

# THE MERITOCRACY MYTH

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# Meritocracy Myth

**Stephen J. McNamee, Robert K. Miller**

## Meritocracy Myth:

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*The Meritocracy Myth* Stephen J. McNamee, Robert K. Miller Jr., 2013-07-18 The Meritocracy Myth challenges the widely held American belief in meritocracy that people get out of the system what they put into it based on individual merit. The third edition has been revised and streamlined with fresh examples and updated statistical information throughout. Chapters eight and nine have been combined into a comprehensive chapter about discrimination as a non merit barrier to upward mobility. The book also features a new section on The Great Recession. The Meritocracy Myth examines talent, attitude, work ethic, and character as elements of merit and evaluates the effect of non merit factors such as social status, race, heritage, and wealth on meritocracy. A compelling book on an often overlooked topic, The Meritocracy Myth has become a classroom classic to introduce students to this provocative topic.

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**The Meritocracy Myth** Stephen J. McNamee, Robert K. Miller, 2009-07-16 A third edition of this textbook is now available. The Meritocracy Myth challenges the widely held American belief in meritocracy that people

get out of the system what they put into it based on individual merit Fully revised and updated throughout the second edition includes compelling new case studies such as the impact of social and cultural capital in the cases of George W Bush and Barack Obama and new material on current topics such as the impact of the financial and credit crisis intergenerational mobility and the impact of racism and sexism *The Meritocracy Myth* examines talent attitude work ethic and character as elements of merit and evaluates the effect of non merit factors such as social status race heritage and wealth on meritocracy A compelling book on an often overlooked topic the first edition was highly regarded and proved a useful examination of this classic American ideal *The Meritocracy Myth* Stephen J. McNamee, 2018 *The Meritocracy Myth* challenges the widely held American belief in meritocracy that people get out of the system what they put into it based on individual merit The book examines talent attitude work ethic and character as elements of merit and evaluates the effect of nonmerit factors such as family background social connections luck market conditions unequal educational opportunities and discrimination The fourth edition has been revised and streamlined throughout It features new material on the current economic and political climate the reasons behind the increasing levels of inequality in the United States and globally how economic social and cultural factors shaped Donald Trump s rise to political prominence and more The fourth edition includes a new chapter on marriage and mobility that examines how patterns in marriage tend to increase the concentration of wealth and pass on nonmerit advantages to children furthering trends toward social inequality A compelling book on an often overlooked topic *The Meritocracy Myth* is ideal for introducing students to this provocative topic while sparking discussion and reflection

*The Meritocracy Trap* Daniel Markovits, 2019 A revolutionary new argument from eminent Yale Law professor Daniel Markovits attacking the false promise of meritocracy It is an axiom of American life that advantage should be earned through ability and effort Even as the country divides itself at every turn the meritocratic ideal that social and economic rewards should follow achievement rather than breeding reigns supreme Both Democrats and Republicans insistently repeat meritocratic notions Meritocracy cuts to the heart of who we are It sustains the American dream But what if both up and down the social ladder meritocracy is a sham Today meritocracy has become exactly what it was conceived to resist a mechanism for the concentration and dynastic transmission of wealth and privilege across generations Upward mobility has become a fantasy and the embattled middle classes are now more likely to sink into the working poor than to rise into the professional elite At the same time meritocracy now ensnares even those who manage to claw their way to the top requiring rich adults to work with crushing intensity exploiting their expensive educations in order to extract a return All this is not the result of deviations or retreats from meritocracy but rather stems directly from meritocracy s successes This is the radical argument that Daniel Markovits prosecutes with rare force Markovits is well placed to expose the sham of meritocracy Having spent his life at elite universities he knows from the inside the corrosive system we are trapped within Markovits also knows that if we understand that meritocratic inequality produces near universal harm we can cure it When *The Meritocracy*

Trap reveals the inner workings of the meritocratic machine it also illuminates the first steps outward towards a new world that might once again afford dignity and prosperity to the American people **The Meritocracy Myth** Stephen J. McNamee,2023-07-17 There is a pervasive ideology that claims America is a land of unlimited opportunity and people get out of the system what they put into it based on talent attitude hard work and character The Meritocracy Myth Who Gets Ahead and Why deconstructs this idea by identifying factors that suppress neutralize or negate merit based traits These include economic inheritance who you know social capital and fitting in cultural capital being at the right place at the right time unequal access to educational opportunities and discrimination based on race sex age sexual orientation physical disability religion and physical appearance Discussion questions at the end of each chapter encourage students to think critically and develop a deeper understanding of why some people succeed and others fail New to the Fifth Edition New discussion of national college admission scandal highlights how educational opportunities are mediated by social class Chapter 5 Revised Chapter 7 The Luck Factor includes discussions of how the COVID 19 pandemic manufacturing of critical goods in the U S and the oversupply of college graduates impact the likelihood of intergenerational mobilityNew discussion on reparations as a way to address inequality for historically discriminated against groups reflects current debates Chapter 10 New discussion of murders of Black suspects by police Black Lives Matter and the Dobbs Supreme Court decision illustrate ongoing patterns of discrimination that impact the prospects of Americans Chapter 9 Success and Luck Robert H. Frank,2017-09-26 From New York Times bestselling author and economics columnist Robert Frank a compelling book that explains why the rich underestimate the importance of luck in their success why that hurts everyone and what we can do about it How important is luck in economic success No question more reliably divides conservatives from liberals As conservatives correctly observe people who amass great fortunes are almost always talented and hardworking But liberals are also correct to note that countless others have those same qualities yet never earn much In recent years social scientists have discovered that chance plays a much larger role in important life outcomes than most people imagine In Success and Luck bestselling author and New York Times economics columnist Robert Frank explores the surprising implications of those findings to show why the rich underestimate the importance of luck in success and why that hurts everyone even the wealthy Frank describes how in a world increasingly dominated by winner take all markets chance opportunities and trivial initial advantages often translate into much larger ones and enormous income differences over time how false beliefs about luck persist despite compelling evidence against them and how myths about personal success and luck shape individual and political choices in harmful ways But Frank argues we could decrease the inequality driven by sheer luck by adopting simple unintrusive policies that would free up trillions of dollars each year more than enough to fix our crumbling infrastructure expand healthcare coverage fight global warming and reduce poverty all without requiring painful sacrifices from anyone If this sounds implausible you ll be surprised to discover that the solution requires only a few noncontroversial steps Compellingly readable Success and Luck

shows how a more accurate understanding of the role of chance in life could lead to better richer and fairer economies and societies     [The Myth of Meritocracy](#) James Bloodworth,2016-05-19 The best jobs in Britain today are overwhelmingly done by the children of the wealthy Meanwhile it is increasingly difficult for bright but poor kids to transcend their circumstances This state of affairs should not only worry the less well off It hurts the middle classes too who are increasingly locked out of the top professions by those from affluent backgrounds Hitherto Labour and Conservative politicians alike have sought to deal with the problem by promoting the idea of equality of opportunity In politics social mobility is the only game in town and old socialist arguments emphasising economic equality are about as fashionable today as mullets and shell suits Yet genuine equality of opportunity is impossible alongside levels of inequality last seen during the 1930s In a grossly unequal society the privileges of the parents unfailingly become the privileges of the children A vague commitment from our politicians to build a meritocracy is not enough Nor is it desirable a perfectly stratified meritocracy in which everyone knew their station based on merit would be a deeply unpleasant place to live Any genuine attempt to improve social mobility must start by reducing the gap between rich and poor PROVOCATIONS is a groundbreaking new series of short polemics composed by some of the most intriguing voices in contemporary culture and edited by Yasmin Alibhai Brown Sharp intelligent and controversial

Provocations provides insightful contributions to the most vital discussions in society today     *The Myth of the Saving Power of Education* Hannah Adams Ingram,2021-05-20 In the United States young people are bombarded with messages that they must go to college in order to secure their place in the middle class Those who are most disadvantaged in society are the most frequent recipients of this rhetoric because people believe that education is the one ticket that can save them from poverty Like the belief that there is only one avenue for salvation from hell to heaven the notion of salvific education presents a single answer to the problem of inequality if you want to be saved from poverty and oppression you must go to college In this book Hannah Adams Ingram interrogates the presumed promise of education and argues that the myth itself perpetuates rather than alleviates social inequality The Myth of the Saving Power of Education asks educators to reclaim the liberative potential of education and asks Christians to repent of judging individual worth based on the same merits as the secular market system     **Lifting a Ton of Feathers** Paula Caplan,Paula J. Caplan,1993-01-01 Forewarned is forearmed and Caplan presents a list of the forms that the maleness of the environment take two of these are the conflict between professional and family responsibilities and sexual harassment     **Holding It Together** Jessica Calarco,2024-06-04 Other countries have social safety nets The U S has women Holding It Together chronicles the causes and dire consequences America runs on women women who are tasked with holding society together at the seams and fixing it when things fall apart In this tour de force acclaimed Sociologist Jessica Calarco lays bare the devastating consequences of our status quo Holding It Together draws on five years of research in which Calarco surveyed over 4000 parents and conducted more than 400 hours of interviews with women who bear the brunt of our broken system A widowed single mother struggles to patch

together meager public benefits while working three jobs an aunt is pushed into caring for her niece and nephew at age fifteen once their family is shattered by the opioid epidemic a daughter becomes the backstop caregiver for her mother her husband and her child because of the perceived flexibility of her job a well to do couple grapples with the moral dilemma of leaning on overworked underpaid childcare providers to achieve their egalitarian ideals Stories of grief and guilt abound Yet they are more than individual tragedies Tracing present day policies back to their roots Calarco reveals a systematic agreement to dismantle our country s social safety net and persuade citizens to accept precarity while women bear the brunt She leads us to see women s labor as the reason we ve gone so long without the support systems that our peer nations take for granted and how women s work maintains the illusion that we don t need a net Weaving eye opening original research with revelatory sociological narrative Holding It Together is a bold call to demand the institutional change that each of us deserves and a warning about the perils of living without it *Race, Gender, Sexuality, and Social Class* Susan J.

Ferguson,2023-06-08 Race Gender Sexuality and Social Class Fourth Edition is an anthology of readings that explores the ways these social statuses shape our experiences and impact our life chances in society today Organized around broad topics identity power and privilege social institutions etc rather than categories of difference race gender class sexuality to underscore the idea that social statuses often intersect with one another to produce inequalities and form the bases of our identities in society The text features readings by leading experts in the field and reflects the many approaches scholars and researchers use to understand issues of diversity power and privilege Included with this title LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site **Holding**

**"accountability" Accountable** Mary Molly Lockwood,2003 Meritocracy is often mentioned in discussions of social inequality stratification oppression and White Privilege but it is seldom investigated as to its ubiquitous role as a dominant inaugurator of social inequality in America today Emanating from the central liberal concept that opportunities to compete for resources and goods are fair and equal for everyone the American social justice ideal of meritocratic equality masks the realities of group determinants in relation to the anatomies of hegemonies of power in American culture Disingenuously deflecting inequality issues from institutional inefficacy onto individual inadequacies and obfuscating fundamental issues of injustice America s meritocratic myth camouflages meritocratic individualism s role as a catalytic agent behind group differential practices in America s social political and economic architecture This discursive analysis critiques the puissant connections between meritocratic individualism meritocracy and the conceptions and practices of dominant Americanized identities ideology and institutions It particularly brings into focus the ways meritocracy legitimizes practices of social inequality especially within the institution of public education Meritocracy is examined through the lens of myth as an abstracted ideology whose universal tenets have become habituated through uncontested religious social psychological and

historical processes which this paper explores Critical Race Theory provides the analytical framework to examine supposedly neutral principles of the fair and good society in relationship to widely accepted principles of merit ability performance and deservedness In particular education s accountability consciousness is deconstructed to expose this politically motivated euphemistic ploy in perpetuating surveillance containment practices that recreate racial social and cultural stratifications while deftly casting pathology onto the individual rather than institutional policy and practice **The Merit Myth** Anthony P. Carnevale,Peter Schmidt,Jeff Strohl,2020-05-26 An eye opening and timely look at how colleges drive the very inequalities they are meant to remedy complete with a call and a vision for change Colleges fiercely defend America s deeply stratified higher education system arguing that the most exclusive schools reward the brightest kids who have worked hard to get there But it doesn t actually work this way As the recent college admissions bribery scandal demonstrates social inequalities and colleges pursuit of wealth and prestige stack the deck in favor of the children of privilege For education scholar and critic Anthony P Carnevale it s clear that colleges are not the places of aspiration and equal opportunity they claim to be The Merit Myth calls out our elite colleges for what they are institutions that pay lip service to social mobility and meritocracy while offering little of either Through policies that exacerbate inequality including generously funding so called merit based aid for already wealthy students rather than expanding opportunity for those who need it most U S universities the presumed pathway to a better financial future are woefully complicit in reproducing the racial and class privilege across generations that they pretend to abhor This timely and incisive book argues for unrigging the game by dramatically reducing the weight of the SAT ACT measuring colleges by their outcomes not their inputs designing affirmative action plans that take into consideration both race and class and making 14 the new 12 guaranteeing every American a public K 14 education The Merit Myth shows the way for higher education to become the beacon of opportunity it was intended to be Against Meritocracy Jo Littler,2017-08-16 Meritocracy today involves the idea that whatever your social position at birth society ought to offer enough opportunity and mobility for talent to combine with effort in order to rise to the top This idea is one of the most prevalent social and cultural tropes of our time as palpable in the speeches of politicians as in popular culture In this book Jo Littler argues that meritocracy is the key cultural means of legitimisation for contemporary neoliberal culture and that whilst it promises opportunity it in fact creates new forms of social division Against Meritocracy is split into two parts Part I explores the genealogies of meritocracy within social theory political discourse and working cultures It traces the dramatic U turn in meritocracy s meaning from socialist slur to a contemporary ideal of how a society should be organised Part II uses a series of case studies to analyse the cultural pull of popular parables of progress from reality TV to the super rich and celebrity CEOs from social media controversies to the rise of the mumpreneur Paying special attention to the role of gender race and class this book provides new conceptualisations of the meaning of meritocracy in contemporary culture and society The Management of Power Paul G. Swingle,2018-04-17 This volume first published in 1976 is addressed to the analysis of power

and conflict in and of organizations The author's organizing concept is that one can understand and harness or alter the energy of organizations so that they may function more intelligently and humanely In focusing on the harnessing of organizational energy the author relates theory to practical day to day reality in organizations and provides an in depth analysis of the origins of conflict in organizations The focus is upon the collective of power and action and the volume offers pragmatic suggestions for enhancing managerial skills by bringing together theory and an appreciation of practical realities

**The Myths of Measurement and Meritocracy** J. M. Beach, 2021-09-15 This book examines the idea of educational accountability in higher education which has become a new secular gospel But do accountability policies actually make colleges better What if educational accountability tools don't actually measure what they're supposed to What if accountability data isn't valid or worse what if it's meaningless What if administrators don't know how to use accountability tools or correctly analyze the problematic data these tools produce What if we can't measure let alone accurately assess what matters most with teaching or student learning What if students don't learn much in college What if higher education was never designed to produce student learning What if college doesn't help most students either personally or economically What if higher education isn't meritocratic actually exacerbates inequality and makes the lives of disadvantaged students even worse This book will answer these questions with a wide interdisciplinary range of the latest scientific research

*The Meritocracy Myth and the Illusion of Equal Employment Opportunity* Anne Lawton, 2015 Two years ago I developed an exercise for my students most of whom major in business in the hope of creating classroom discussion about what the word qualified means in the context of employment decisions I had been frustrated by the students' beliefs that employers could select with accuracy the most qualified candidate for any particular position and that affirmative action worked to rob qualified white and male candidates of jobs I figured that with a well written exercise I could convince my students of the malleability and imprecision of hiring criteria and the fallacy that merit alone determines employment success The exercise required students to act as members of a municipal hiring committee charged with choosing between John Williams and Cathy Jones two white police officers for a road officer position with the City a suburban working class community of 200 000 residents I deliberately designed the exercise so that Williams and Jones had different strengths which often is the case in hiring and promotion decisions To draw attention to the problems posed by subjective criteria I included as a hiring criterion an interview by three male police officers two of whom worked for the City and one who worked for a neighboring police department The interview panel gave Williams a 49 out of 50 on his interview and Jones a 42 out of 50 The panel felt that Jones knew the law very well in particular the law on search and seizure but it believed that Jones was not aggressive enough in her responses to some of the hypothetical situations posed I also included information about the City's affirmative action plan which provided that the City could consider a candidate's race or sex in an employment decision when candidates were equally qualified Finally the exercise contained information about the number of women officers 10 out of 240 and evidence

of both past and current sex discrimination within the police department Klein, Mitchell Kapor, 2023-03-14 A social activist and an entrepreneur remake the future of investing and business offering a win win road map for creating wealth and addressing inequalities by investing in groundbreaking tech companies that defy assumptions from Silicon Valley to Wall Street Companies backed by venture capital drive the U S economy accounting for hundreds of billions of dollars in sales and profits The problem is that most of the wealth created winds up enriching elites while the businesses funded by venture capitalists widen economic inequality Committed to doing things differently tech venture capitalists Freada Kapor Klein and Mitch Kapor launched Kapor Capital to prove that investing in gap closing startups companies whose services or products close opportunity gaps for both communities of color and low income communities is good business Over the past decade they ve broadened the definition of success to include profits and accountability for the impacts a business has on employees communities and the planet helping to launch close to two hundred companies engaged in achieving social and economic justice while showing remarkable growth with many valued in the hundreds of millions or billions of dollars Like every VC firm Kapor Capital has experienced high profile blowups and total losses But its investing principles have created a stunning new ecosystem of Black and Latinx entrepreneurs CEOs and investors all devising innovative effective solutions to address the most pernicious problems afflicting many of America s poorest communities In Closing the Equity Gap Freada and Mitch share their core belief that all companies must make a positive impact and that the obstacles entrepreneurs overcome in life are a far better predictor of long term success than the schools they attend or investment dollars they raise from friends and family Using stories behind some of the most remarkable companies ever launched they show that the standard investment model doesn t work how it can be fixed and what the future could look like if more investors joined them

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