Non-Fellows. This is especially so in the comparison between the country in which they lived upon application to the MWP and their country of current employment.

	MWFs	**Non-MWFs**
Different previous and resulting country	**50.3%**	**42.7%**
The person was previously in his country of Nationality	15.0%	7.3%
The person was not previously in his country of Nationality	35.3%	35.3%

In the map we highlighted, for each country, the presence of Fellows and Non Fellows. We coloured in green those countries for which the number of Fellows working there in terms of the total number of former Fellows is greater than or equal to, that of Non Fellows. Countries in red denote those in which the percentage of Non Fellows employed is higher than that of former Fellows. Fellows find success in most European Countries, Russia, China, Japan and Argentina, while Non Fellows are more frequently employed in the US, Canada, Mexico, India and Australia. The more marked differences are in Germany, where 16.2% of Fellows are working, as opposed to 6.0% of Non Fellows, and in US, where the percentages are respectively 15.6% and 25.5%.

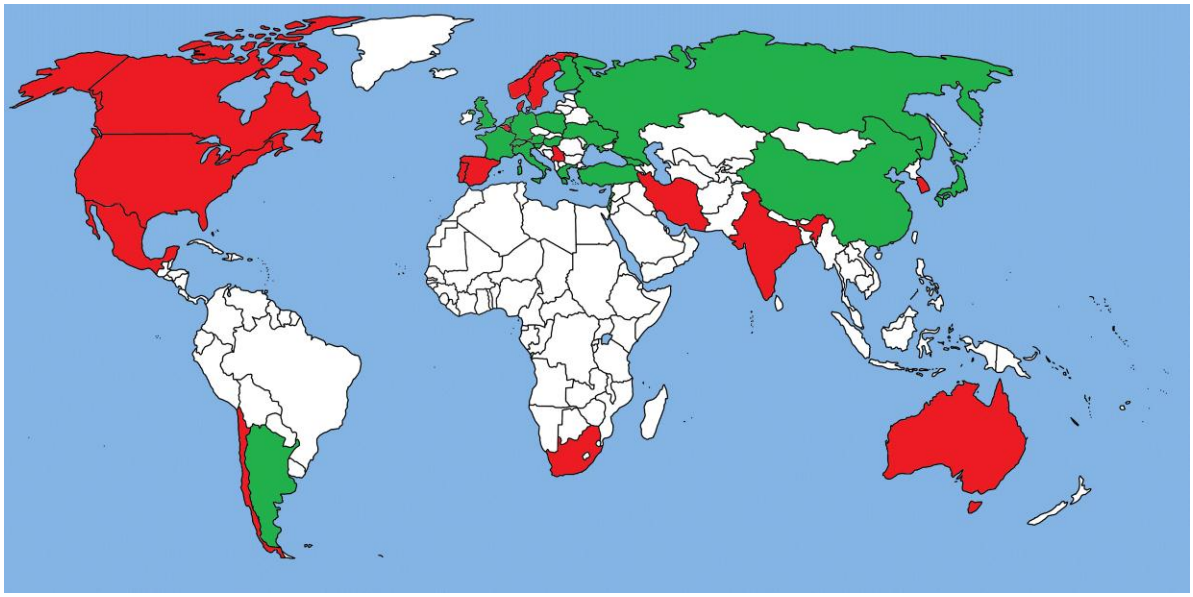

Figure 10

$$\text{Green: } \frac{\text{Fellows in the country}}{\text{Total Fellows}} \geq \frac{\text{Non Fellows in the country}}{\text{Total Non Fellows}} \qquad \text{Red: } \frac{\text{Fellows in the country}}{\text{Total Fellows}} < \frac{\text{Non Fellows in the country}}{\text{Total Non Fellows}}$$

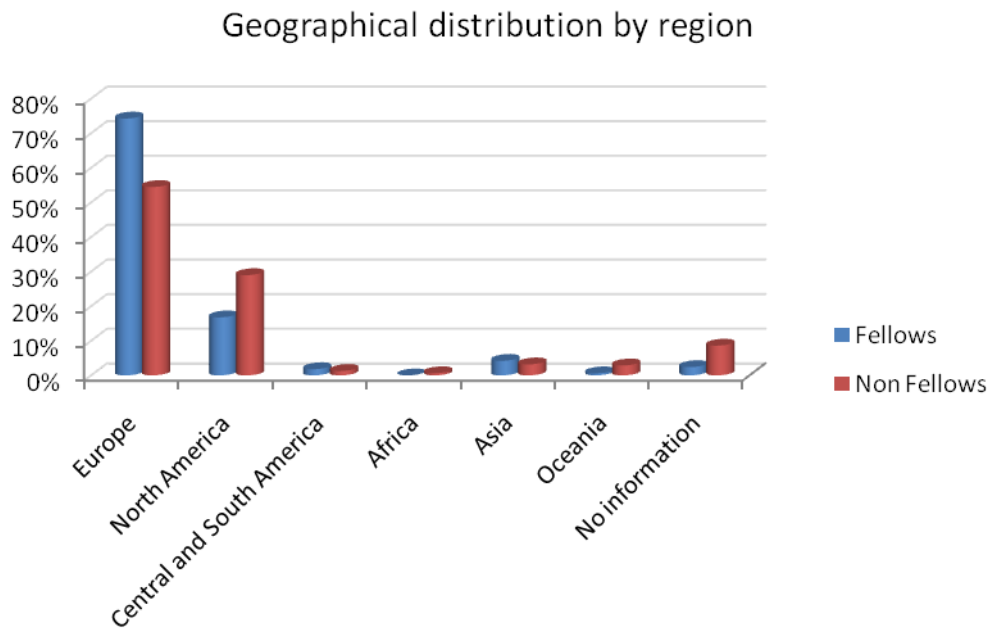

Figure 11

Fellows and Non fellows are distributed in a very different manner across the world, for instance Non Fellows are more likely than Fellows to find a job in North America. The percentage of our 481 observations in less developed areas, such as Central and South America and Africa, is very small, as is the percentage who took up positions in Oceania. (See above Figure 11.)

The percentage of Fellows currently in Europe is higher then that of Non Fellows, one in aggregate for all four years and for each single year as shown in *Figure 12*. Information pertaining to the current country of Fellows found on the web is more easliy accessible than that which was found for Non Fellows. This implies that Fellows seem to have higher rates of career visibility than Non Fellows, which could be a result of participation in the MWP.

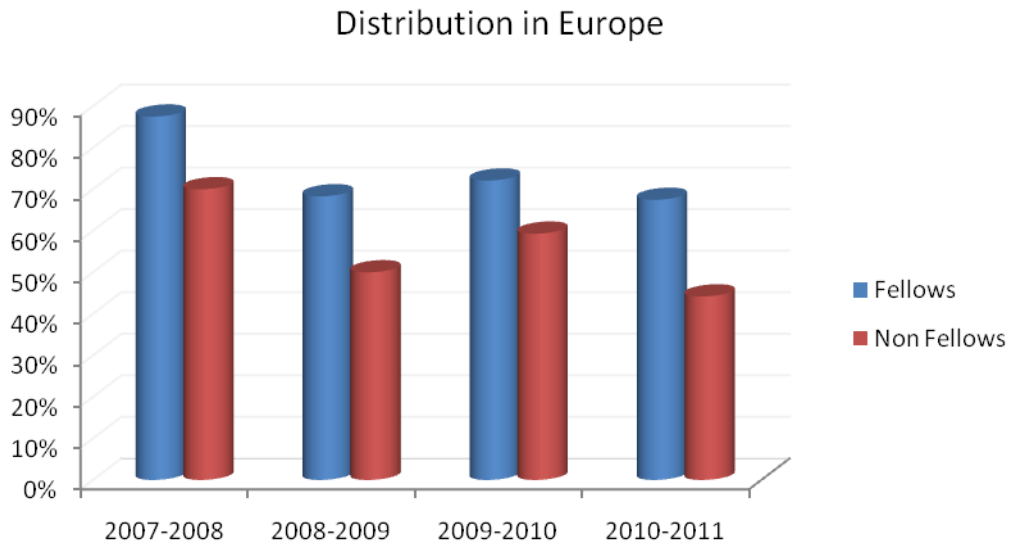

Figure 12

The distribution in Europe of Fellows and Non Fellows is not homogenous. We studied it by dividing the continent into areas according to their academic tradition. We grouped the countries in which our observations following an alignment that was used in the previous *Survey on Research Funding on Social Sciences in Europe by the Academic Careers Observatory*.[2] The distribution of Fellows between these areas is summarized in following graph.

[2] Ramon Marimon et al., *Survey on Research Funding for the Social Science in Europe*, Max Weber Programme, Academic Careers Observatory, European University Institute, 2011. http://www.eui.eu/Documents/MWP/Publications/20111012MWP-ACOSurveyResearchFunding-Full.pdf

Region	Countries
Continental	Belgium, France, Germany, Italy, Spain
Other Continental	Austria, Greece, Luxembourg, Portugal
Anglo-Saxon	UK
Other Anglo-Saxon	Israel,[3] Netherlands, Switzerland
Central and Eastern	Poland, Russia, Serbia, Ukraine, Hungry, Slovenia
Northern	Denmark, Finland, Norway, Sweden
Others	Turkey

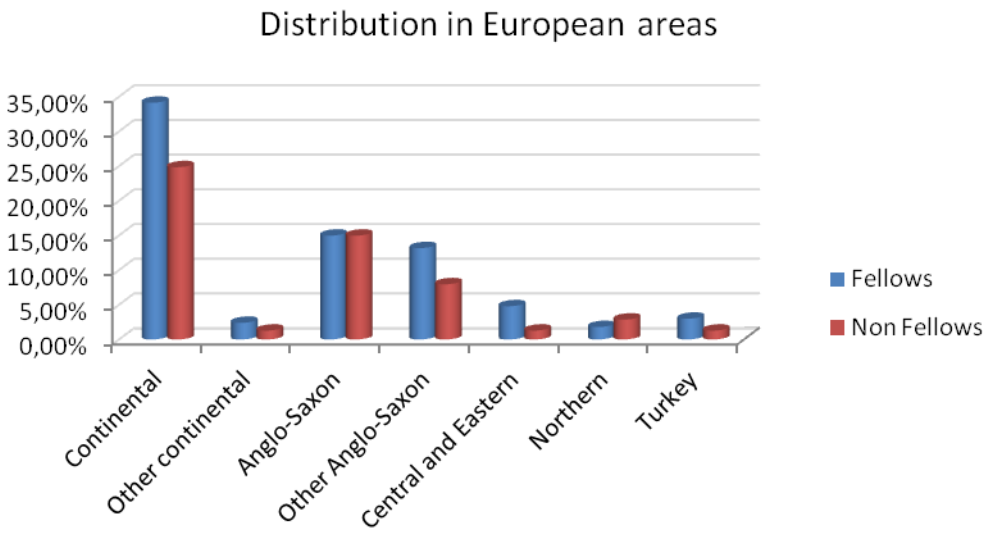

Figure 13

The highest concentration of Fellows is found in Continental Europe, followed by Anglo-Saxon countries. The distribution of Non Fellows follows the same trend except for a slightly higher percentage of Non Fellows in Scandinavian countries. (See Figure 13 above).

The results of the Probit regressions, reported in Appendix present strong evidence that the MWP can have an impact on the probability of Fellows to remain in Europe.

The difference between the percentage of Fellows and Non Fellows currently living in Europe is statistically significant at 0.1%, with a margin value of 19.1%. Moreover, being

[3] For analytical purposes, Israel was grouped with the Netherlands and Switzerland as it was identified as having an educational system and academic traditions similar to those of the Anglo-Saxon model. However, it should be noted that important differences remain between the Israeli academic system and any of the European systems.

a Fellow in Law increases the probability of remaining in Europe by 16.2% as opposed to the probability among historians. As expected, in this case, the status of being a European citizen drastically increases the probability of remaining in Europe as there is a high statistical difference among nationalities hailing from other continents (70.7%).

Does participation in MWP lead to greater career progression?

During the data collection procedure, we noted that most Fellows currently hold the position found during or just after participation in the MWP. By studying the issue in detail we found a number of relevant and significant results. In order to assess the difference between Fellows and Non Fellows, we constructed a dummy variable (Same position), equal to one if the person currently holds the position found during or just after the MWP and 0 otherwise. We analysed it also for Non Fellows using the application year as reference. The main findings are presented below.

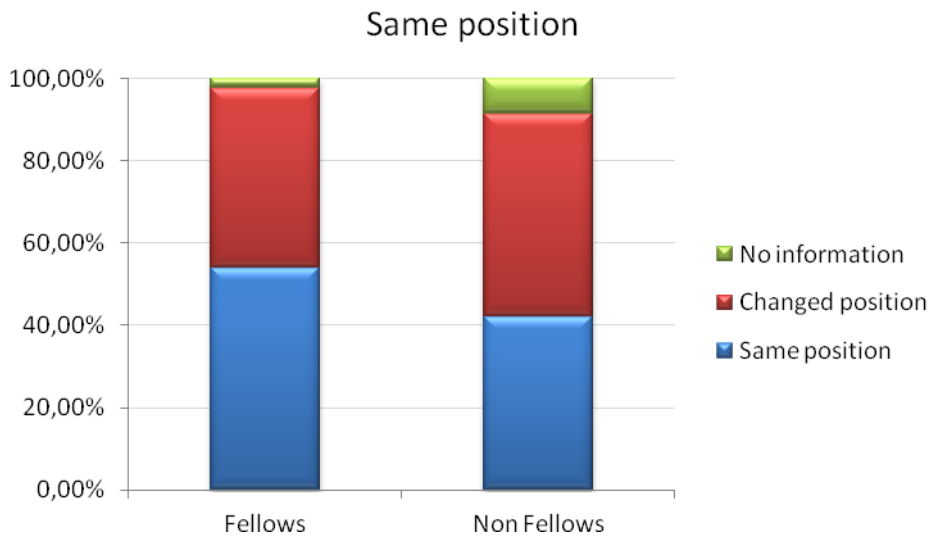

Figure 14

The percentage of Fellows maintaining the position found during or just after the MWP is higher than for Non Fellows. One possible explanation is that the MWP has a good track record and therefore a strong reputation on the labour market and allows Fellows to find an ideal position which they tend to hold over time. It may also be contended that the MWP trains and prepares Fellows for a long-term academic career in Europe, primarily. This result is evident for every year, as shown in the graph below, and obviously the percentage tends to increase for both groups in more recent years.

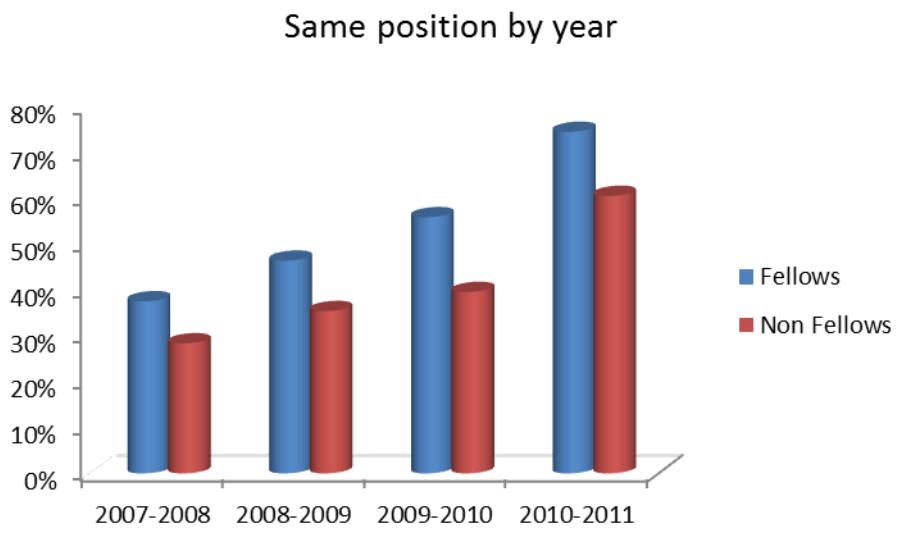

Figure 15

To assess whether these differences between Fellows and Non Fellows are statistically significant, we implemented a probit regression, reported in Appendix A.

The difference between the two groups, in the probability of maintaining the same position found in the year of application, is statistically significant. It becomes even more significant when we control for the different disciplines. The status of 'Fellow' in this case increases the probability of maintaining the job found during the year of the MWP by 18.2%. This holds in particular for the Department of Economics: being an economist increases the probability of maintaining the same position by 23.9% in comparison to historians.

Conclusion-Overview of the Impact of the Max Weber Programme

From December 2012-May 2013 the Academic Careers Observatory carried out research analysis of the Fellows and selected Non-Fellows on the job market across the seven years of the MWP. The Non-Fellows were selected from those who applied to the programme and proved unsuccessful in their application or those who declined the offer of a Fellowship. The information on participants was drawn from two sources; their application materials and their visibility on the internet as verified through the Google search engine. The aim of this project was to ascertain whether or not participation in the Max Weber Programme increased the probability of finding or improving academic positions, and which indicators reflect the most differences.

The first part of the survey analysed how 'visible' Fellows and Non-Fellows are on the job market by looking at what information on their academic career could be found through Google. Details of nationality, current position, affiliation and productivity were all deemed relevant results. It was found that the MWP has a positive impact on 'visibility' as Fellows had a higher probability of having a strong academic profile on the internet. Among the Non-Fellows, the least information was available for women with only 42,16% 'visible' as opposed to 57, 84% of male Non-Fellows who were 'visible'.

The second part of the survey revealed that the percentage of Fellows who secured academic positions during or immediately following participation in the MWP was higher than that of Non-Fellows. This result was consistent across all years although, in some cases, the difference is small.

Among former Fellows currently holding an academic position those from the Department of Social and Political Science had the greatest percentage compared to other disciplines while among Non-Fellows, Economists were most successful on the academic job market.

There was a marginally higher occupational mobility among Fellows than Non-Fellows. However, it should be noted that there is only a small statistical difference between those who improved their position and those who did not.

In terms of Geographical Mobility, Fellows were found to be more likely to remain in Europe than Non Fellows. Nationality played an important role here as a high percentage of Fellows are European and applicants from North American often found success within their own national job market in that region.

Finally, a 'dummy variable' was used to show changes in positions over time. Participation in the MWP increases the probability of maintaining a job found during the programme by 18.2%, particularly among Economists.

Appendix A

Table A.1: Probit regression of the impact of being a Fellow on the probability of being found on Google

	(1) Info on Google	(2) Info on Google	(3) Info on Google
Fellow dummy	0.612**	0.628**	0.671**
	(2.63)	(2.73)	(2.85)
Gender dummy		0.135	0.0784
		(0.74)	(0.45)
Years Ago		0.0954	0.101
		(1.16)	(1.22)
Eco dummy			0.424
			(1.72)
Law dummy			0.194
			(0.68)
SPS dummy			0.263
			(1.07)
_cons	1.366***	0.974**	0.742*
	(13.54)	(3.19)	(2.07)
N	481	481	481

t statistics in parentheses
* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table A.2: Probit regression of the impact of being a Fellow on the probability of working in Europe

	(1) EU	(2) EU	(3) EU	(4) EU
Fellow dummy	0.521***	0.523***	0.549***	0.527***
	(4.12)	(4.11)	(4.20)	(3.97)
Gender dummy		0.145	0.117	0.155
		(1.22)	(0.95)	(1.22)
Years Ago		0.154**	0.128*	0.154**
		(2.87)	(2.31)	(2.71)
EU nationality			0.941***	0.982***
			(7.04)	(7.16)
ECO dummy				0.123
				(0.72)
Law dummy				0.820***
				(3.80)
SPS dummy				0.247
				(1.41)
_cons	0.112	-0.489*	-1.040***	-1.399***
	(1.58)	(-2.35)	(-4.44)	(-5.18)
N	481	481	481	481

t statistics in parentheses
* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table A.3: Probit regression of the impact of being a Fellow on the probability of maintaining the same position found during or just after the MWP[4]

	(1) Same position	(2) Same position	(3) Same position
Fellow dummy	0.270*	0.314*	0.463***
	(2.14)	(2.46)	(3.45)
Gender dummy		0.118	0.00410
		(0.97)	(0.03)
Years Ago		-0.198***	-0.215***
		(-3.47)	(-3.63)
Eco dummy			0.613***
			(3.53)
Law dummy			-0.0551
			(-0.28)
SPS dummy			-0.180
			(-1.00)
_cons	-0.0759	0.496*	0.410
	(-1.01)	(2.35)	(1.65)
N	437	437	437

t statistics in parentheses
* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

[4] For Non Fellows the application year is used as reference year.

Appendix B

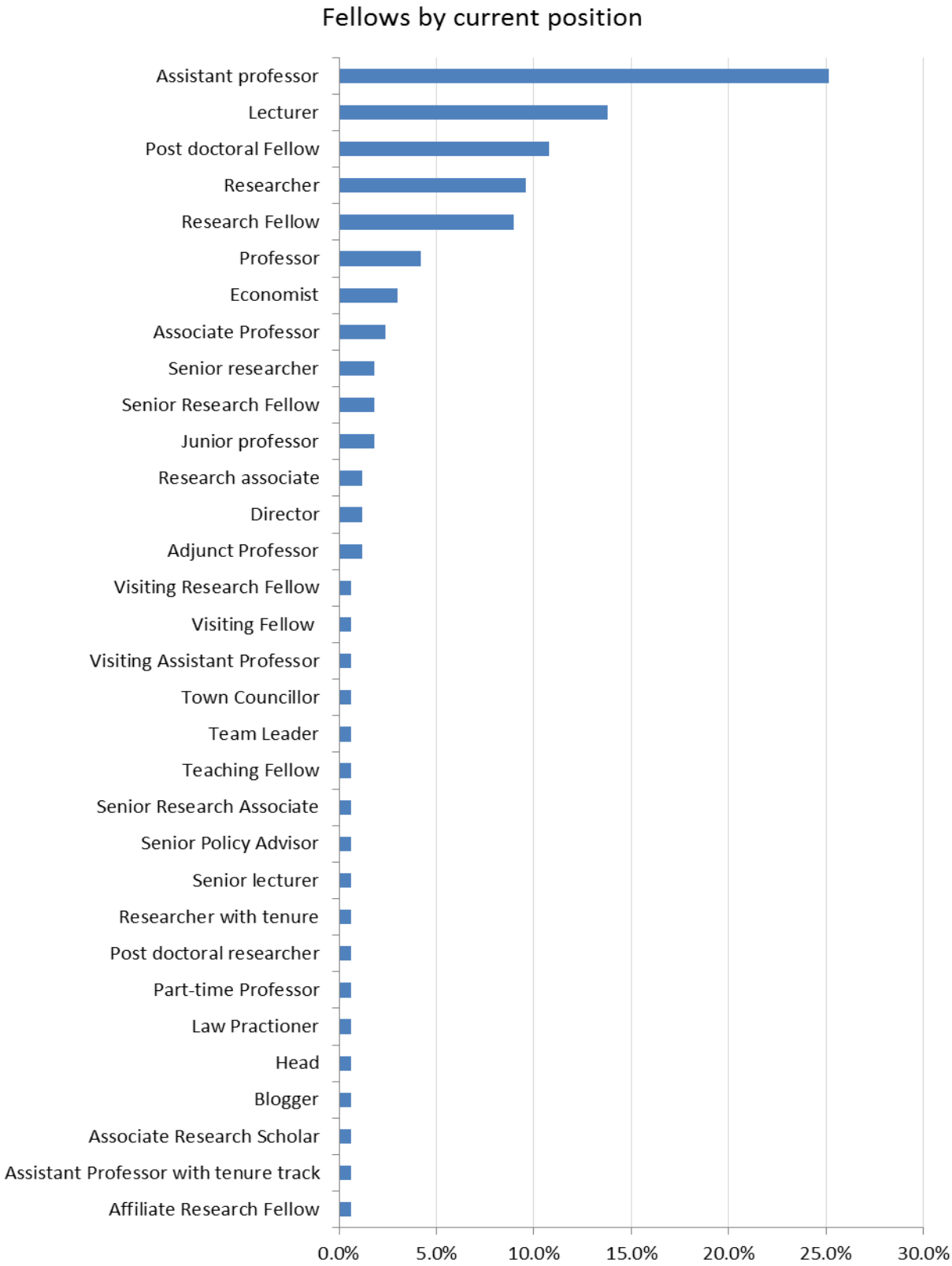
Fellows by current position
Assistant professor
Lecturer
Post doctoral Fellow
Researcher
Research Fellow
Professor
Economist
Associate Professor
Senior researcher
Senior Research Fellow
Junior professor
Research associate
Director
Adjunct Professor
Visiting Research Fellow
Visiting Fellow
Visiting Assistant Professor
Town Councillor
Team Leader
Teaching Fellow
Senior Research Associate
Senior Policy Advisor
Senior lecturer
Researcher with tenure
Post doctoral researcher
Part-time Professor
Law Practioner
Head
Blogger
Associate Research Scholar
Assistant Professor with tenure track
Affiliate Research Fellow
0.0%
5.0%
10.0%
15.0%
20.0%
25.0%
30.0%

Figure B.1

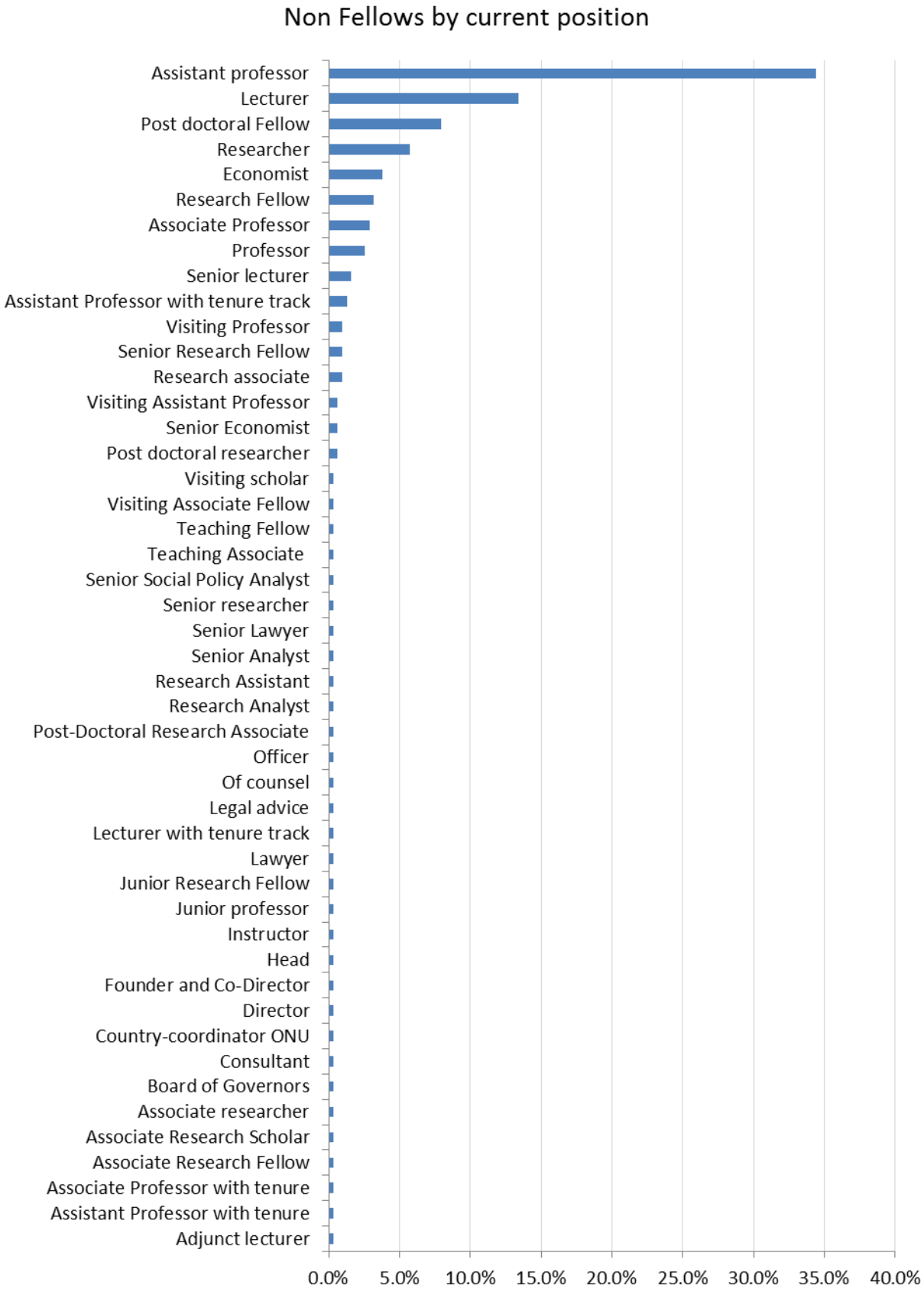
Non Fellows by current position
Assistant professor
Lecturer
Post doctoral Fellow
Researcher
Economist
Research Fellow
Associate Professor
Professor
Senior lecturer
Assistant Professor with tenure track
Visiting Professor
Senior Research Fellow
Research associate
Visiting Assistant Professor
Senior Economist
Post doctoral researcher
Visiting scholar
Visiting Associate Fellow
Teaching Fellow
Teaching Associate
Senior Social Policy Analyst
Senior researcher
Senior Lawyer
Senior Analyst
Research Assistant
Research Analyst
Post-Doctoral Research Associate
Officer
Of counsel
Legal advice
Lecturer with tenure track
Lawyer
Junior Research Fellow
Junior professor
Instructor
Head
Founder and Co-Director
Director
Country-coordinator ONU
Consultant
Board of Governors
Associate researcher
Associate Research Scholar
Associate Research Fellow
Associate Professor with tenure
Assistant Professor with tenure
Adjunct lecturer
0.0%
5.0%
10.0%
15.0%
20.0%
25.0%
30.0%
35.0%
40.0%

Figure B.2

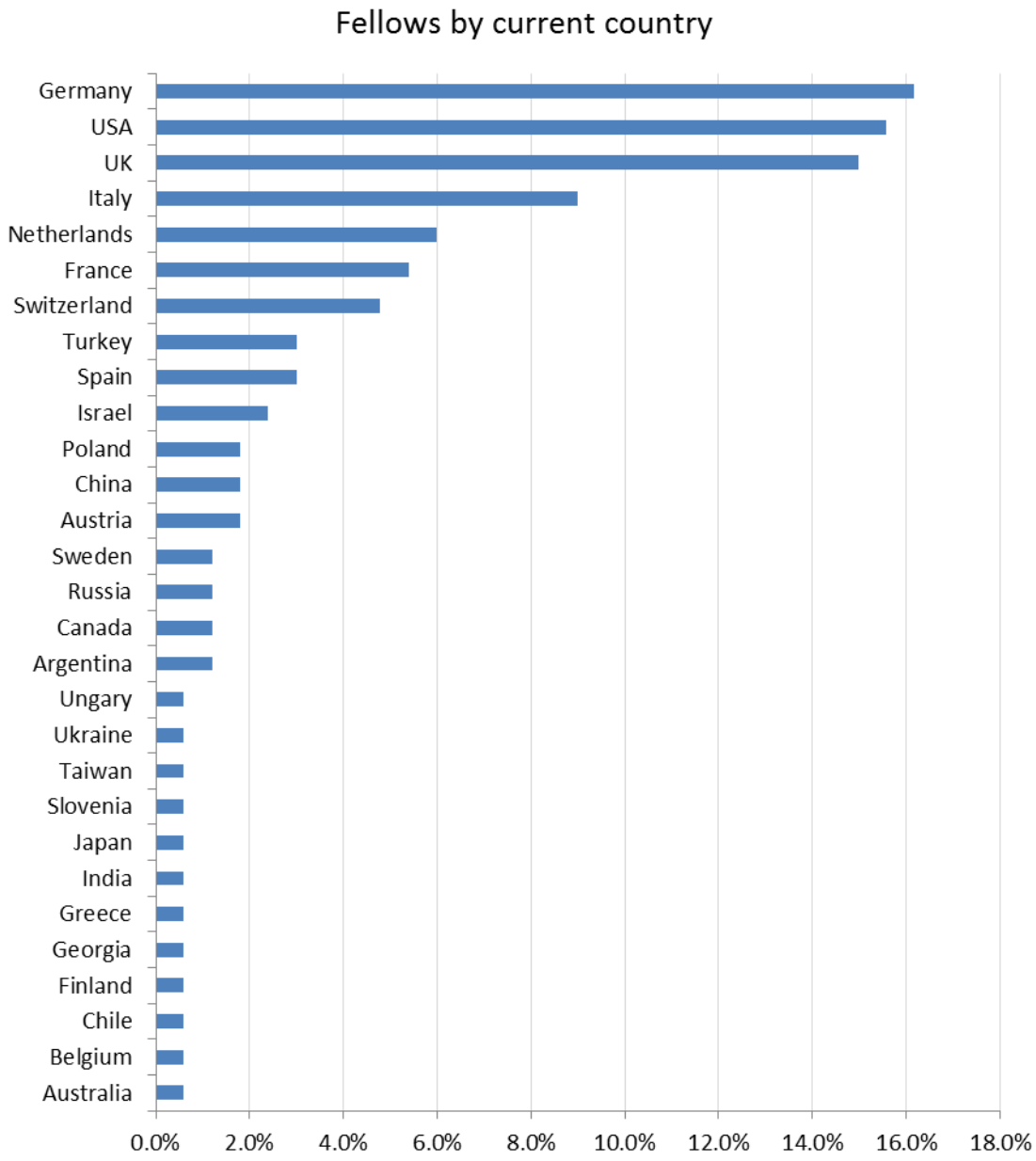

Figure B.3

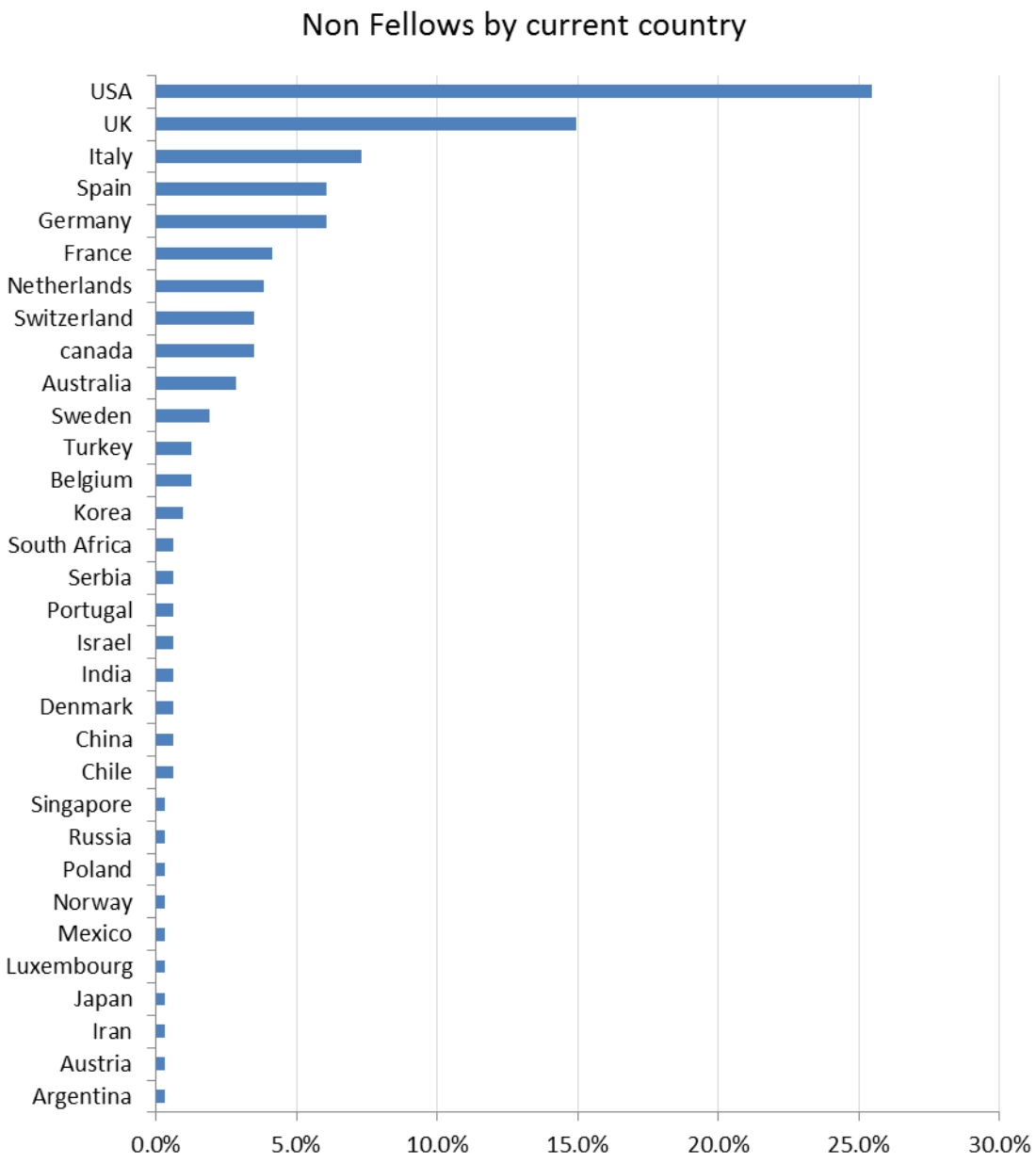
Non Fellows by current country
USA
UK
Italy
Spain
Germany
France
Netherlands
Switzerland
canada
Australia
Sweden
Turkey
Belgium
Korea
South Africa
Serbia
Portugal
Israel
India
Denmark
China
Chile
Singapore
Russia
Poland
Norway
Mexico
Luxembourg
Japan
Iran
Austria
Argentina
0.0%
5.0%
10.0%
15.0%
20.0%
25.0%
30.0%

Figure B.4

Appendix C

Academic year 2007-2008

Dataset composition 2007-2008

	Total Observations	Fellows	Unsuccessful Candidates	Candidates who Declined	Total Non Fellows
ECO	29	9	10	10	20
HEC	28	10	18	0	18
LAW	15	10	5	0	5
SPS	28	11	17	0	17
TOT	100	40	50	10	60

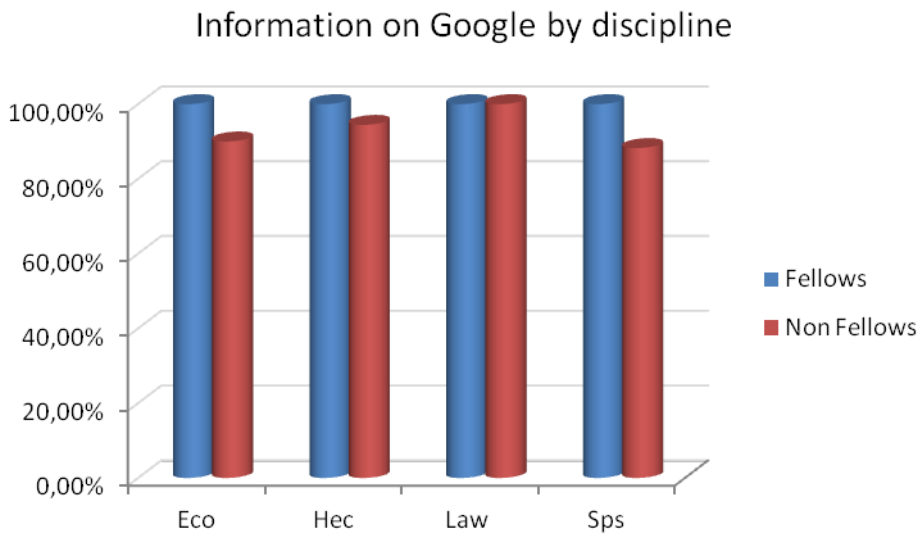

Figure C.1

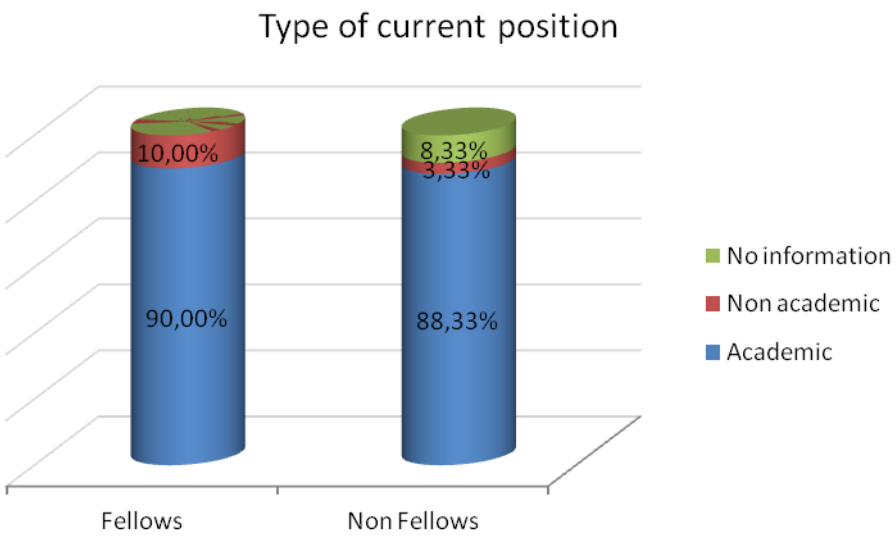

Figure C.2

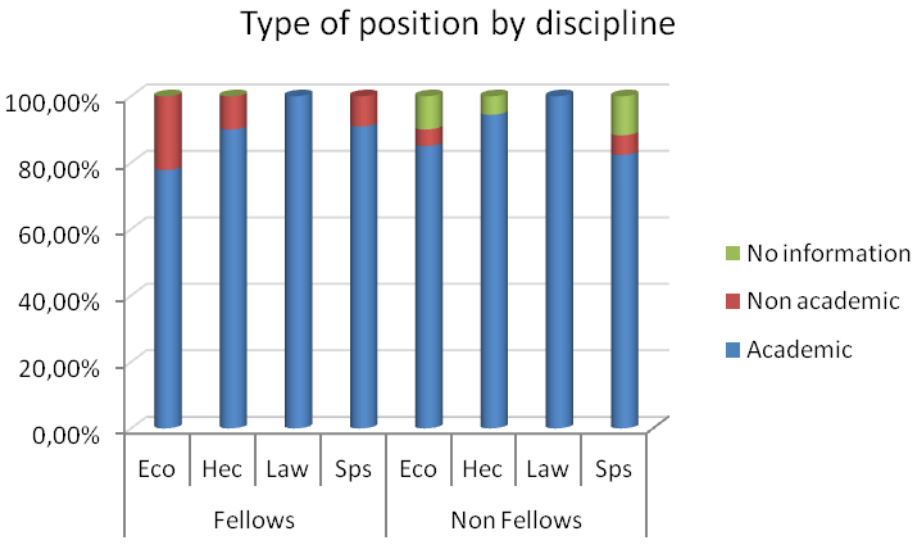

Figure C.3

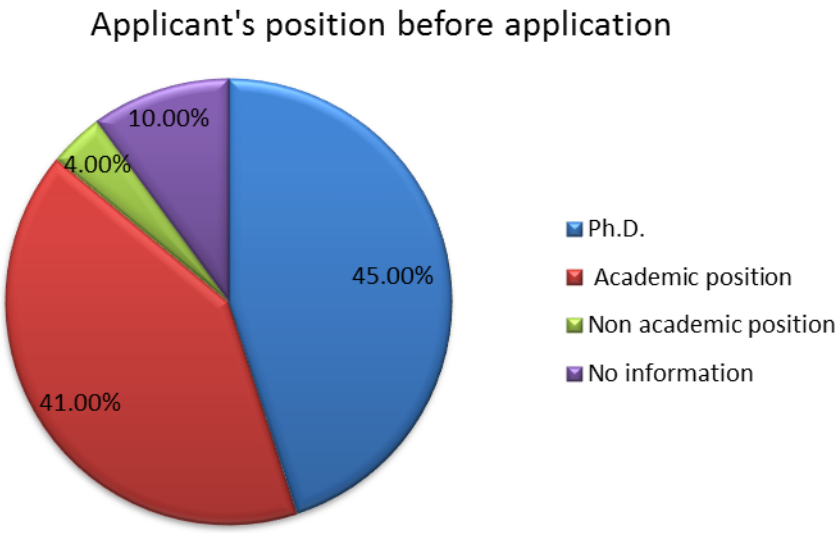

Figure C.4

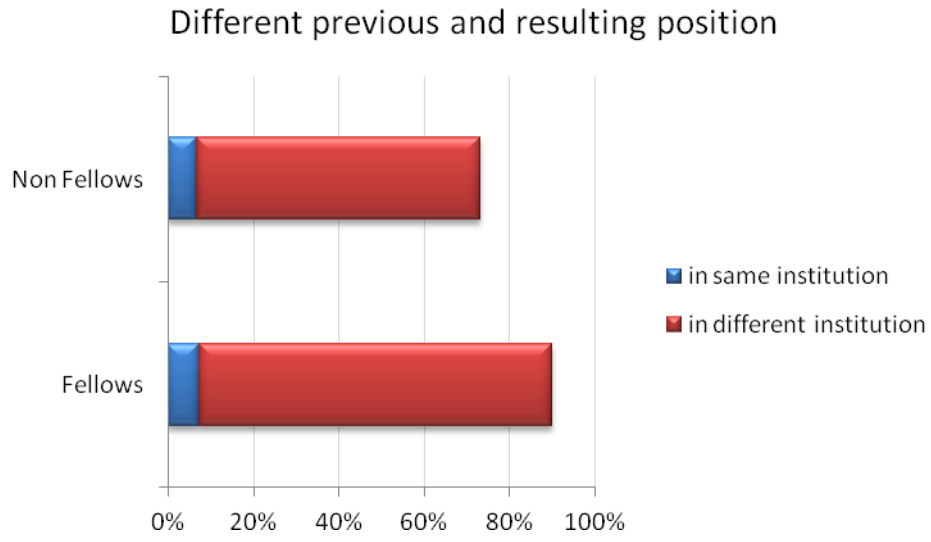

Figure C.5

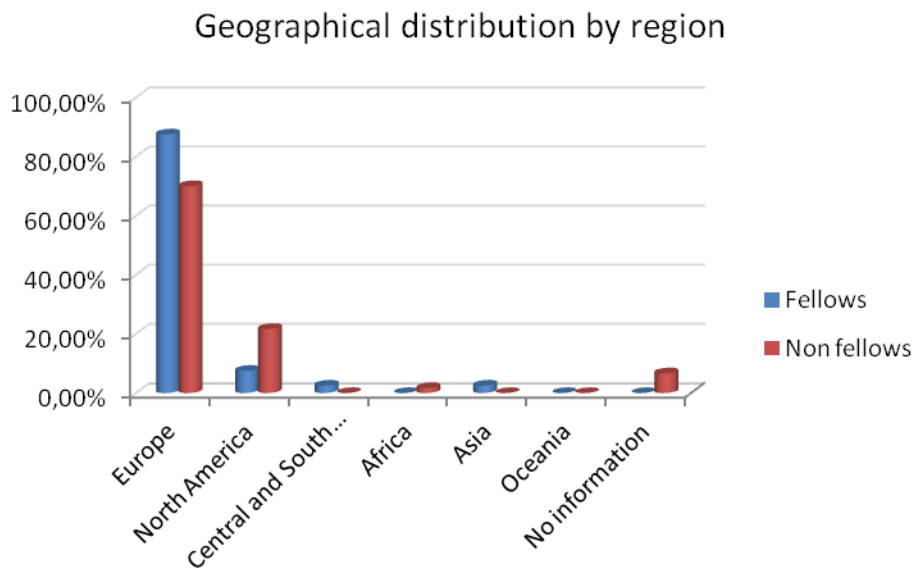

Figure C.6

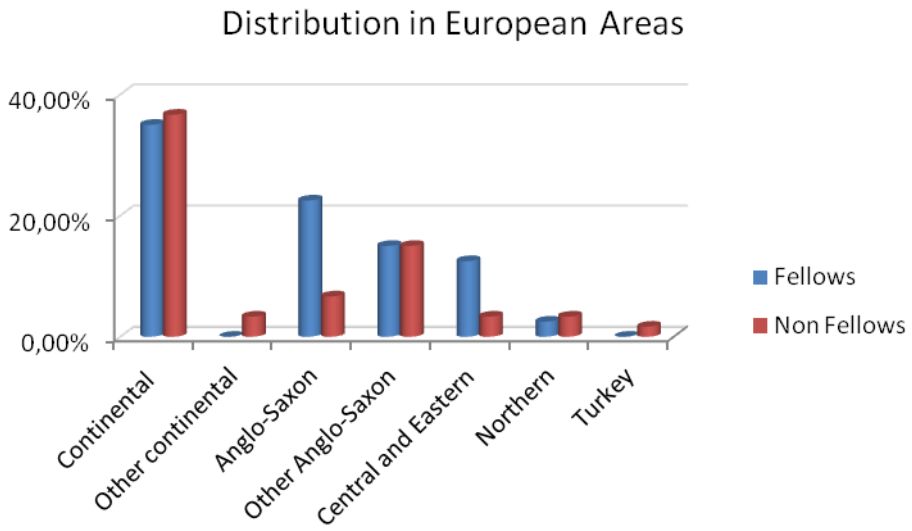

Figure C.7

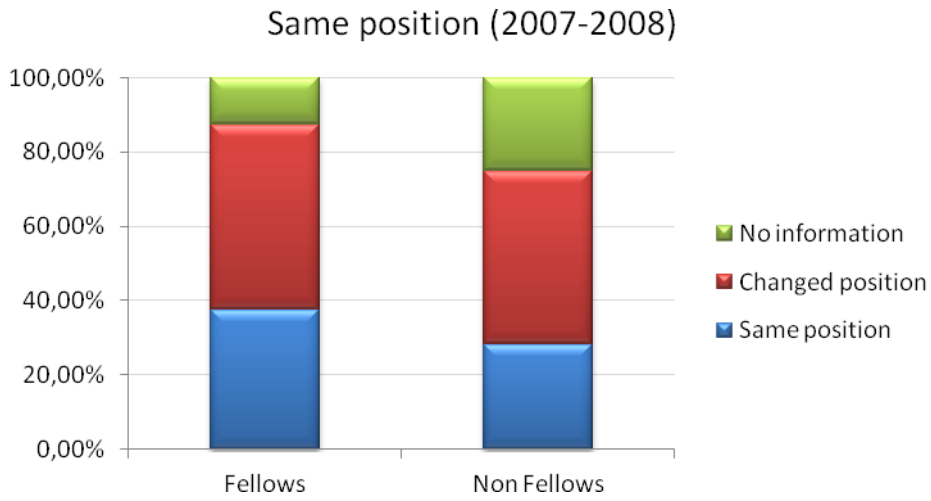
Same position (2007-2008)
100,00%
80,00%
60,00%
40,00%
20,00%
0,00%
Fellows
Non Fellows
No information
Changed position
Same position

Figure C.8

Academic year 2008-2009

Dataset composition 2008-2009

	Total Observations	Fellows	Unsuccessful Candidates	Candidates who Declined	Total Non Fellows
ECO	45	10	24	11	35
HEC	28	11	17	0	17
LAW	13	8	5	0	5
SPS	37	12	22	3	25
TOT	123	41	68	14	82

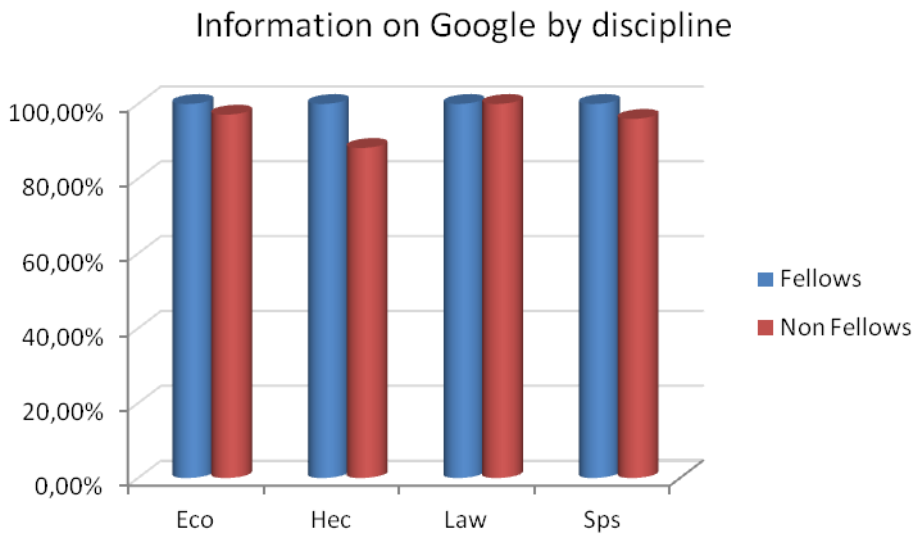

Figure C.9

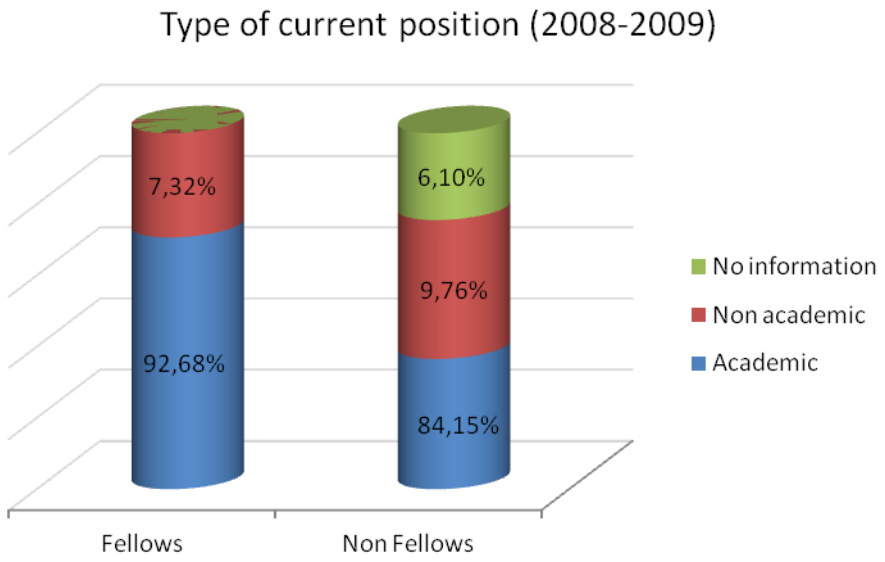

Figure C.10

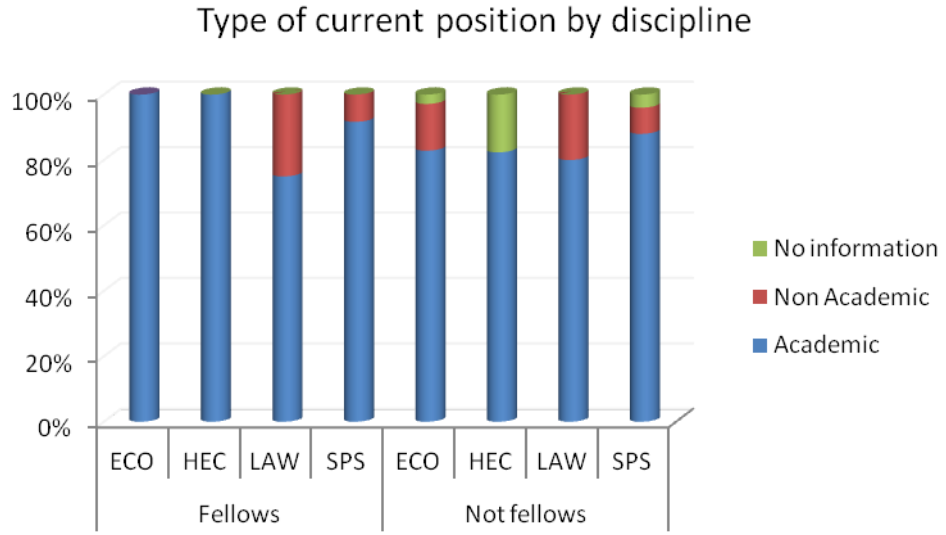

Figure C.11

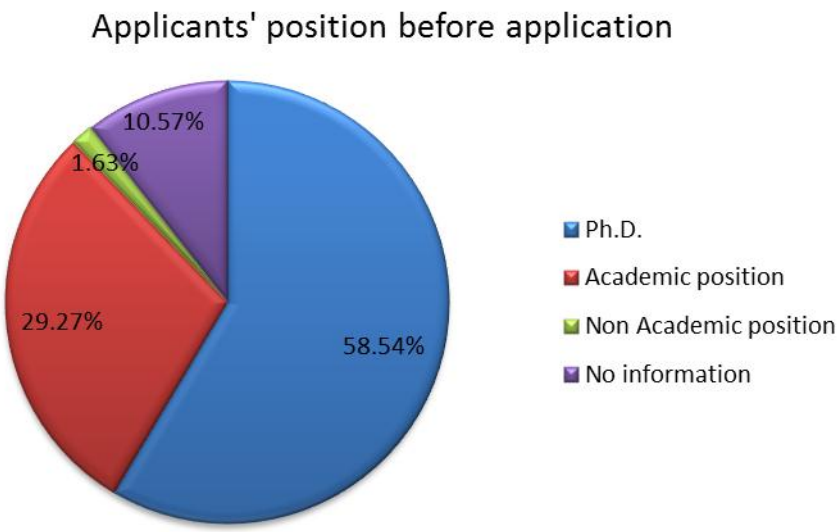

Figure C.12

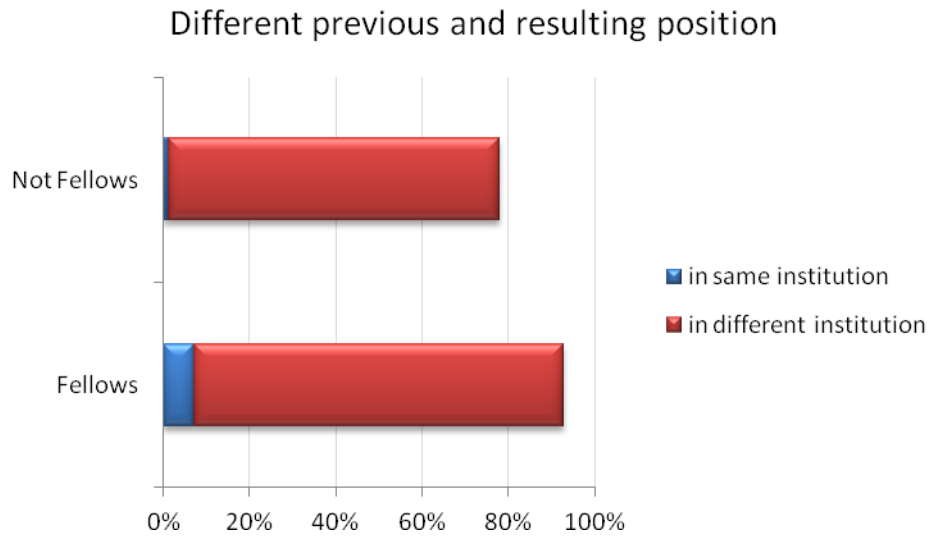

Figure C.13

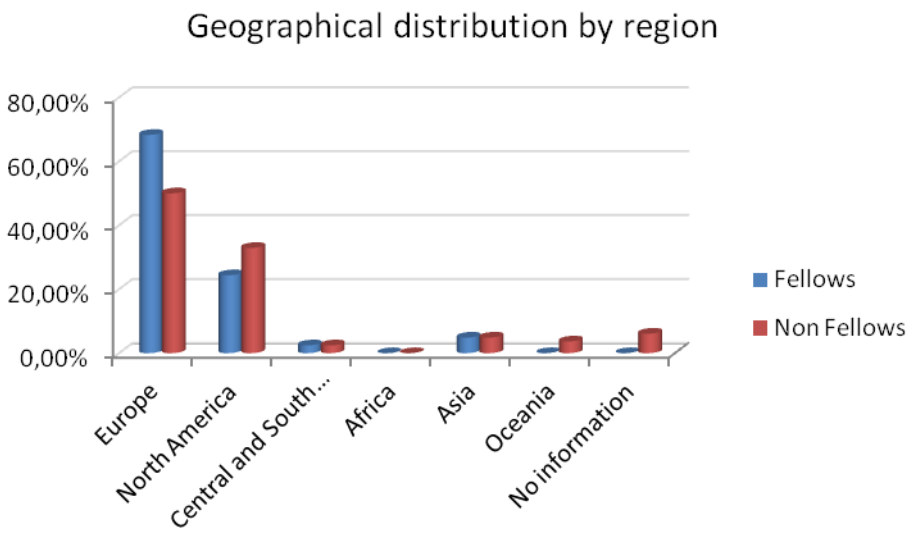

Figure C.14

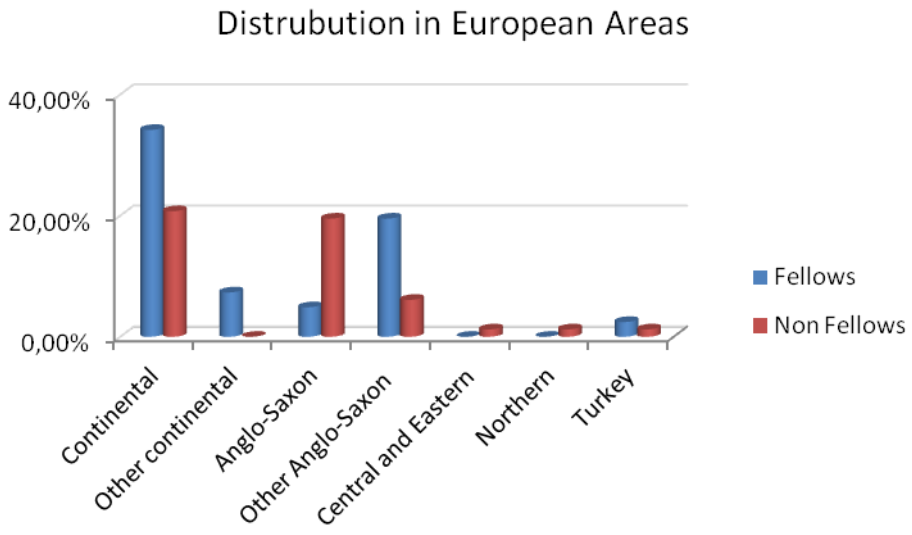

Figure C.15

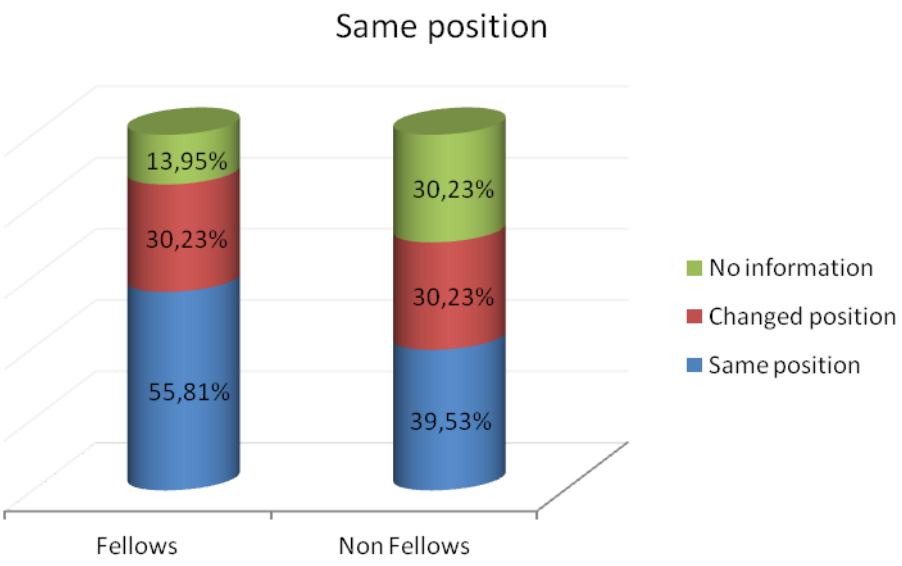
Same position
13,95%
30,23%
55,81%
30,23%
30,23%
39,53%
No information
Changed position
Same position
Fellows
Non Fellows

Figure C.16

Academic year 2009-2010

Dataset composition 2009-2010

	Total Observations	Fellows	Unsuccessful Candidates	Candidates who Declined	Total Non Fellows
ECO	44	9	25	10	35
HEC	24	11	13	0	13
LAW	25	9	12	4	16
SPS	36	14	21	1	22
TOT	129	43	71	15	86

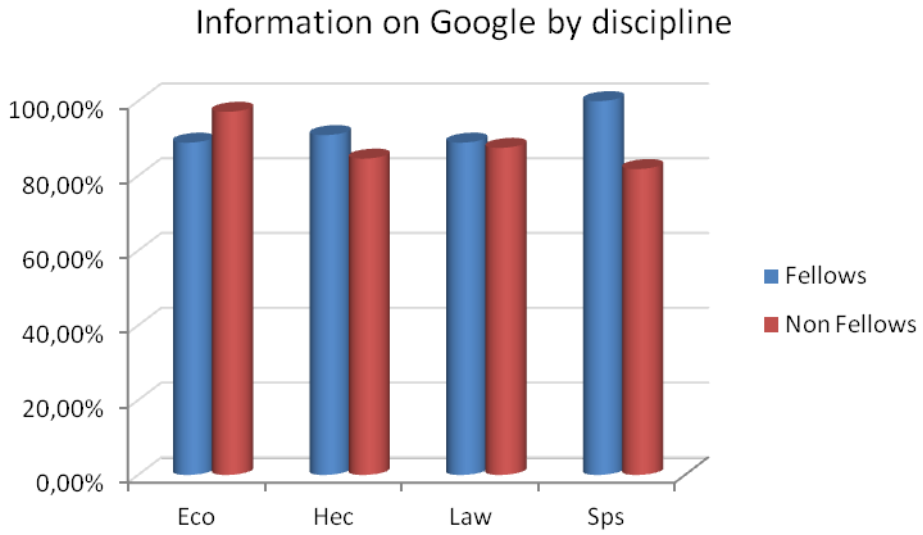

Figure C.17

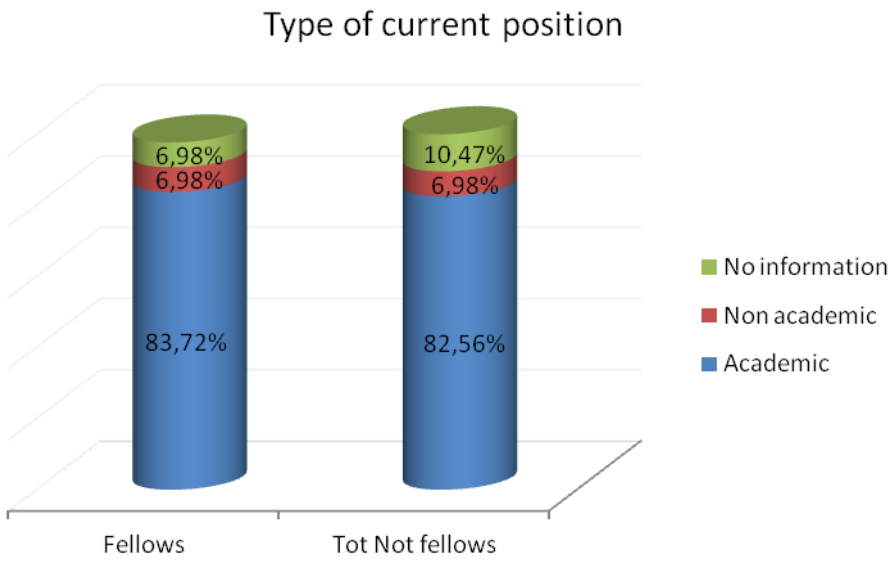

Figure C.18

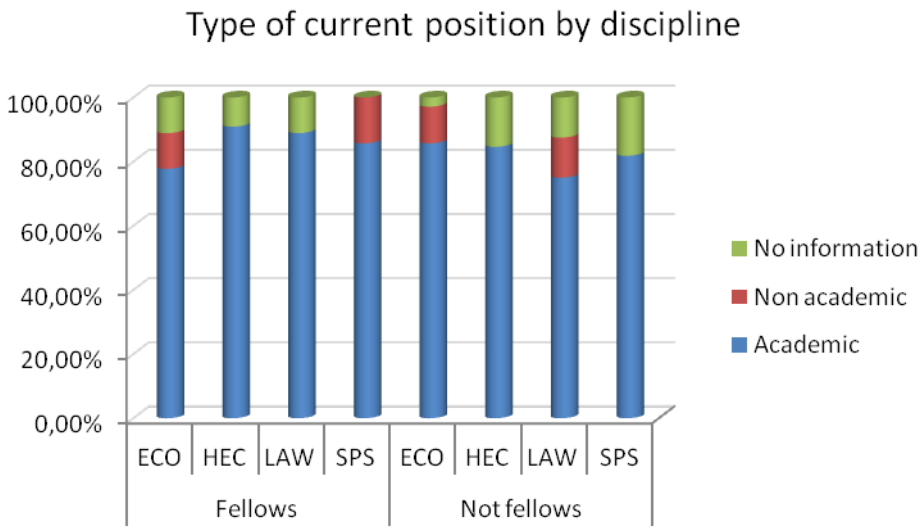

Figure C.19

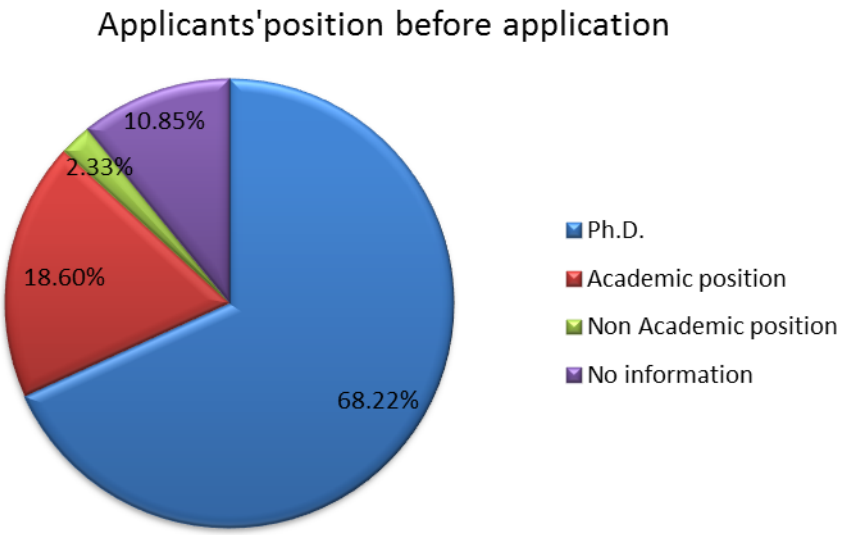

Figure C.20

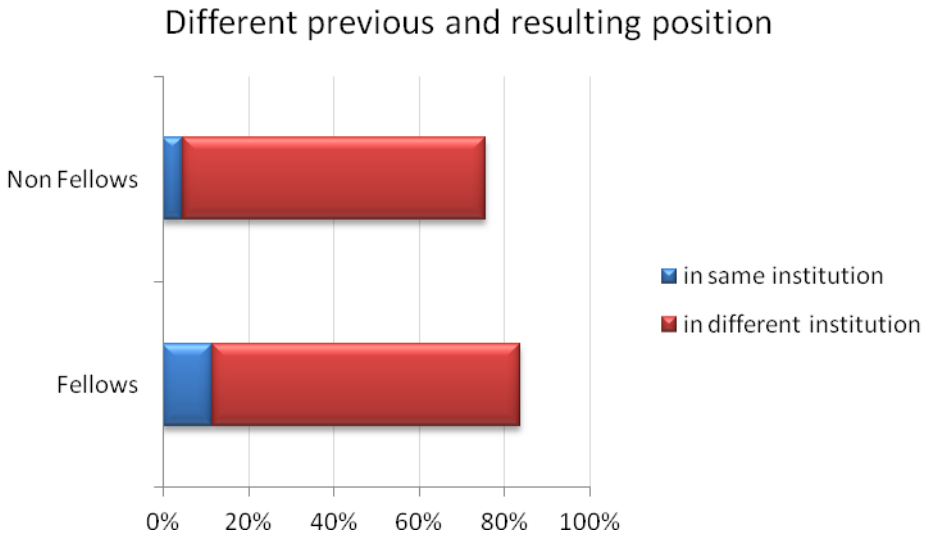

Figure C.21

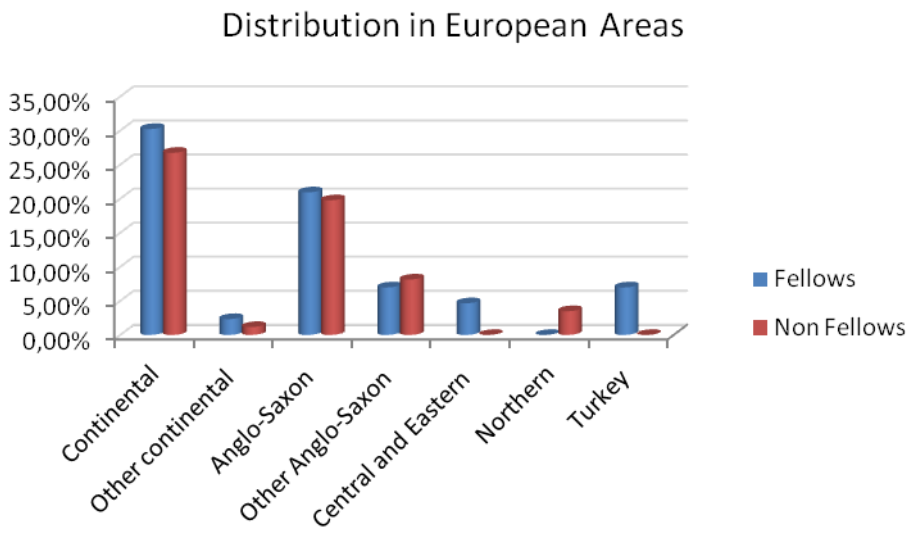

Figure C.22

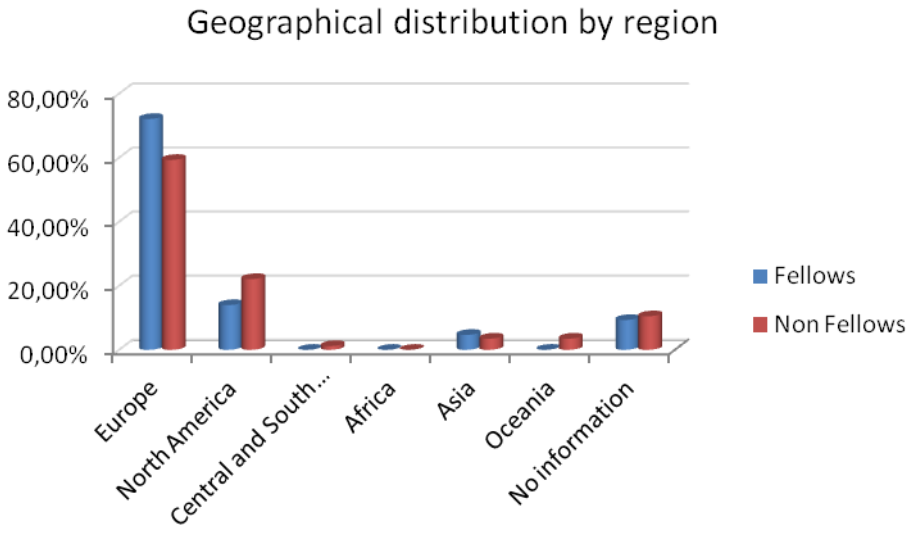

Figure C.23

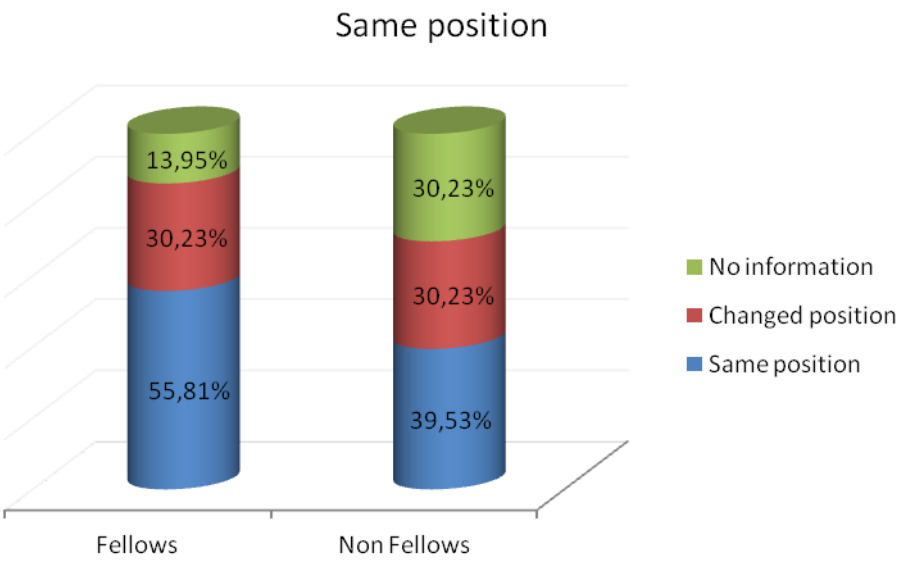
Same position
13,95%
30,23%
55,81%
30,23%
30,23%
39,53%
No information
Changed position
Same position
Fellows
Non Fellows

Figure C.24

Academic year 2010-2011

Dataset composition 2010-2011

	Total Observations	Fellows	Unsuccessful Candidates	Candidates who Declined	Total Non Fellows
ECO	45	9	17	19	36
HEC	27	11	13	3	16
LAW	25	9	13	3	16
SPS	32	14	16	2	18
TOT	129	43	59	27	86

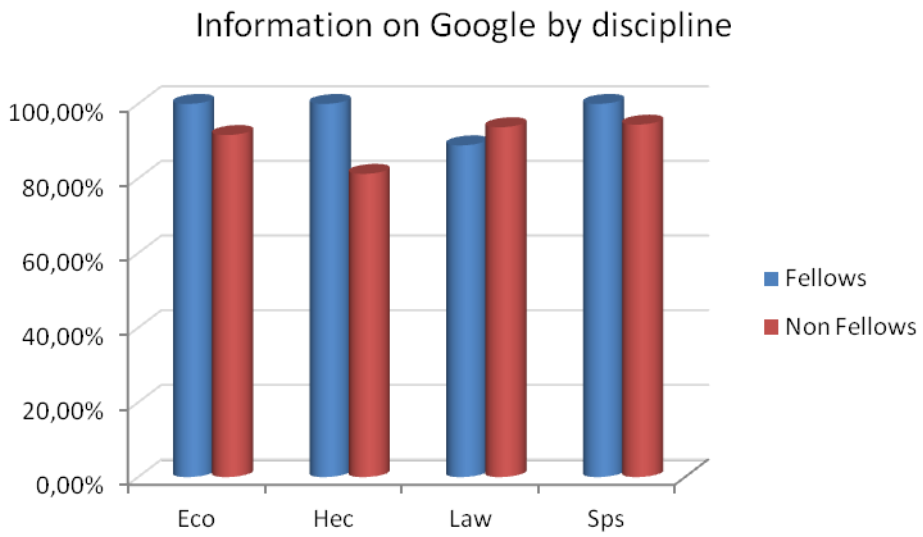

Figure C.25

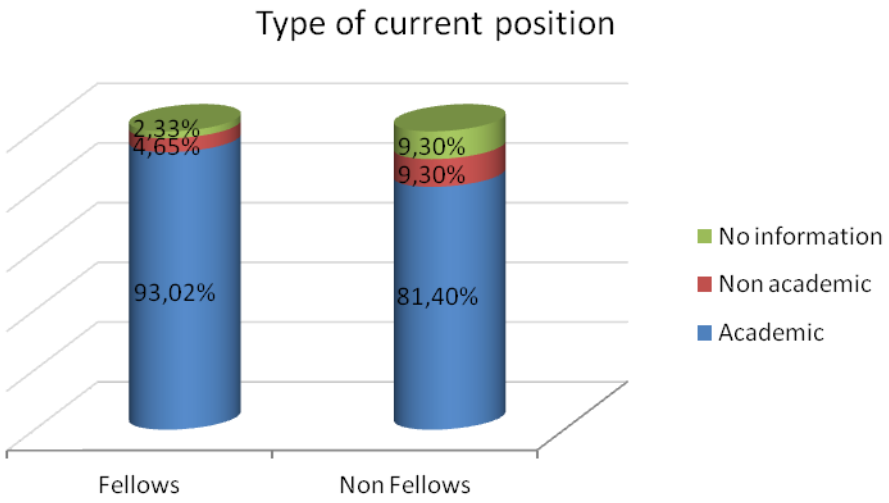

Figure C.26

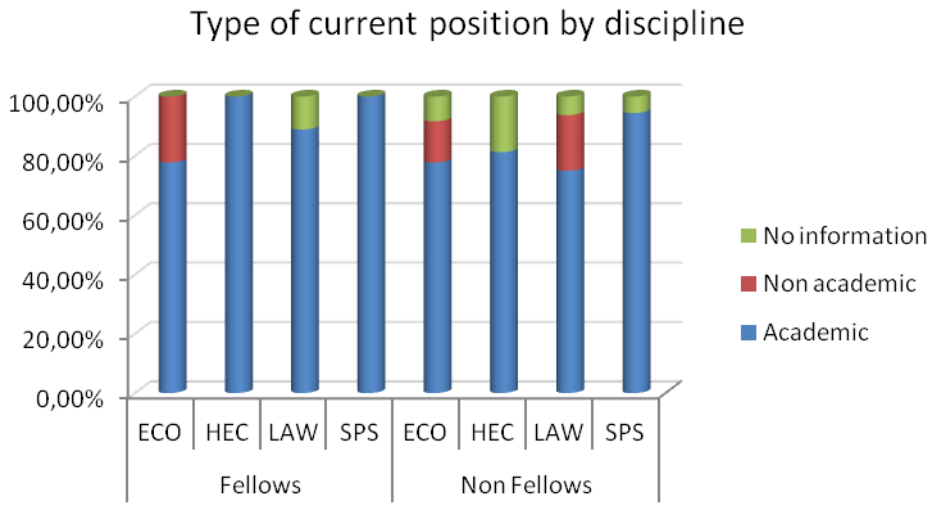

Figure C.27

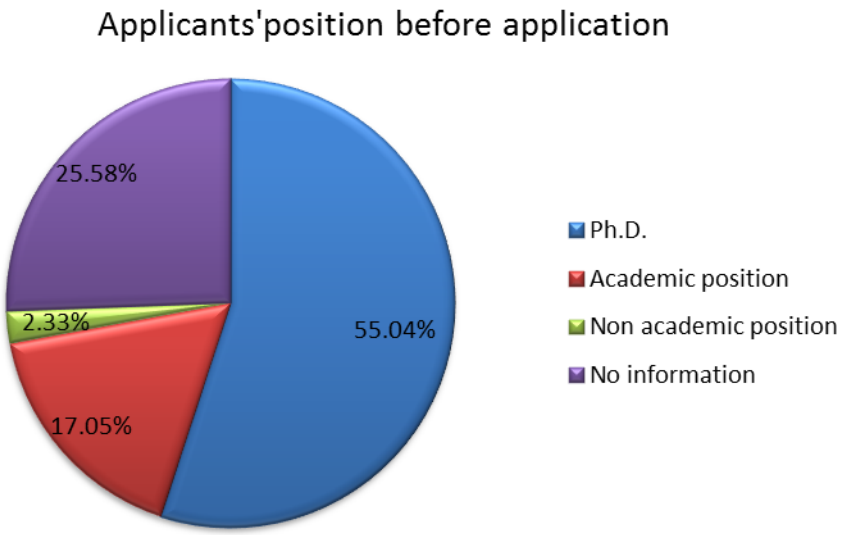

Figure C.28

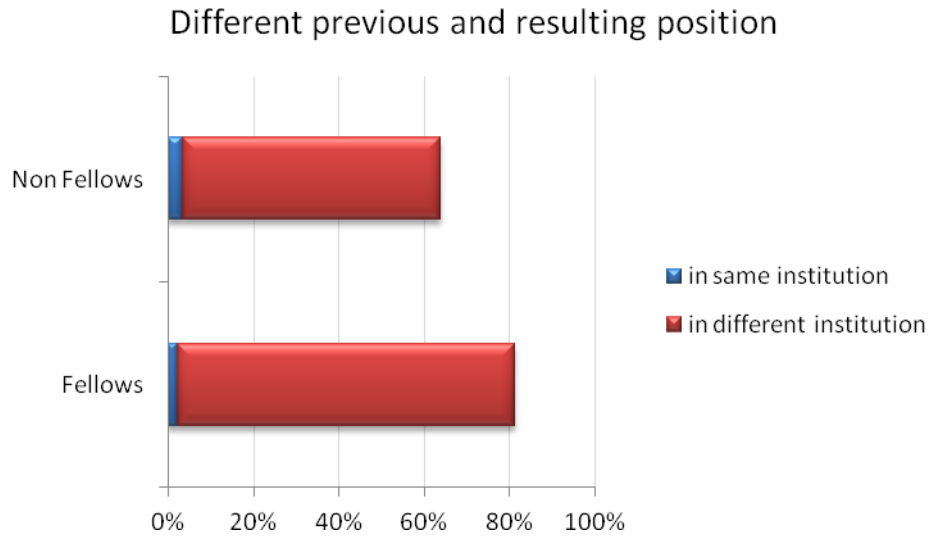

Figure C.29

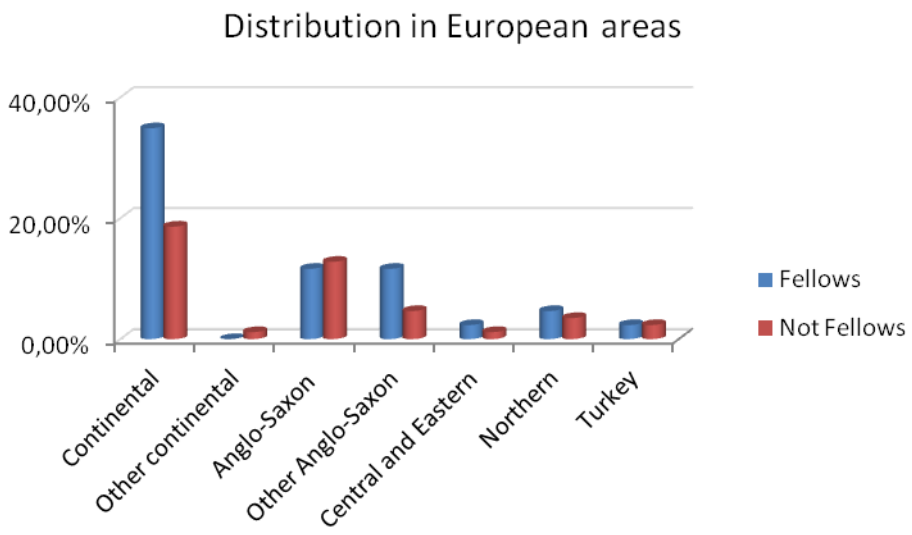

Figure C.30

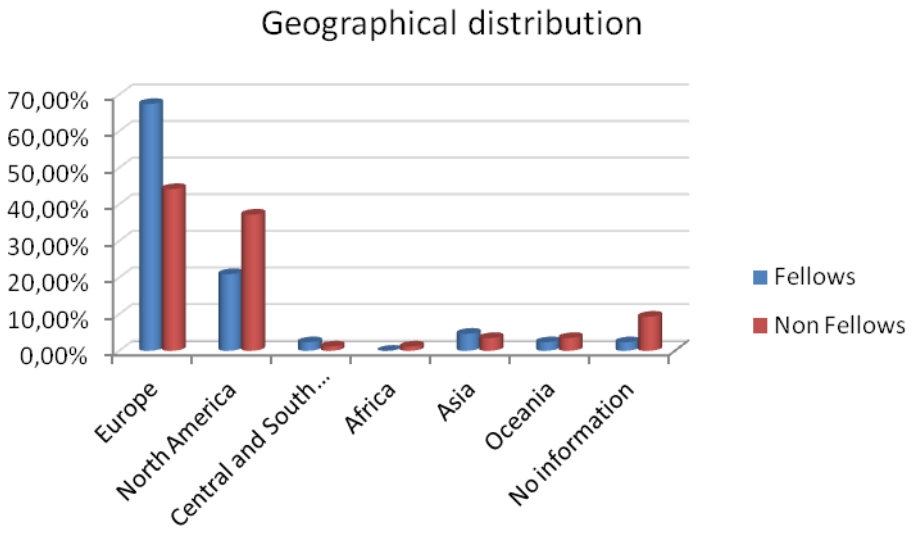

Figure C.31

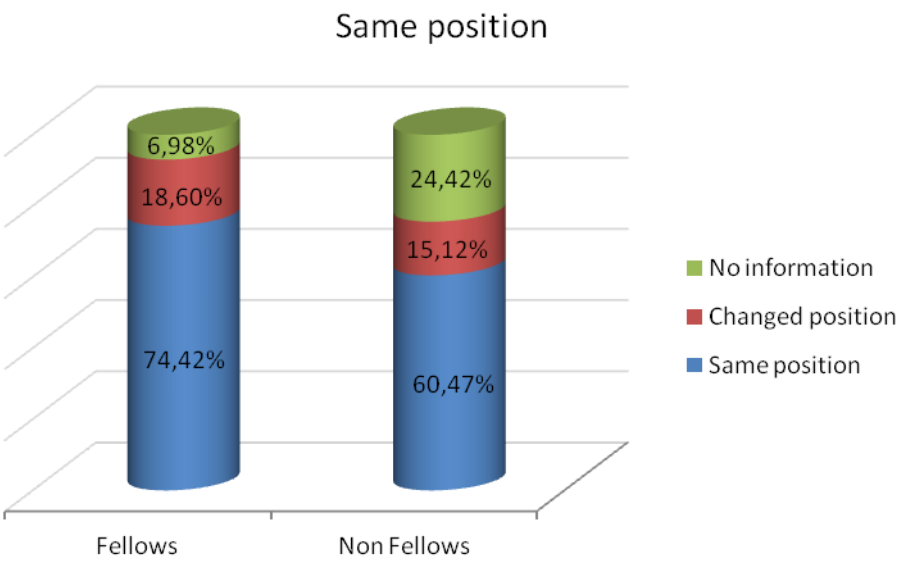
Same position
6,98%
18,60%
74,42%
24,42%
15,12%
60,47%
No information
Changed position
Same position
Fellows
Non Fellows

Figure C.32