

Gender Disparities in Career Advancement Across the Transition to Parenthood: Evidence from the Marine Corps

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ONLINE APPENDIX

TABLE A1—DESCRIPTIVE CHARACTERISTICS FOR THE PLACEBO ANALYSIS

Variable	Mothers (1)	Women Placebos (2)	Difference (3)	Fathers (4)	Men Placebos (5)	Difference (6)
<i>Exact match variables</i>						
Months of service	39.209 [42.829]	39.209 [42.822]	0.000 (0.400)	58.570 [49.579]	58.570 [49.578]	0.000 (0.300)
Officer	0.073 [0.260]	0.073 [0.260]	0.000 (0.003)	0.137 [0.343]	0.137 [0.343]	0.000 (0.003)
Reservist	0.051 [0.221]	0.051 [0.221]	0.000 (0.002)	0.112 [0.316]	0.112 [0.315]	0.000 (0.002)
Year of match	2013.225 [2.028]	2013.225 [2.027]	0.000 (0.017)	2013.081 [1.980]	2013.081 [1.980]	0.000 (0.013)
<i>Other matching variables</i>						
Age	22.565 [4.172]	22.700 [4.345]	-0.134* (0.059)	24.640 [4.623]	24.907 [4.989]	-0.267*** (0.037)
Black	0.156 [0.363]	0.150 [0.357]	0.006 (0.009)	0.097 [0.295]	0.081 [0.273]	0.016*** (0.002)
Hispanic	0.224 [0.417]	0.223 [0.416]	0.001 (0.010)	0.143 [0.350]	0.127 [0.333]	0.017*** (0.003)
Other	0.097 [0.296]	0.091 [0.288]	0.006 (0.008)	0.073 [0.260]	0.081 [0.272]	-0.008** (0.003)
Cognitive test (Z-score)	-0.168 [0.938]	-0.181 [0.927]	0.013 (0.019)	0.022 [0.997]	0.130 [0.991]	-0.108*** (0.010)
Married	0.413 [0.493]	0.393 [0.488]	0.020** (0.007)	0.672 [0.470]	0.668 [0.471]	0.004 (0.004)
Military spouse	0.264 [0.441]	0.251 [0.434]	0.013 (0.008)	0.040 [0.195]	0.037 [0.188]	0.003 (0.002)
Years of education	12.481 [1.328]	12.487 [1.324]	-0.006 (0.022)	12.743 [1.557]	12.761 [1.576]	-0.018 (0.013)
Recent fitness score	0.068 [0.902]	0.095 [0.871]	-0.027 (0.020)	0.246 [0.840]	0.195 [0.878]	0.051*** (0.008)
Combat job type	0.048 [0.214]	0.045 [0.206]	0.004 (0.005)	0.288 [0.453]	0.290 [0.454]	-0.002 (0.004)
Combat support job type	0.626 [0.484]	0.628 [0.483]	-0.002 (0.011)	0.367 [0.482]	0.352 [0.478]	0.016** (0.005)
Aviation job type	0.192 [0.394]	0.199 [0.399]	-0.007 (0.009)	0.242 [0.428]	0.250 [0.433]	-0.008 (0.005)
Avg. analytic weight	1.000	0.211		1.000	0.202	
Observations	2492	12262	14754	24066	120047	144113
Unique individuals	2492	6444	2492	24066	30660	24066

Note: Displays means (SD in brackets) for parents (Columns 1 and 4) and their respective matches (columns 2 and 5), and the difference in means (standard error in parentheses) between them (Columns 3 and 6) at the time of the match ($t = 10$), weighted by the analytic weight. Matching required exact matching on months of service, exact rank (e.g., corporal or captain), reservist, and year, with further matching based on predicted propensity score from the remaining variables and their interactions. Displays the average analytic weight, number of unique person-month matched observations, and number of unique individuals.

TABLE A2—STATISTICAL SIGNIFICANCE (*p*-VALUES) OF SUBGROUP DIFFERENCES IN EFFECTS

	Mothers		Fathers	
	8 months post	24 months post	1 month post	24 months post
Married vs. single	0.196	0.053	0.010*	0.091
High vs. low physicality job	0.033*	0.181	0.000***	0.033*
Jr. enlisted vs. senior	0.232	0.008**	0.000***	0.163
Reserves vs. active	0.845	0.760	0.002**	0.569
Stay ($t \geq 36$) vs. ($t < 36$)	0.020*	0.001**	0.000***	0.000***

Note. Displays the *p*-value of a test of whether the predicted value for a given group statistically differs from the predicted value of its comparison group for a given gender and time point, based on Eq. 2. Regressions run separately by gender and by subgroup analysis; that is, there is one regression interacted with a “married” variable that predicts both time points for mothers. There is a separate regression interacted with a “married” variable that predicts both time points for fathers and a separate regression interacted with a “physicality” variable that predicts both time points for mothers.