

[Book] [NOT SOLD]The Tyranny of the Meritocracy: Democratizing Higher Education in America

THE
TYRANNY
OF THE
MERITOCRACY

DEMOCRATIZING
HIGHER EDUCATION
IN AMERICA



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The Tyranny Of The Meritocracy The Tyranny Of The Meritocracy

Sarah Elaine Eaton



The Tyranny Of The Meritocracy The Tyranny Of The Meritocracy:

The Tyranny of Merit Michael J. Sandel, 2020-09-15 A Times Literary Supplement s Book of the Year 2020 A New Statesman s Best Book of 2020 A Bloomberg s Best Book of 2020 A Guardian Best Book About Ideas of 2020 The world renowned philosopher and author of the bestselling Justice explores the central question of our time What has become of the common good These are dangerous times for democracy We live in an age of winners and losers where the odds are stacked in favor of the already fortunate Stalled social mobility and entrenched inequality give the lie to the American credo that you can make it if you try The consequence is a brew of anger and frustration that has fueled populist protest and extreme polarization and led to deep distrust of both government and our fellow citizens leaving us morally unprepared to face the profound challenges of our time World renowned philosopher Michael J Sandel argues that to overcome the crises that are upending our world we must rethink the attitudes toward success and failure that have accompanied globalization and rising inequality Sandel shows the hubris a meritocracy generates among the winners and the harsh judgement it imposes on those left behind and traces the dire consequences across a wide swath of American life He offers an alternative way of thinking about success more attentive to the role of luck in human affairs more conducive to an ethic of humility and solidarity and more affirming of the dignity of work The Tyranny of Merit points us toward a hopeful vision of a new politics of the common good

The Tyranny of the Meritocracy Lani Guinier, 2016-01-12 A fresh and bold argument for revamping our standards of merit and a clear blueprint for creating collaborative education models that strengthen our democracy rather than privileging individual elites Standing on the foundations of America s promise of equal opportunity our universities purport to serve as engines of social mobility and practitioners of democracy But as acclaimed scholar and pioneering civil rights advocate Lani Guinier argues the merit systems that dictate the admissions practices of these institutions are functioning to select and privilege elite individuals rather than create learning communities geared to advance democratic societies Having studied and taught at schools such as Harvard University Yale Law School and the University of Pennsylvania Law School Guinier has spent years examining the experiences of ethnic minorities and of women at the nation s top institutions of higher education and here she lays bare the practices that impede the stated missions of these schools Goaded on by a contemporary culture that establishes value through ranking and sorting universities assess applicants using the vocabulary of private highly individualized merit As a result of private merit standards and ever increasing tuitions our colleges and universities increasingly are failing in their mission to provide educational opportunity and to prepare students for productive and engaged citizenship To reclaim higher education as a cornerstone of democracy Guinier argues that institutions of higher learning must focus on admitting and educating a class of students who will be critical thinkers active citizens and publicly spirited leaders Guinier presents a plan for considering democratic merit a system that measures the success of higher education not by the personal qualities of the students who enter but by the work and service performed by the graduates

who leave Guinier goes on to offer vivid examples of communities that have developed effective learning strategies based not on an individual's merit but on the collaborative strength of a group learning and working together supporting members and evolving into powerful collectives. Examples are taken from across the country and include a wide range of approaches each innovative and effective. Guinier argues for reformation not only of the very premises of admissions practices but of the shape of higher education itself.

The Meritocracy Paradox Emilio J. Castilla, 2025-09-02 Meritocracy the idea that individuals should be rewarded based on their talent and hard work is one of the most widely celebrated ideals in education business and government. It shapes how organizations recruit, evaluate and promote promising a fair system where the best rise to the top. But meritocracy has increasingly come under criticism for deepening inequality and reinforcing bias. How did a once progressive ideal meant to level the playing field end up contributing to unfairness and privilege? What happens when organizations treat merit as their guiding principle without questioning how it's defined or applied? Most importantly how can today's leaders recognize and fix what's gone wrong? In *The Meritocracy Paradox* Emilio J. Castilla offers timely new answers to these fundamental questions. He analyzes the structure and culture of meritocracy inside organizations providing real world examples from hiring and merit based bonuses in companies to admissions decisions at elite universities to show how personal biases and social barriers can undermine the values and outcomes these systems are meant to uphold. Castilla provides practical research backed frameworks to help organizations achieve true fairness and opportunity for all. Drawing on successful data based interventions he presents concrete strategies for improving recruitment, selection, evaluation, promotion and compensation processes revealing how motivated leaders can identify and correct shortcomings with cost effective targeted solutions that deliver proven results. *The Meritocracy Paradox* is essential reading for anyone seeking to understand and improve the intersection of merit, fairness and equal opportunity in organizations.

The Rise and Fall of Neoliberal Rentier Capitalism Luiz Carlos Bresser-Pereira, 2025-02-10 *The Rise and Fall of Neoliberal Rentier Capitalism* is an account of the political economy of capitalism in the 20th and 21st centuries. Capitalism is an unjust form of economic organisation; it is a culture of exacerbated individualism justified by the glorification of individual competition. Today after 40 years of neoliberalism capitalism faces again a legitimization crisis. The book discusses capitalism after two revolutions: the Organisational Revolution and the Democratic Revolution. It views capitalism since the New Deal in the US and the post war as a progressive and developmental era and the Neoliberal Turn as the change from social democracy to radical and regressive global neoliberalism which was a regressive time for almost forty years. In the Neoliberal Years rentiers replaced entrepreneurs in the command of the economy and called on the financiers to manage their wealth and serve as organic intellectuals and both mounted an attack to the state which is the main capitalist institution. The global crisis and in 2020 the Covid pandemic showed that the state remains the nation's resource of last instance. The transition of China from statism to an active developmentalism resulted in an extraordinary growth. Given such realities in 2021 we saw the collapse of

neoliberalism and in the United States a Developmental Turn the state is back in the economy The transition phase we live in is characterised by three main forces economic liberalism managerialism and democracy Economic liberalism is the great defeated managerialism became powerful and is developmental and democracy is the stronger force It was attacked by neoliberalism and is now being attacked by right wing populism but resisted and resists brilliantly proving that it was a conquest of the popular classes that became a universal value counting on the support of all social classes **Lacan,**

Jouissance, and the Social Sciences Raul Moncayo,2023-06-28 Exploring how a Freudian Lacanian approach to psychoanalysis intersects with social and cultural theory Lacan Jouissance and the Social Sciences demonstrates the significance of subjectivity as a concept for the study of leadership social psychology culture and political theory Raul Moncayo examines Lacan s notion of surplus jouissance in relation to four types of socio economic value Productive Value Exchange Value Surplus Value and Profit Also drawing on the work of Slavoj i ek Moncayo contends that surplus production cannot be reduced to alienated labor but rather includes various levels of jouissance value In this way the jouissance that drives capitalization and organization can be theorized as constructive rather than destructive and encompass satisfaction and prosperity rather than individual suffering and asceticism or living with less This volume will be of great interest to psychoanalysts both in practice and in training and to academics and scholars of psychoanalytic studies Lacanian studies and social sciences Meritocracy and its Downsides. Unravelling the Detrimental Effects of Embracing Meritocratic Beliefs

Anna Semucyowera,2024-01-15 Seminar paper from the year 2023 in the subject Psychology Social Psychology grade 1 7 University of Cologne course Theoretical Foundations of Social and Economic Psychology language English abstract This paper explores the pervasive societal belief in meritocracy as an antidote to social inequalities widely endorsed by politicians and Americans alike While meritocracy promises individual agency and upward mobility this study delves into its latent psychological pitfalls Examining consequences such as diminished empathy low self esteem and self blame we unravel the paradoxical impact of meritocratic ideals This analysis sheds light on the nuanced drawbacks of embracing meritocracy prompting a reevaluation of its implications for both individuals and broader societal well being **Decolonizing Feminist**

Economics Gisela Carrasco-Miró,2025-03-28 Despite the urgency to understand how other cultures encounter the West in academic and political spheres feminist economics has yet to tackle critiques from postcolonial and decolonial feminists about Western centric modernism in the field This book introduces a decolonizing approach to feminist economics offering insights that move beyond the boundaries of modern Eurocentrism The author explores the relationship between colonialism capitalism heteropatriarchy and ecological degradation while offering critical feminist and decolonizing tools By investigating global struggles the author illuminates our hijacked present and imagines a decolonizing feminist economic landscape that is under transformation Transdisciplinary and innovative this book fills a vital gap by exploring the interplay between decolonization and feminist economics challenging the growth logic capitalism and Western centrism and imagining new

possibilities for more just futures **The Wealthy, the Brilliant, the Few** Sophie Spieler, 2021-06-09 How does the US make sense of its elite educational system given that it seems to be at odds with core American values such as equality of opportunity or upward mobility Sophie Spieler explores scholarly and journalistic investigations self representational texts and fictional narratives revolving around the Ivy League and its peers in order to understand elite education and its peculiar position in American cultural discourse Among the book s most surprising and groundbreaking insights is the tenacity and adaptability of meritocratic ideology across all three sub discourses despite its fundamental incompatibility with the American educational system **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 legitimation 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 Meritocracy Trap](#) Daniel Markovits, 2020-09-08 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 Handbook of Equality of Opportunity ,2024-07-12 This Handbook provides an authoritative exposition of equality of opportunity It presents the different concepts most commonly associated with equality of opportunity and discusses the many problems dominating the controversies on equality of opportunity at the theoretical policy or practical level The chapters give a concise exposition of the different conceptions and basic concepts of equal opportunities They clarify variables that are part of the algorithm of equal opportunities e g opportunity equality non discrimination fairness responsibility chance and choice excellence qualifications effort talent merit desert inequality and risk The idea of equality of opportunity has traditionally been associated with a set of largely unquestioned ideals and over the last 50 years it has been at the very centre of the major progressive social changes and firmly entrenched in political rhetoric Yet the idea of equality of opportunity is far from unquestionable or unproblematic as the only solid assumption different conceptions have in common is their rejection of fixed social relations but not hierarchy itself Disagreements over the fundamental principles criticism over the inefficiency of policies aiming to ensure equal opportunities and objections to their unfairness all pose questions that current conceptions answer in different ways This Handbook examines a wide variety of questions about issues of motivation procedures genealogy taxonomy and compensation **Encyclopedia of Women and American Politics, Third Edition** Lynne Ford,2021-07-01 Encyclopedia of Women and American Politics Third Edition contains all the material a reader needs to understand the role of women throughout America s political history This informative A to Z volume contains hundreds of entries covering the people events and terms involved in the history of women and politics Entries include Abortion Alexandria Ocasio Cortez The birth control movement Black Lives Matter Hillary Rodham Clinton Deb Haaland Domestic violence Equal Rights Amendment ERA Glass ceiling League of Women Voters MeToo movement Michelle Obama Sonia Sotomayor Elizabeth Warren and many more **Attacking the Elites** Derek Bok,2024-02-27 A former Harvard president reflects on how elite universities are responding to critiques from the left and the right and how they can do better Elite American universities such as Yale Harvard and Princeton are admired throughout the world They attract highly qualified applicants and most of their graduates go on to lead successful lives Scholars and researchers at elite universities contribute to knowledge that benefits the public in countless ways from the discovery of ancient texts to breakthroughs at the forefront of medical technology These same elite institutions however are beset by criticism from both sides of America s ideological divide Liberals press them to enroll more low income students and to use their reputations and endowments to induce corporations to adopt more just equitable and environmentally sound policies Conservative politicians accuse the universities predominantly liberal faculty of indoctrinating students The Supreme Court has recently prohibited universities from giving preference to Black and Hispanic applicants for admission sparking a wider debate over the policies

of elite universities in choosing their student body Drawing on over fifty years of experience as a student professor dean and president of Harvard University Derek Bok examines the current disputes involving admissions diversity academic freedom and political correctness curriculum and teaching and even athletics in order to determine which complaints are unsubstantiated which are valid and how elite universities can best respond to their critics [Handbook of Academic Integrity](#) Sarah Elaine Eaton,2023-12-04 The book brings together diverse views from around the world and provides a comprehensive overview of academic integrity and how to create the ethical academy At the same time the Handbook does not shy away from some of the vigorous debates in the field such as the causes of academic integrity breaches There has been an explosion of interest in academic integrity in the last 20 30 years New technologies that have made it easier than ever for students to cut and paste coupled with global media scandals of high profile researchers behaving badly have resulted in the perception that plagiarism is on the rise This in combination with the massification and commercialisation of higher education has resulted in a burgeoning interest in the importance of academic integrity how to safeguard it and how to address breaches appropriately What may have seemed like a relatively easy topic to address students copying sources without attribution has in fact turned out to be a complex interdisciplinary field of research requiring contributions from linguists psychologists social scientists anthropologists teaching and learning specialists mathematicians accountants medical doctors lawyers and philosophers to name just a few Because of this broad interest and input this handbook serves as the single authoritative reference work which brings together the vast growing interdisciplinary and at times contradictory body of literature For both established researchers practitioners and those new to the field this Handbook provides a one stop shop as well as a launching pad for new explorations and discussions **The Meritocratic Promise of Classical Liberalism** Peter Wedekind,2023 In an era of Market Triumphalism this book follows the quest to address a myriad of prominent socio economic pathologies in Western democracies such as skyrocketing financial inequality marketization hereditary privileges as well as dysfunctional types of merit based justice without surrendering their liberal foundation altogether in favor of an entirely different political framework The author argues that classical liberalism should be regarded as a valuable doctrine worth keeping and that the liberal tradition is not inevitably destined to succumb into the neoliberal and increasingly plutocratic as well as nepotistic manifestation responsible for the growing discontentment with the liberal order during the past approximately four decades Instead the meritocratic promise inherent to classical liberalism must be taken more serious as a principle of justice and efficiency which in turn should be instrumentalized as an imperative for the provision of substantially greater equality of opportunity The argument culminates in an advocacy for significantly higher levels of state regulations for example via taxation to make higher education accessible to all sufficiently talented students independent of their family background based on the claim that such interventions are justified if they bring about the levelled playing field necessary to a genuine meritocracy Correspondingly the author proposes policies more frequently

associated with the postulates of social welfare egalitarians however he does so exclusively from within the pond of classical liberal principles

Critical Perspectives on the Denial of Caste in Educational Debate João M. Paraskeva, 2023-07-27 This volume represents the first exploration of caste in the field of curriculum studies challenging the ongoing silence around the issue of caste in education and curriculum theory Presenting comprehensive critical examination of caste as a category of domination and oppression in the colonial power matrix chapters confront Eurocentric educational epistemologies which deny the existence and influence of caste The book examines the impact of such silence in educational policy praxis and curriculum and draws from leading scholars to illustrate the fluidity of power and oppression in the caste system By challenging historical cultural and institutional origins of caste and foregrounding perspectives from outside Western epistemological frameworks the book pioneers a critical approach to integrating caste in educational debate to interrupt social and cognitive injustices In so doing so the volume advocates for an alternative non derivative curriculum reason through an itinerant curriculum theory as a path toward the emergence of a critical Dalit educational theory As such it makes a vital contribution for scholars and researchers looking to refine and enhance their knowledge of curriculum studies by highlighting the importance of theorizing caste in the role of education

American Higher Education in the Twenty-First Century Michael N. Bastedo, Philip G. Altbach, Patricia J. Gumpert, 2023-01-31 Now in its fifth edition An indispensable reference for anyone concerned with the future of American colleges and universities Whether it is advances in information technology organized social movements or racial inequality and social class stratification higher education serves as a lens for examining significant issues within American society First published in 1998 *American Higher Education in the Twenty First Century* offers a comprehensive introduction to the complex realities of American higher education including its history financing governance and relationship with the states and federal government This thoroughly revised edition brings the classic volume completely up to date Each chapter has been rewritten to address major recent issues in higher education including the COVID 19 pandemic the movement for racial justice and turmoil in the for profit sector Three entirely new chapters cover broad access colleges race and racism and organized social movements Reflecting on the implications of ethnic and socioeconomic diversity within higher education the book also grapples with growing concerns about the responsiveness and future of the academy No other book covers such wide ranging issues under the broader theme of higher education s relationship to society Highly acclaimed and incorporating cutting edge research *American Higher Education in the Twenty First Century* is now more useful and engaging than ever Contributors Michael N Bastedo Philip G Altbach Patricia J Gumpert Peter Riley Bahr Joy Blanchard Julia Brickfield Michael Brown Katherine S Cho Daniela Conde Charles H F Davis III Hans de Wit Peter D Eckel Martin Finkelstein Denisa G ndara Liliana M Garces Roger L Geiger Leslie D Gonzales Jillian Leigh Gross Jessica Harris Nicholas Hillman Julia Rose Karpicz Robert Kelchen Adrianna Kezar Lisa R Lattuca Demetri Morgan Rebecca Natow Anna Neumann Audrey Peek Laura W Perna Gary Rhoades Tykeia N Robinson Roman Ruiz Wonson

Ryu Lauren T Schudde Jeffrey C Sun David A Tandberg Methods of Argument Deborah H. Holdstein, Danielle Aquiline, 2019 This reader is designed to support Composition II courses focused on methods and techniques of argument The selections will model an array of critical thinking as well as argumentative writing techniques by which one can argue a single point of view and also more complex mixed forms of argumentation The goal will always be to model how a student may respond in writing and discussion with an accountable well supported viewpoint In a current climate of fake news and alternative facts this reader provides a timely and compelling context in which to offer students opportunities to craft reasoned arguments with evidence Selections will be framed by an introduction featuring a narrative on analyzing and writing arguments the importance of accountability including challenging others less than compelling arguments and information on the reading and writing process Selections themselves will comprise both classic and contemporary sources and be diverse in origin genre and topic *Values, Voice and Virtue* Matthew Goodwin, 2023-03-30 THE SUNDAY TIMES BESTSELLER A Financial Times 2023 book to watch Forceful The fundamental thrust of Goodwin s argument is right a new centre ground of British politics is being formed even if both parties have yet to fully comprehend it The Times What has caused the recent seismic changes in British politics including Brexit and a series of populist revolts against the elite Why did so many people want to overturn the status quo Where have the Left gone wrong And what deeper trends are driving these changes British politics is coming apart A country once known for its stability has recently experienced a series of shocking upheavals Matthew Goodwin acclaimed political scientist and co author of National Populism shows that the reason is not economic hardship personalities or dark money It is a far wider political realignment that will be with us for years to come An increasingly liberalised globalised ruling class has lost touch with millions who found their values ignored their voices unheard and their virtue denied Now this new alliance of voters is set to determine Britain s fate Sunday Times bestseller April 2023 *Beyond Market Meritocracy* Haijing Dai, 2025-11-10 This book examines the views and practices of employers in varied industries and establishments in Chinese societies where family care responsibilities are highly appreciated as moral virtues in the traditional culture while market neo liberalism and modern labor and family welfare systems have taken different hold of different localities and sectors Through mixed methods data and the lens of comparative research the book investigates how employ ers evaluate and treat male and female employees with various family care responsibilities

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