

## TRENDS IN DETERMINANTS OF ENTRANCE INTO THE ACADEMIC CAREER: THE CASE OF SOUTH KOREA, 1980-2010

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### Abstract

There is substantial research on the determinants of entrance into the academic career, yet little is known about how these determinants have evolved over time or how they vary by academic discipline. Using data from a large sample (N = 57,227) of Korean scholars who received their doctoral degrees between 1980 and 2010 in all academic fields, we estimate discrete-time event history analyses of transitioning to an academic position. Results indicate that both particularistic and universalistic characteristics strongly affect subsequent career success. The influence of prestige of one's doctoral institution increased to a much greater extent than the influence of one's publication record, implying that the impact of particularistic elements on one of the most crucial academic rewards – employment in higher education – has increased more than the effect of universalistic characteristics. However, our results challenge prior literature arguing that academic fields characterized by more highly developed scientific paradigms (e.g., engineering) tend to show a stronger association between universalistic determinants and scholarly rewards than fields with less developed scientific paradigms (e.g., social sciences). The contrast between our results and prior literature may be attributable to South Korea's dependence on the U.S. for advanced technologies, particularly in the hard sciences, in the 1990s. Finally, since the early 2000s, gender discrimination appears to be decreasing, perhaps due to implementation of employment quotas for female professors. These patterns have important implications for stratification in the institution of science.

**Keywords:** Academic Career, Stratification in the Science, Universalism and Particularism, Event History Analysis, South Korea