



# The Meritocracy Myth

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

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*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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