

Merit

Mary Blair-Loy, Erin A. Cech

Misconceiving Merit Mary Blair-Loy, Erin A. Cech, 2022-06-16 An incisive study showing how cultural ideas of merit in academic science produce unfair and unequal outcomes. In *Misconceiving Merit*, sociologists Mary Blair-Loy and Erin A. Cech uncover the cultural foundations of a paradox. On one hand, academic science, engineering, and math revere meritocracy, a system that recognizes and rewards those with the greatest talent and dedication. At the same time, women and some racial and sexual minorities remain underrepresented and often feel unwelcome and devalued in STEM. How can academic science, which so highly values meritocracy and objectivity, produce these unequal outcomes? Blair-Loy and Cech studied more than five hundred STEM professors at a top research university to reveal how unequal and unfair outcomes can emerge alongside commitments to objectivity and excellence. The authors find that academic STEM harbors dominant cultural beliefs that not only perpetuate the mistreatment of scientists from underrepresented groups but hinder innovation. Underrepresented groups are often seen as less fully embodying merit compared to equally productive white and Asian heterosexual men, and the negative consequences of this misjudgment persist regardless of professors' actual academic productivity. *Misconceiving Merit* is filled with insights for higher education administrators working toward greater equity as well as for scientists and engineers striving to change entrenched patterns of inequality in STEM.

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.

Without Merit Colleen Hoover, 2017-10-03 From Colleen Hoover, the #1 New York Times bestselling author of *It Starts with Us* and *It Ends with Us*, comes a moving and haunting novel of family, love, and the power of the truth. Not every mistake deserves a consequence. Sometimes the only thing it deserves is forgiveness. The Voss family is anything but normal. They live in a repurposed church, newly baptized Dollar Voss. The once cancer-stricken mother lives in the basement, the father is married to the mother's former nurse, the little half-brother isn't allowed to do or eat anything fun, and the eldest siblings are irritatingly perfect. Then, there's Merit. Merit Voss collects trophies she hasn't earned and secrets her family forces her to keep. While browsing the local antiques shop for her next trophy, she finds Sagan. His wit and unapologetic idealism disarm and spark renewed life into her--until she discovers that he's completely unavailable. Merit retreats deeper into herself, watching her family from the sidelines, when she learns a secret that no trophy in the world can fix. Fed up with the lies, Merit decides to shatter the happy family illusion that she's never been a part of before leaving them behind for good. When her escape plan fails, Merit is forced to deal with the staggering consequences of telling the truth and losing the one boy she loves. Poignant and powerful, *Without Merit* explores the layers of lies that tie a family together and the power of love and truth.

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.

The Caste of Merit Ajantha Subramanian, 2019-12-03 How the language of “merit” makes caste privilege invisible in contemporary India. Just as Americans least disadvantaged by racism are most likely to endorse their country as post-racial, Indians who have benefited from their upper-caste affiliation rush to declare their country post-caste. In *The Caste of Merit*, Ajantha Subramanian challenges this comfortable assumption by illuminating the controversial relationships among technical education, caste formation, and economic stratification in modern India. Through in-depth study of the elite Indian Institutes of Technology (IITs)—widely seen as symbols of national promise—she reveals the continued workings of upper-caste privilege within the most modern institutions. Caste has not disappeared in India but instead acquired a disturbing invisibility—at least when it comes to the privileged. Only the lower castes invoke their affiliation in the political arena, to claim resources from the state. The upper castes discard such claims as backward, embarrassing, and unfair to those who have earned their position through hard work and talent. Focusing on a long history of debates surrounding access to engineering education, Subramanian argues that such defenses of merit are themselves expressions of caste privilege. The case of the IITs shows how this ideal of meritocracy serves the reproduction of inequality, ensuring that social stratification remains endemic to contemporary democracies.

The Every Day Book of History and Chronology Joel Munsell, 1858

Misconceiving Merit Mary Blair-Loy, Erin A. Cech, 2022-06-16 Misperceiving merit, excellence, and devotion in academic STEM -- The cultural construction of merit in academic STEM -- The work devotion schema and its consequences -- Mismeasuring merit : the schema of scientific excellence as a yardstick of merit -- Defending the schema of scientific excellence, defending inequality -- The moralization of merit : consequences for scientists and science.

Judging Merit Warren Thorngate, Robyn M. Dawes, Margaret Foddy, 2010-10-18 Merit-based tests and contests have become popular methods for allocating rewards – from trophies to contracts, jobs to grants, admissions to licenses. With origins in jurisprudence, methods of rewarding merit seem fairer than those rewarding political or social connections, bribery, aggression, status, or wealth. Because of this, merit-based competitions are well-suited to the societal belief that people should be rewarded for what they know or do, and not for who they know or are; however, judging merit is rarely an easy task – it is prone to a variety of biases and errors. Small biases and errors, especially in large competitions, can make large differences in who or what is rewarded. It is important, then, to learn how to spot flaws in procedures for judging merit and to correct them when possible. Based on over 20 years of theory and research in human judgment, decision making and social psychology, this unique book brings together for the first time

what is known about the processes and problems of judging merit and their consequences. It also provides practical suggestions for increasing the fairness of merit-based competitions, and examines the future and limits of these competitions in society.

Merit Joseph F. Kett, 2012-12-18 The idea that citizens' advancement should depend exclusively on merit, on qualities that deserve reward rather than on bloodlines or wire-pulling, was among the Founding ideals of the American republic, Joseph F. Kett argues in this provocative and engaging book. Merit's history, he contends, is best understood within the context of its often conflicting interaction with the other ideals of the Founding, equal rights and government by consent. Merit implies difference; equality suggests sameness. By sanctioning selection of those lower down by those higher up, merit potentially conflicts with the republican ideal that citizens consent to the decisions that affect their lives. In *Merit*, which traces the history of its subject over three centuries, Kett asserts that Americans have reconciled merit with other principles of the Founding in ways that have shaped their distinctive approach to the grading of public schools, report cards, the forging of workplace hierarchies, employee rating forms, merit systems in government, the selection of officers for the armed forces, and standardized testing for intelligence, character, and vocational interests. Today, the concept of merit is most commonly associated with measures by which it is quantified. Viewing their merit as an element of their selfhood-essential merit-members of the Founding generation showed no interest in quantitative measurements. Rather, they equated merit with an inner quality that accounted for their achievements and that was best measured by their reputations among their peers. In a republic based on equal rights and consent of the people, however, it became important to establish that merit-based rewards were within the grasp of ordinary Americans. In response, Americans embraced institutional merit in the form of procedures focused on drawing small distinctions among average people. They also developed a penchant for increasing the number of winners in competitions-what Kett calls selection in rather than selection out-in order to satisfy popular aspirations. Kett argues that values rooted in the Founding of the republic continue to influence Americans' approach to controversies, including those surrounding affirmative action, which involve the ideal of merit.

For Military Merit Fred L Borch, 2010-07-15 More than one million men and women have received the Purple Heart since its creation as an award "for military merit" in 1932. This book provides a brief history of the Purple Heart, with a focus on how the decoration's award criteria have evolved over the last 75 years. The book then takes a representative look at Purple Heart recipients from all the services by conflict, starting with the Civil War and concluding with the on-going conflicts in Afghanistan and Iraq.

Sense and Sensibility Jane Austen, 1864

The Culture of Merit Jay M. Smith, 1996 A study of the paradoxical position of French nobility just before the French Revolution

Rare Merit Colleen Skidmore, 2022-06-01 *Rare Merit* is a beautifully illustrated and astute examination of women photographers in Canada as it took shape in the nineteenth and early-twentieth centuries. Throughout, the camera was both a witness to the colonialism, capitalism, and gendered and racialized social organization, and a protagonist. And women across the country, whether residents or visitors, captured people and places that were entirely new to the lens. This book shows how they did so, and the meaning their work carries.

Great Treasury of Merit Geshe Kelsang Gyatso, 2015-01-01 *Great Treasury of Merit* provides a full explanation of how to practise Offering to the Spiritual Guide (Lama Chöpa), one of the most important meditation practices of Kadampa Buddhism. A work of unparalleled profundity and clarity, this book contains a wealth of accessible and practical instructions on Lamrim, Lojong and Tantric Mahamudra, the very essence of Buddha's teachings. An indispensable handbook for all those who wish to accomplish the swift path to enlightenment.

The Ledgers of Merit and Demerit Cynthia Joanne Brokaw, 2014-07-14 The ledgers of merit and demerit were a type of morality book that achieved sudden and widespread popularity in China during the sixteenth and seventeenth centuries. Consisting of lists of good and bad deeds, each

assigned a certain number of merit or demerit points, the ledgers offered the hope of divine reward to users good enough to accumulate a substantial sum of merits. By examining the uses of the ledgers during the late Ming and early Qing periods, Cynthia Brokaw throws new light on the intellectual and social history of the late imperial era. The ledgers originally functioned as guides to salvation for twelfth-century Taoists and Buddhists, but Brokaw shows how the literati of turbulent sixteenth-century China began to use them as aids in the struggle for official status through civil service examinations. The author describes how the responses of some Confucian thinkers to the popularity of the ledgers not only refined the orthodox Neo-Confucian method of self-cultivation but also revealed the serious ambiguity of the classic Confucian understanding of the relationship between fate and human action. Finally, she demonstrates that by the end of the seventeenth century the ledgers were used not so much to facilitate upward mobility as to promote social stability by prescribing standards that encouraged people to keep to their social places. Originally published in 1991. The Princeton Legacy Library uses the latest print-on-demand technology to again make available previously out-of-print books from the distinguished backlist of Princeton University Press. These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions. The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905.

A Self-inquiry Into Merit Staffing United States Civil Service Commission. Merit Staffing Review Team, 1976

On the Battlefield of Merit Daniel R. Coquillette, 2015-10-12 Harvard Law School pioneered educational ideas, including professional legal education within a university, Socratic questioning and case analysis, and the admission and training of students based on academic merit. *On the Battlefield of Merit* offers a candid account of a unique legal institution during its first century of influence.

Merit Pay Robert L. Heneman, Jon M. Werner, 2004-12-01 This book was written to bring together a summary of the current knowledge on merit pay and to further advance understanding of this type of incentive pay plan. When the writing of the first edition was begun in 1989, there were no books devoted exclusively to the subject of merit pay. Thus, this book was written to fill a void in the compensation literature. Since then, surveys have shown that merit pay remains a frequently used method of incentive compensation, and research into the merit pay process continues to grow. However, other forms of incentive pay, such as gainsharing, continue to receive the most attention, as evidenced by the number of books and articles on this topic in the popular press. In response to the frequent use of merit pay in organizations and the growing body of research, a book-length treatment of merit pay was needed. What we hope to do with this second edition, beyond updating, is to link merit pay with the many changes going on in total compensation or reward management (R. Heneman, 2001a, 2002). We also will argue that, even among all the challenges and changes that organizations currently face, there is still merit in appropriately conceived and implemented merit pay plans (Bates, 2003c).

Meritocracy and Economic Inequality Kenneth Arrow, Samuel Bowles, Steven N. Durlauf, 2018-06-26 Most Americans strongly favor equality of opportunity if not outcome, but many are weary of poverty's seeming immunity to public policy. This helps to explain the recent attention paid to cultural and genetic explanations of persistent poverty, including claims that economic inequality is a function of intellectual ability, as well as more subtle depictions of the United States as a meritocracy where barriers to achievement are personal--either voluntary or inherited--rather than systemic. This volume of original essays by luminaries in the economic, social, and biological sciences, however, confirms mounting evidence that the connection between intelligence and inequality is surprisingly weak and demonstrates that targeted educational and economic reforms can reduce the income gap and improve the country's aggregate productivity and economic well-being. It also offers a novel agenda of equal access to valuable associations. Amartya Sen, John Roemer, Robert M. Hauser, Glenn Loury, Orley Ashenfelter, and others sift and analyze the latest arguments and quantitative findings on equality in order to explain how merit is and should be defined, how economic rewards are distributed, and how patterns of economic

success persist across generations. Moving well beyond exploration, they draw specific conclusions that are bold yet empirically grounded, finding that schooling improves occupational success in ways unrelated to cognitive ability, that IQ is not a strong independent predictor of economic success, and that people's associations--their neighborhoods, working groups, and other social ties--significantly explain many of the poverty traps we observe. The optimistic message of this beautifully edited book is that important violations of equality of opportunity do exist but can be attenuated by policies that will serve the general economy. Policy makers will read with interest concrete suggestions for crafting economically beneficial anti-discrimination measures, enhancing educational and associational opportunity, and centering economic reforms in community-based institutions. Here is an example of some of our most brilliant social thinkers using the most advanced techniques that their disciplines have to offer to tackle an issue of great social importance.

Ordinary, Extraordinary Jane Austen Deborah Hopkinson, 2018-01-23 A gorgeous and inspiring picture book biography of Jane Austen, one of the most beloved writers of all time, from award-winning author Deborah Hopkinson. It is a truth universally acknowledged that Jane Austen is one of our greatest writers. But before that, she was just an ordinary girl. In fact, young Jane was a bit quiet and shy; if you had met her back then, you might not have noticed her at all. But she would have noticed you. Jane watched and listened to all the things people around her did and said, and locked those observations away for safekeeping. Jane also loved to read. She devoured everything in her father's massive library and before long, she began creating her own stories. In her time, the most popular books were grand adventures and romances, but Jane wanted to go her own way...and went on to invent an entirely new kind of novel. Ordinary, Extraordinary Jane Austen includes a timeline and quotes from Austen's most popular novels. Parents and grandparents, as well as teachers and librarians, will enjoy introducing children to Jane Austen through this accessible, beautifully packaged picture book.

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