

Supplement to:

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Appendix Table 1. Logistic regression predicting internship participation - analytic sample

	Privilege x year interactions				
	Base model	Income	Continuing generation	Institutional selectivity	Institutional control
<i>Year (ref. = 1994-1995)</i>					
1997-1999	1.67 *** (0.20)	1.43 ** (0.15)	1.49 *** (0.15)	1.30 * (0.14)	1.46 (0.38)
2000-2002	1.71 *** (0.22)	1.45 ** (0.18)	1.52 *** (0.18)	1.13 (0.18)	1.66 (0.50)
2003-2005	1.92 *** (0.24)	1.69 *** (0.20)	1.80 *** (0.22)	1.42 * (0.22)	2.24 ** (0.63)
2006-2008	2.45 *** (0.33)	2.06 *** (0.26)	2.21 *** (0.27)	1.94 *** (0.24)	3.14 *** (0.86)
2009-2011	3.10 *** (0.44)	2.46 *** (0.30)	2.63 *** (0.32)	2.57 *** (0.42)	4.72 *** (1.25)
2012-2014	3.52 *** (0.50)	2.83 *** (0.36)	2.98 *** (0.38)	3.00 *** (0.49)	4.36 *** (1.15)
2015-2017	4.71 *** (0.78)	3.67 *** (0.50)	3.96 *** (0.55)	4.46 *** (0.65)	6.82 *** (1.82)
<i>Privilege indicators</i>					
<i>Income (ref. = 1st quartile (Low))</i>					
2nd quartile	1.03 * (0.02)	0.92 (0.06)	1.03 * (0.02)	1.03 * (0.02)	1.03 * (0.02)
3rd quartile	1.08 *** (0.02)	0.91 (0.07)	1.08 *** (0.02)	1.07 *** (0.02)	1.08 *** (0.02)
4th quartile (High)	1.13 *** (0.03)	0.83 (0.10)	1.13 *** (0.03)	1.13 *** (0.03)	1.13 *** (0.03)
<i>First-generation status (ref. = First)</i>					
Continuing generation	1.09 *** (0.01)	1.09 *** (0.01)	0.92 (0.07)	1.09 *** (0.01)	1.08 *** (0.01)
<i>Institutional selectivity (ref. = Low)</i>					
Medium	1.05 (0.07)	1.06 (0.07)	1.05 (0.07)	1.01 (0.18)	1.06 (0.07)
High	1.01 (0.08)	1.01 (0.08)	1.01 (0.08)	0.61 ** (0.10)	1.01 (0.08)
Very high	1.10 (0.10)	1.10 (0.10)	1.10 (0.10)	0.37 *** (0.04)	1.10 (0.10)
<i>Institutional control (ref. = Public)</i>					
Private	1.75 *** (0.15)	1.75 *** (0.15)	1.75 *** (0.15)	1.78 *** (0.14)	1.93 * (0.56)
<i>Controls</i>					
<i>Major (ref. = Business)</i>					
STEM	0.49 *** (0.03)	0.49 *** (0.03)	0.49 *** (0.03)	0.49 *** (0.03)	0.49 *** (0.03)
Social science	0.68 *** (0.04)	0.69 *** (0.04)	0.69 *** (0.04)	0.69 *** (0.04)	0.68 *** (0.04)

Humanities	0.59 *** (0.03)	0.60 *** (0.03)	0.59 *** (0.03)	0.60 *** (0.03)	0.59 *** (0.03)
Other	0.52 *** (0.02)	0.52 *** (0.02)	0.52 *** (0.02)	0.52 *** (0.02)	0.52 *** (0.02)
High school GPA (ref. = B or below)					
B+	1.09 *** (0.02)	1.09 *** (0.02)	1.09 *** (0.02)	1.09 *** (0.02)	1.09 *** (0.02)
A-	1.12 *** (0.03)	1.12 *** (0.03)	1.12 *** (0.03)	1.13 *** (0.03)	1.12 *** (0.03)
A or A+	1.19 *** (0.04)	1.19 *** (0.04)	1.19 *** (0.04)	1.20 *** (0.04)	1.19 *** (0.04)
Sex (ref. = Male)					
Female	1.15 *** (0.03)	1.15 *** (0.03)	1.15 *** (0.03)	1.14 *** (0.03)	1.14 *** (0.03)
Race/ethnicity (ref. = White)					
Black	1.12 (0.10)	1.12 (0.10)	1.12 (0.10)	1.13 (0.10)	1.12 (0.10)
Hispanic	0.93 (0.06)	0.93 (0.06)	0.93 (0.06)	0.93 (0.06)	0.93 (0.06)
Asian or Pacific Islander	1.04 (0.05)	1.05 (0.05)	1.04 (0.05)	1.03 (0.05)	1.04 (0.04)
Multiple or other	0.97 (0.02)	0.97 (0.02)	0.97 (0.02)	0.97 (0.02)	0.97 (0.02)
Region (ref. = Northeast)					
South	0.77 * (0.09)	0.77 * (0.09)	0.77 * (0.09)	0.79 * (0.08)	0.76 * (0.08)
Midwest	0.83 ** (0.06)	0.83 ** (0.06)	0.83 ** (0.06)	0.83 ** (0.06)	0.83 ** (0.06)
West	0.81 * (0.09)	0.81 * (0.09)	0.81 * (0.09)	0.79 * (0.08)	0.81 * (0.09)
<i>Interaction terms</i>					
Income x year (ref. = 1st quartile; 1994-1995)					
2nd quartile x 1997-1999		1.13 (0.08)			
2nd quartile x 2000-2002		1.13 (0.09)			
2nd quartile x 2003-2005		1.09 (0.08)			
2nd quartile x 2006-2008		1.14 (0.08)			
2nd quartile x 2009-2011		1.13 (0.08)			
2nd quartile x 2012-2014		1.13 (0.09)			
2nd quartile x 2015-2017		1.10 (0.09)			
3rd quartile x 1997-1999		1.22 **			

	(0.09)	
3rd quartile x 2000-2002	1.22 *	
	(0.10)	
3rd quartile x 2003-2005	1.12	
	(0.09)	
3rd quartile x 2006-2008	1.19 *	
	(0.10)	
3rd quartile x 2009-2011	1.24 *	
	(0.10)	
3rd quartile x 2012-2014	1.20	
	(0.11)	
3rd quartile x 2015-2017	1.28 **	
	(0.11)	
4th quartile x 1997-1999	1.28	
	(0.18)	
4th quartile x 2000-2002	1.28	
	(0.17)	
4th quartile x 2003-2005	1.28	
	(0.16)	
4th quartile x 2006-2008	1.34 *	
	(0.17)	
4th quartile x 2009-2011	1.62 ***	
	(0.22)	
4th quartile x 2012-2014	1.58 **	
	(0.21)	
4th quartile x 2015-2017	1.69 **	
	(0.27)	
First-generation status x year (ref. = First; 1994-1995)		
Continuing x 1997-1999		1.18
		(0.11)
Continuing x 2000-2002		1.18
		(0.10)
Continuing x 2003-2005		1.11
		(0.10)
Continuing x 2006-2008		1.16
		(0.11)
Continuing x 2009-2011		1.26 *
		(0.12)
Continuing x 2012-2014		1.26 *
		(0.12)
Continuing x 2015-2017		1.27 *
		(0.14)
Institutional selectivity x year (ref. = Low; 1994-1995)		
Medium x 1997-1999		1.37
		(0.25)
Medium x 2000-2002		1.21
		(0.29)

Medium x 2003-2005	1.21 (0.27)	
Medium x 2006-2008	1.03 (0.20)	
Medium x 2009-2011	0.81 (0.19)	
Medium x 2012-2014	0.84 (0.20)	
Medium x 2015-2017	0.74 (0.17)	
High x 1997-1999	1.20 (0.37)	
High x 2000-2002	2.44 *** (0.54)	
High x 2003-2005	1.93 ** (0.41)	
High x 2006-2008	1.70 ** (0.33)	
High x 2009-2011	1.64 * (0.36)	
High x 2012-2014	1.44 (0.33)	
High x 2015-2017	1.15 (0.25)	
Very high x 1997-1999	3.28 *** (0.71)	
Very high x 2000-2002	3.18 *** (0.62)	
Very high x 2003-2005	2.84 *** (0.49)	
Very high x 2006-2008	2.97 *** (0.45)	
Very high x 2009-2011	3.20 *** (0.54)	
Very high x 2012-2014	3.23 *** (0.56)	
Very high x 2015-2017	2.89 *** (0.50)	
Institutional control (ref. = Public; 1994-1995)		
Private x 1997-1999		1.18 (0.35)
Private x 2000-2002		1.04 (0.34)
Private x 2003-2005		0.84 (0.26)
Private x 2006-2008		0.76 (0.23)

Private x 2009-2011					0.61 (0.18)
Private x 2012-2014					0.78 (0.24)
Private x 2015-2017					0.67 (0.21)
Constant	0.35 *** (0.05)	0.41 *** (0.06)	0.39 *** (0.06)	0.42 *** (0.07)	0.32 *** (0.08)
N	329,949	329,949	329,949	329,949	329,949

Source: College Senior Survey, 1994-2017. * $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests). Data shown are odds ratios with robust standard errors clustered by school in parentheses.

Appendix Table 2. Distribution of variables - unmatched sample

	All years
Internship participation	44.8
<i>Privilege indicators</i>	
Institutional selectivity	
Low (ref.)	31.2
Medium	27.8
High	22.1
Very high	18.9
Institutional control	
Public (ref.)	18.8
Private	81.2
<i>Controls</i>	
Major	
Business (ref.)	16.0
STEM	15.3
Social science	19.2
Humanities	15.8
Other	33.7
College GPA	
B or lower (ref.)	13.8
B+	26.2
A-	43.0
A or A+	17.0
Sex	
Male (ref.)	37.2
Female	62.8
Race/ethnicity	
White (ref.)	76.8
Black	5.3
Hispanic	4.7
Asian or Pacific Islander	5.7
Multiple or other	7.5
Institutional region	
Northeast (ref.)	33.6
South	19.4
Midwest	28.0
West	19.0
N	654,480

Source: College Senior Survey, 1994-2017. Data shown are percentages, pooled across years. "Ref." = reference category.

Appendix Table 3. Percentage of students participating in internships, by covariates and over time - unmatched sample

	All years	1994-1995	1997-1999	2000-2002	2003-2005	2006-2008	2009-2011	2012-2014	2015-2017
Internship participation	44.8	28.8	36.7	36.9	41.6	48.3	54.9	56.4	64.4
Institutional selectivity									
Low (ref.)	36.2	29.7	35.0	25.6	33.5	45.3	50.8	50.6	56.3
Medium	43.6 ***	33.9 ***	42.1 ***	37.2 ***	41.5 ***	46.1	50.1	51.6	55.8
High	49.5 ***	25.9 ***	34.5	44.8 ***	45.8 ***	50.2 ***	55.7 ***	57.0 ***	62.9 ***
Very high	55.0 ***	20.3 ***	47.3 ***	42.1 ***	45.7 ***	53.7 ***	61.7 ***	63.7 ***	73.1 ***
Institutional control									
Public (ref.)	31.6	17.2	22.5	25.5	29.5	35.8	48.9	46.8	52.6
Private	47.8 ***	30.8 ***	41.0 ***	41.0 ***	43.7 ***	51.0 ***	56.2 ***	58.0 ***	65.9 ***
Controls									
Major									
Business (ref.)	52.7	29.9	41.7	41.4	45.8	57.1	66.4	68.4	78.5
STEM	42.8 ***	22.1 ***	34.0 ***	36.2 ***	40.0 ***	45.8 ***	49.5 ***	49.9 ***	58.8 ***
Social science	50.6 ***	36.5 ***	45.0 ***	43.6 ***	46.1	50.9 ***	56.0 ***	59.5 ***	66.4 ***
Humanities	46.4 ***	32.5 **	39.4 ***	39.7 **	43.7 ***	49.8 ***	49.4 ***	52.9 ***	65.5 ***
Other	37.8 ***	25.3 ***	31.5 ***	31.6 ***	38.4 ***	41.1 ***	52.8 ***	53.4 ***	54.1 ***
College GPA									
B or lower (ref.)	34.0	21.6	25.1	26.6	31.2	31.2	40.0	44.8	48.0
B+	41.3 ***	28.9 ***	36.5 ***	36.7 ***	39.5 ***	39.5 ***	46.2 ***	52.0 ***	53.9 ***
A-	48.9 ***	31.3 ***	41.1 ***	40.4 ***	44.8 ***	44.8 ***	50.7 ***	57.3 ***	58.5 ***
A or A+	48.4 ***	30.2 ***	38.7 ***	38.7 ***	44.1 ***	44.1 ***	50.5 ***	58.9 ***	58.9 ***
Sex									
Male (ref.)	43.8	25.0	35.9	36.8	40.1	48.2	54.1	55.8	64.2
Female	45.3 ***	31.4 ***	37.1 ***	36.9	42.5 ***	48.4	55.4 **	56.8 *	64.5
Race/ethnicity									
White (ref.)	45.3	29.1	37.7	38.4	42.2	48.6	55.3	57.1	65.2
Black	41.9 ***	31.7 *	33.4 ***	34.0 ***	39.2 ***	47.8	54.1	54.1 **	58.6 ***
Hispanic	39.6 ***	27.3	29.5 ***	25.1 ***	35.2 ***	45.0 ***	52.2 ***	54.1 **	60.5 ***
Asian or Pacific Islander	44.8	24.1 ***	32.1 ***	33.5 ***	41.6	48.8	54.9	55.3 *	66.0
Multiple or other	44.6 **	29.2	35.3 ***	34.6 ***	40.1 **	47.4 ***	52.9 ***	54.1 ***	62.1 ***
Institutional region									
Northeast (ref.)	49.3	30.4	41.2	41.5	46.1	52.5	59.8	61.0	69.0
South	40.4 ***	33.8 ***	32.4 ***	31.6 ***	38.0 ***	44.9 ***	54.0 ***	54.6 ***	60.0 ***
Midwest	43.6 ***	24.0 ***	35.8 ***	38.1 ***	40.5 ***	48.2 ***	54.2 ***	56.9 ***	63.8 ***
West	42.8 ***	29.6	34.8 ***	34.8 ***	37.0 ***	43.7 ***	48.8 ***	52.0 ***	60.5 ***
N	654,480	41,865	109,932	126,118	99,849	85,239	74,792	60,562	56,123

Source: College Senior Survey, 1994-2017. * $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests) for difference from reference group, within each time period, by internship participation status. Data shown are percentages.

Appendix Table 4. Logistic regression predicting internship participation - alternative specifications

	<i>Panel A: Unmatched sample</i>			<i>Panel B: Analytic sample - reduced covariate</i>		
	Base model	Privilege x year interactions		Base model	Privilege x year interactions	
		Institutional selectivity	Institutional control		Institutional selectivity	Institutional control
Year (ref. = 1994-1995)						
1997-1999	1.62 *** (0.15)	1.33 *** (0.10)	1.42 (0.35)	1.69 *** (0.20)	1.32 ** (0.14)	1.50 (0.40)
2000-2002	1.47 *** (0.15)	0.90 (0.11)	1.51 (0.42)	1.69 *** (0.21)	1.13 (0.17)	1.67 (0.50)
2003-2005	1.63 *** (0.17)	1.20 (0.14)	1.74 * (0.46)	1.91 *** (0.24)	1.42 * (0.22)	2.26 ** (0.64)
2006-2008	2.11 *** (0.22)	1.90 *** (0.20)	2.27 ** (0.60)	2.44 *** (0.33)	1.95 *** (0.24)	3.18 *** (0.88)
2009-2011	2.70 *** (0.30)	2.51 *** (0.31)	3.89 *** (0.98)	3.07 *** (0.43)	2.53 *** (0.41)	4.76 *** (1.27)
2012-2014	2.86 *** (0.33)	2.70 *** (0.35)	3.75 *** (0.95)	3.49 *** (0.50)	2.99 *** (0.48)	4.37 *** (1.17)
2015-2017	3.79 *** (0.50)	3.24 *** (0.45)	4.61 *** (1.21)	4.65 *** (0.77)	4.41 *** (0.64)	6.82 *** (1.84)
Institutional selectivity (ref. = Low)						
Medium	1.22 ** (0.07)	1.13 (0.19)	1.23 *** (0.07)	1.06 (0.07)	1.03 (0.19)	1.07 (0.07)
High	1.25 ** (0.09)	0.71 * (0.11)	1.26 ** (0.10)	1.04 (0.09)	0.64 ** (0.11)	1.04 (0.09)
Very high	1.44 *** (0.11)	0.55 ** (0.12)	1.45 *** (0.12)	1.16 (0.10)	0.39 *** (0.04)	1.16 (0.11)
Institutional control (ref. = Public)						
Private	1.65 *** (0.12)	1.66 *** (0.11)	1.81 * (0.48)	1.75 *** (0.15)	1.79 *** (0.15)	1.97 * (0.57)
<i>Controls</i>						
Major (ref. = Business)						
STEM	0.59 *** (0.03)	0.59 *** (0.03)	0.58 *** (0.03)	0.48 *** (0.03)	0.48 *** (0.03)	0.48 *** (0.03)
Social science	0.82 ** (0.05)	0.83 ** (0.05)	0.82 ** (0.05)	0.68 *** (0.04)	0.69 *** (0.04)	0.68 *** (0.04)
Humanities	0.70 *** (0.04)	0.70 *** (0.04)	0.70 *** (0.04)	0.59 *** (0.03)	0.59 *** (0.03)	0.59 *** (0.03)
Other	0.59 ***	0.60 ***	0.59 ***	0.51 ***	0.52 ***	0.51 ***

	(0.03)	(0.03)	(0.03)	(0.02)	(0.02)	(0.02)
High school GPA (ref. = B or below)						
B+				1.09 ***	1.09 ***	1.09 ***
				(0.02)	(0.02)	(0.02)
A-				1.12 ***	1.13 ***	1.13 ***
				(0.03)	(0.03)	(0.03)
A or A+				1.18 ***	1.20 ***	1.18 ***
				(0.04)	(0.04)	(0.04)
College GPA (ref. = B or below)						
B+	1.38 ***	1.38 ***	1.38 ***			
	(0.03)	(0.03)	(0.03)			
A-	1.62 ***	1.63 ***	1.62 ***			
	(0.05)	(0.05)	(0.05)			
A or A+	1.65 ***	1.66 ***	1.64 ***			
	(0.06)	(0.06)	(0.06)			
Sex (ref. = Male)						
Female	1.07 **	1.07 **	1.07 **	1.14 ***	1.14 ***	1.14 ***
	(0.02)	(0.02)	(0.02)	(0.03)	(0.03)	(0.03)
Race/ethnicity (ref. = White)						
Black	1.09	1.11	1.10	1.06	1.08	1.07
	(0.09)	(0.09)	(0.09)	(0.09)	(0.09)	(0.09)
Hispanic	0.85 *	0.87 *	0.85 *	0.87 *	0.88 *	0.87 *
	(0.06)	(0.06)	(0.06)	(0.06)	(0.06)	(0.06)
Asian or Pacific Islander	0.95	0.95	0.96	1.01	1.00	1.01
	(0.04)	(0.04)	(0.04)	(0.04)	(0.04)	(0.04)
Multiple or other	0.95 **	0.95 **	0.95 **	0.95 *	0.95 *	0.95 *
	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)
Region (ref. = Northeast)						
South	0.78 **	0.80 **	0.77 **	0.78 *	0.80 *	0.77 *
	(0.07)	(0.06)	(0.07)	(0.09)	(0.08)	(0.09)
Midwest	0.85 **	0.84 **	0.85 **	0.83 ***	0.83 **	0.83 **
	(0.05)	(0.05)	(0.05)	(0.06)	(0.06)	(0.06)
West	0.80 *	0.78 **	0.79 **	0.81	0.80 *	0.81
	(0.07)	(0.07)	(0.07)	(0.09)	(0.08)	(0.09)
<i>Interaction terms</i>						
Institutional selectivity x year (ref. = Low; 1994-1995)						
Medium x 1997-1999		1.31			1.37	
		(0.22)			(0.25)	
Medium x 2000-2002		1.56 *			1.20	

	(0.33)	(0.29)
Medium x 2003-2005	1.28	1.19
	(0.25)	(0.27)
Medium x 2006-2008	0.94	1.01
	(0.18)	(0.20)
Medium x 2009-2011	0.84	0.80
	(0.17)	(0.19)
Medium x 2012-2014	0.80	0.83
	(0.16)	(0.20)
Medium x 2015-2017	0.84	0.74
	(0.18)	(0.17)
High x 1997-1999	1.23	1.18
	(0.33)	(0.36)
High x 2000-2002	2.85 ***	2.39 ***
	(0.55)	(0.53)
High x 2003-2005	2.14 ***	1.89 **
	(0.40)	(0.40)
High x 2006-2008	1.62 **	1.67 **
	(0.29)	(0.32)
High x 2009-2011	1.58 *	1.62 *
	(0.30)	(0.36)
High x 2012-2014	1.50 *	1.41
	(0.29)	(0.32)
High x 2015-2017	1.53 *	1.14
	(0.32)	(0.25)
Very high x 1997-1999	2.58 ***	3.26 ***
	(0.50)	(0.70)
Very high x 2000-2002	3.25 ***	3.16 ***
	(0.89)	(0.61)
Very high x 2003-2005	2.67 ***	2.83 ***
	(0.68)	(0.49)
Very high x 2006-2008	2.29 **	2.93 ***
	(0.60)	(0.44)
Very high x 2009-2011	2.42 ***	3.22 ***
	(0.61)	(0.54)
Very high x 2012-2014	2.54 ***	3.21 ***
	(0.66)	(0.56)
Very high x 2015-2017	3.08 ***	2.88 ***
	(0.89)	(0.51)

Institutional control (ref. = Public; 1994-1995)						
Private x 1997-1999			1.19 (0.32)			1.17 (0.35)
Private x 2000-2002			0.98 (0.29)			1.01 (0.33)
Private x 2003-2005			0.93 (0.27)			0.82 (0.26)
Private x 2006-2008			0.92 (0.26)			0.74 (0.23)
Private x 2009-2011			0.64 (0.18)			0.60 (0.18)
Private x 2012-2014			0.73 (0.21)			0.77 (0.24)
Private x 2015-2017			0.80 (0.24)			0.66 (0.21)
Constant	0.25 *** (0.03)	0.30 *** (0.04)	0.23 *** (0.06)	0.39 *** (0.06)	0.47 *** (0.07)	0.35 *** (0.09)
N	654,480	654,480	654,480	329,949	329,949	329,949

Source: College Senior Survey, 1994-2017. * $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests). Data shown are odds ratios with robust standard errors clustered by school in parentheses.

Appendix Table 5. Marginal effects (dy/dx), by privilege indicator and year - alternative specifications

	1994-1995	1997-1999	2000-2002	2003-2005	2006-2008	2009-2011	2012-2014	2015-2017
<i>Panel C.1.a: Year x Institutional Selectivity (ref. = Low)</i>								
Medium	0.026	0.091 ***	0.123 ***	0.085 ***	0.014	-0.013	-0.025	-0.011
High	-0.066 *	-0.031	0.155 ***	0.096 ***	0.033	0.027	0.015	0.018
Very High	-0.107 **	0.083	0.128 ***	0.090 **	0.058 *	0.070 **	0.080 **	0.119 ***
<i>Panel C.1.b: Year x Institutional Selectivity (ref. = Low)</i>								
Medium	0.007	0.083 **	0.049	0.050	0.011	-0.045	-0.035	-0.060 *
High	-0.090 **	-0.063	0.100 **	0.046	0.016	0.009	-0.023	-0.690 *
Very High	-0.168 ***	0.059	0.050	0.025	0.034	0.056	0.053	0.026
<i>Panel C.2.a: Year x Institutional Selectivity (ref. = Medium)</i>								
Low	-0.026	-0.091 ***	-0.123 ***	-0.085 ***	-0.014	0.130	0.025	0.011
High	-0.092 *	-0.122 *	0.032	0.111	0.019	0.040	0.040	0.029
Very High	-0.133 **	-0.008	0.005	0.005	0.043	0.084 ***	0.106 ***	0.130 ***
<i>Panel C.2.b: Year x Institutional Selectivity (ref. = Medium)</i>								
Low	-0.007	-0.083 **	-0.049	-0.050	-0.011	0.045	0.035	0.060 *
High	-0.097 *	-0.145 *	0.051	-0.004	0.005	0.054 *	0.012	-0.010
Very High	-0.175 ***	-0.024	0.001	-0.025	0.024	0.101 ***	0.088 **	0.085 **
<i>Panel C.3.a: Year x Institutional Selectivity (ref. = High)</i>								
Low	0.066 *	0.031	-0.155 ***	-0.096 ***	-0.033	-0.027	-0.015	-0.018
Medium	0.092 *	0.122 *	-0.032	-0.011	-0.019	-0.040	-0.040	-0.029
Very High	-0.041	0.114	-0.027	-0.006	0.024	0.043 *	0.065 **	0.101 **
<i>Panel C.3.b: Year x Institutional Selectivity (ref. = High)</i>								
Low	0.090 **	0.063	-0.100 **	-0.046	-0.016	-0.009	0.023	0.069 *
Medium	0.097 *	0.145 *	-0.051	0.004	-0.005	-0.054 *	-0.012	0.010
Very High	-0.078 **	0.122	-0.050	-0.021	0.018	0.046 *	0.076 **	0.095 **
<i>Panel D.a: Year x Institutional Control (ref. = Public)</i>								
Private	0.112 *	0.169 ***	0.125 ***	0.117 ***	0.121 ***	0.037 *	0.068 **	0.087 **
<i>Panel D.b: Year x Institutional Control (ref. = Public)</i>								
Private	0.126 *	0.185 ***	0.156 ***	0.115 ***	0.092 ***	0.041 *	0.102 ***	0.060 *

Source: College Senior Survey, 1994-2017. * $p < .05$; ** $p < .01$; *** $p < .001$ (two-tailed tests) for difference from reference group, within each time period, by internship participation status. Data shown are proportion point differences. a = unmatched sample; b = analytic sample - reduced covariate.