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**Abstract**

This paper investigates how differences in resource endowments of universities shape variation in their response to regulatory pressures. Earlier research on higher education institutions tends to conceive regulatory rules as the primary basis of action and does not attend to differences in the salient characteristics of universities. This paper is based on the premise that satisfying regulatory demands requires resources that are compatible with these demands, making resource endowments of universities a potentially significant source of variation in their responses to regulatory pressures. We empirically investigate the relationship between human resource characteristics of economics, management, and political science departments of Turkish universities and how these departments responded to the intensifying regulatory pressure to publish more in indexed journals. Findings reveal that departments which predominantly employ researchers trained in North American universities published significantly more in indexed journals between 2000 and 2008. These departments are

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better endowed with respect to resources that are necessary for publishing in indexed journals, most importantly knowledge of theory, methodology, and style sought by indexed journals. The paper shows that attending to differences in resource endowments of universities as well as regulatory goals and tools facilitates understanding of how regulation-driven processes unfold. (HRK / Abstract übernommen) Önder, Cetin, E-Mail: conder@baskent.edu.tr