

APPENDIX A

ADDITIONAL ANALYTIC TABLES

Table A1: Descriptive Statistics of Continuous Variables

Variable	Full sample		High income		Upper-middle income		Lower-middle income		Low income	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Age	32.22	4.66	34.09	5.16	31.13	4.01	32.14	4.67	35.43	5.59
GNI per capita	17867.15	13764.00	38416.00	11414.64	13970.00	3313.66	5620.66	1735.58	2003.36	462.60
Wages	1270.63	1126.23	32482.00	11675	7881.34	1308.13	2388.19	934.97	—	—
Unemployment	7.82	6.29	5.36	2.98	8.81	5.15	13.54	11.19	—	—
U.S. faculty salary	67099.18	9455.80	—	—	—	—	—	—	—	—

Note. GNI = gross national income.

Table A2: Percentage Who Choose To Stay in the U.S. Labor Market by Regional, Financial, and Field Variables

Variable	Total U.S. outcomes	By region			
		% High income	% Upper-middle income	% Lower-middle income	% Low income
Field					
Biological sciences	80.2	72.2	79.0	86.7	78.6
Engineering	83.8	67.8	85.5	89.1	89.8
Physical sciences	82.1	68.2	84.8	85.7	90.5
Social sciences	59.6	55.4	60.7	67.2	78.4
Humanities	60.5	58.9	62.5	67.5	74.4
Education	60.0	55.1	64.2	66.1	58.2
Business management	72.1	62.6	75.4	78.8	79.2
Funding source					
Fellowship/grants/scholarships	69.9	62.6	72.6	76.0	70.6
Teaching assistantship	77.4	64.6	79.4	84.5	87.2
Research assistantship	85.7	74.6	87.5	89.2	86.4
Foreign government	28.4	24.6	28.1	45.6	25.0
Others (personal savings etc.)	68.1	58.3	75.8	82.4	76.0
Region					
Europe and Central Asia	78.3	68.6	73.1	81.2	64.3
East Asia and Pacific	64.1	66.3	82.5	68.5	—
Latin America and the Caribbean	72.5	54.7	66.3	79.6	60.0
Middle East and North Africa	66.0	31.9	85.1	73.9	70.7
North America	87.8	66.1	—	—	—
South Asia	76.8	—	—	87.6	91.3
Sub-Saharan Africa	77.1	—	64.4	80.7	71.4
Total	77.1	63.6	82.7	84.5	80.1

Source: Agbhonlahor, O. (2021). Understanding country differences: Predicting the effect of financial and labor market conditions on international doctoral recipients' first labor market destination. *Journal of International Students*, 11(2), 459-483. <https://doi.org/10.32674/jis.v11i2.1420>

Table A3: Logistic Regression Results of Labor Market Outcomes

Variable	By income		By region		Economic controls	
	Odds ratio	SE	Odds ratio	SE	Odds ratio	SE
Student characteristics						
Female	1.09**	0.04	1.12***	0.04	0.97	0.08
Age	0.96***	0.04	0.96***	0.01	0.97***	0.01
Married	1.58***	0.07	1.57***	0.07	1.56***	0.13
Dependents	0.77***	0.04	0.77***	0.04	0.67***	0.07
First generation	1.03	0.04	0.99	0.04	1.11	0.09
Prior educational experience						
U.S. bachelor's degree	1.64***	0.13	1.59***	0.12	2.27***	0.29
U.S. master's degree	1.45***	0.06	1.49***	0.06	1.65***	0.14
Doctoral TTD completion	1.02	0.02	1.01	0.02	1.02	0.04
Year of doctorate completion	0.95***	0.02	0.95***	0.02	0.97	0.04
Employer type	3.79***	0.14	3.78***	0.14	5.29***	0.42
Academic discipline						
Biological sciences	1.89***	0.12	1.99***	0.13	1.59***	0.21
Engineering	2.61***	0.15	2.67***	0.16	1.83***	0.24
Physical sciences	2.18***	0.13	2.26***	0.13	1.87***	0.23
Humanities	1.19	0.10	1.17	0.10	1.06	0.17
Education	1.32***	0.13	1.35***	0.13	1.45	0.31
Business management	0.67**	0.12	0.66**	0.12	0.87	0.37
Financial support						
Secondary support	1.33***	0.07	1.37***	0.07	1.33**	0.17
Fellowship/grants/scholarships	0.71***	0.06	0.73***	0.06	0.55***	0.09
Research assistantship	1.39***	0.11	1.46***	0.12	0.92	0.17
Teaching assistantship	1.02	0.08	1.08	0.09	0.83	0.15
Foreign government	0.17***	0.02	0.17***	0.02	0.15***	0.03
Full tuition remission	1.38***	0.06	1.38***	0.06	1.36***	0.11
Graduate debt <\$20,000 (Reference: No debt)	0.99	0.05	1.01	0.06	1.03	0.11
Graduate debt >\$20,001	0.91	0.05	0.91	0.05	0.89	0.11
Institutional characteristics						
Research extensive	0.88	0.08	0.87	0.079	1.242	0.232
Logged U.S. faculty salaries	4.79***	1.51	5.04***	1.59	4.42**	3.19
By income						
High income	0.61***	0.03	—	—	—	—
Low income	1.19	0.15	—	—	—	—
Lower-middle income	1.23***	0.06	—	—	—	—
By region						
East Asia and Pacific	—	—	1.18***	0.07	—	—
Latin America & the Caribbean	—	—	0.87	0.07	—	—
Middle East & North Africa	—	—	1.51***	0.12	—	—

Variable	By income		By region		Economic controls	
	Odds ratio	SE	Odds ratio	SE	Odds ratio	SE
	North America	—	—	0.96	0.09	—
South Asia	—	—	2.01***	0.15	—	—
Sub-Saharan Africa	—	—	1.47***	0.16	—	—
Economic factors						
Logged GNI per capita	—	—	—	—	0.83**	0.13
Logged wages in home country	—	—	—	—	1.34***	0.13
Unemployment rates in home	—	—	—	—	1.05***	0.01
$p > \chi^2$	0.05		0.11		0.05	

Note. GNI = gross national income.

Table A4: Relationship Between Student Level Variables and Labor Market Destination (By Field)

Variable	Social sciences	Biological sciences	Engineering	Physical sciences	Humanities	Education	Business
Country intercept	0.41***	0.85***	0.84***	0.53***	0.11***	0.31***	0.37***
Student level variables							
Female	1.31***	1.05	0.84	0.95	1.06	1.43**	1.04
Age	0.95***	0.96***	0.98	0.98	1.00	0.99	0.95
Married	1.54***	1.48***	1.62***	1.58***	1.68***	1.64***	2.23***
Dependents	0.78**	1.09	0.64***	0.99	0.77	0.90	0.80
First generation	1.14	1.07	1.10	1.02	1.06	1.24	0.93
U.S. bachelor's degree	2.40***	2.04***	1.49**	1.33	3.08***	3.72***	1.87
U.S. master's degree	1.64***	1.31**	1.41***	1.57***	1.72***	1.63***	1.46
Doctoral time-to-degree completion	1.03	1.14***	1.08***	1.09***	0.97	1.07	1.27***
Year of doctorate completion	1.27***	1.23**	0.92	1.03	1.03	1.41**	0.97
Employer type	7.93***	3.26***	1.49***	2.60***	21.05***	8.32***	24.70***
Secondary support	1.03	1.18	1.52***	1.29**	1.70**	1.04	1.38
Fellowship/grants/scholarships	0.79	0.88	1.23	0.38***	0.75**	0.60**	1.07
Research assistantship	1.23	1.27	2.30***	0.61	1.22	1.92**	1.07
Teaching assistantship	0.95	0.99	1.72***	0.50**	0.93	1.27	1.24
Foreign government	0.31***	0.19***	0.32***	0.19***	0.16***	0.23***	0.19***
Full tuition remission	0.97	1.51***	1.17	1.31***	1.34	1.15	1.37
Graduate debt <\$20,000	1.24	0.68***	0.93	1.28	1.11	1.22	1.02
Graduate debt >\$20,001	1.22	0.86	0.85	0.86	0.65	1.24	0.89
Research extensive	1.97***	0.69	1.0	0.79	0.88	1.05	1.25
Likelihood ratio test	0.00	0.00	0.000	0.00	0.02	0.00	0.00
$(p \geq \bar{\chi}^2)$							