

Pedigree: How Elite Students Get Elite Jobs

New York Times bestselling author and journalist Anderson Cooper teams with New York Times bestselling historian and novelist Katherine Howe to chronicle the rise and fall of a legendary American dynasty—his mother's family, the Vanderbilts. One of the Washington Post's Notable Works of Nonfiction of 2021 When eleven-year-old Cornelius Vanderbilt began to work on his father's small boat ferrying supplies in New York Harbor at the beginning of the nineteenth century, no one could have imagined that one day he would, through ruthlessness, cunning, and a pathological desire for money, build two empires—one in shipping and another in railroads—that would make him the richest man in America. His staggering fortune was fought over by his heirs after his death in 1877, sowing family discord that would never fully heal. Though his son Billy doubled the money left by "the Commodore," subsequent generations competed to find new and ever more extraordinary ways of spending it. By 2018, when the last Vanderbilt was forced out of The Breakers, a seventy-room summer estate in Newport, Rhode Island, that Cornelius's grandson and namesake had built—the family would have been unrecognizable to the tycoon who started it all. Now, the Commodore's great-great-great-grandson Anderson Cooper, joins with historian Katherine Howe to explore the story of his legendary family and their outsized influence. Cooper and Howe breathe life into the ancestors who built the family's empire, basked in the Commodore's wealth, hosted lavish galas, and became synonymous with

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unfettered American capitalism and high society. Moving from the hardscrabble wharves of old Manhattan to the lavish drawing rooms of Gilded Age Fifth Avenue, from the ornate summer palaces of Newport to the courts of Europe, and all the way to modern-day New York, Cooper and Howe wryly recount the triumphs and tragedies of an American dynasty unlike any other. Written with a unique insider's viewpoint, this is a rollicking, quintessentially American history as remarkable as the family it so vividly captures.

How does graduate admissions work? Who does the system work for, and who falls through its cracks? More people than ever seek graduate degrees, but little has been written about who gets in and why. Drawing on firsthand observations of admission committees and interviews with faculty in 10 top-ranked doctoral programs in the humanities, social sciences, and natural sciences, education professor Julie Posselt pulls back the curtain on a process usually conducted in secret. "Politicians, judges, journalists, parents and prospective students subject the admissions policies of undergraduate colleges and professional schools to considerable scrutiny, with much public debate over appropriate criteria. But the question of who gets into Ph.D. programs has by comparison escaped much discussion. That may change with the publication of *Inside Graduate Admissions*...While the departments reviewed in the book remain secret, the general process used by elite departments would now appear to be more open as a result of Posselt's book." —Scott Jaschik, *Inside Higher Ed* "Revealing...Provide[s] clear, consistent insights into what admissions committees look for." —Beryl Lieff Benderly, *Science*

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From the bestselling author of *Blink* and *The Tipping Point*, Malcolm Gladwell's *Outliers: The Story of Success* overturns conventional wisdom about genius to show us what makes an ordinary person an extreme overachiever. Why do some people achieve so much more than others? Can they lie so far out of the ordinary? In this provocative and inspiring book, Malcolm Gladwell looks at everyone from rock stars to professional athletes, software billionaires to scientific geniuses, to show that the story of success is far more surprising, and far more fascinating, than we could ever have imagined. He reveals that it's as much about where we're from and what we do, as who we are - and that no one, even a genius, ever makes it alone. *Outliers* will change the way you think about your own life story, and about what makes us all unique. 'Gladwell is not only a brilliant storyteller, he can see what those stories tell us, the lessons they contain' Guardian 'Malcolm Gladwell is a global phenomenon ... he has a genius for making everything he writes seem like an impossible adventure' Observer 'He is the best kind of writer - the kind who makes you feel like you're a genius, rather than he's a genius' The Times

Perfect for gifting to lovers of philosophy or mining intelligent ice-breaker topics for your next party, *The Pig That Wants to Be Eaten* offers one hundred philosophical puzzles to stimulate thought on a host of moral, social, and personal dilemmas. Taking examples from sources as diverse as Plato and Steven Spielberg, author Julian Baggini presents abstract philosophical issues in concrete terms, suggesting possible solutions while encouraging readers to draw their own conclusions: Lively, clever, and thought-provoking.

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The Pig That Wants to Be Eaten is a portable feast for the mind that is sure to satisfy intellectual appetite.

Race and Gender Disparity in Urban Education

Ambitious and Anxious

The Years That Matter Most

A Pedigree To Die For

Gearbreakers

Conservative Professors in the Progressive University

100 Experiments for the Armchair Philosopher

Gender Parity and Selective Mobility Among India's Professional Elite

Attending Hamburger University, Robin Leidner observes how McDonald's trains the managers of its fast-food restaurants to standardize every aspect of service and product. Learning how to sell life insurance at a large midwestern firm, she is coached on exactly what to say, how to stand, when to make eye contact, and how to build up Positive Mental Attitude by chanting "I feel happy! I feel terrific!" Leidner's fascinating report from the frontlines of two major American corporations uncovers the methods and consequences of regulating workers' language, looks, attitudes, ideas, and demeanor. Her study reveals the complex and often unexpected results that come with the routinization of service work. Some McDonald's workers resent the

constraints of prescribed uniforms and rigid scripts, while others appreciate how routines simplify their jobs and give them psychological protection against unpleasant customers. Combined Insurance goes further than McDonald's in attempting to standardize the workers' very selves, instilling in them adroit maneuvers to overcome customer resistance. The routinization of service work has both poignant and preposterous consequences. It tends to undermine shared understandings about individuality and social obligations, sharpening the tension between the belief in personal autonomy and the domination of a powerful corporate culture. Richly anecdotal and accessibly written, Leidner's book charts new territory in the sociology of work. With service sector work becoming increasingly important in American business, her timely study is particularly welcome.

*Why has the large income gap between blacks and whites persisted for decades after the passage of civil rights legislation? More specifically, why do African Americans remain substantially underrepresented in the highest-paying professions, such as science, engineering, information technology, and finance? A sophisticated study of racial disparity, *Opting Out* examines why some talented black undergraduates pursue lower-paying, lower-status careers despite being amply qualified for more prosperous ones. To explore these issues,*

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Maya A. Beasley conducted in-depth interviews with black and white juniors at two of the nation's most elite universities, one public and one private. Beasley identifies a set of complex factors behind these students' career aspirations, including the anticipation of discrimination in particular fields; the racial composition of classes, student groups, and teaching staff; student values; and the availability of opportunities to network. Ironically, Beasley also discovers, campus policies designed to enhance the academic and career potential of black students often reduce the diversity of their choices. Shedding new light on the root causes of racial inequality, Opting Out will be essential reading for parents, educators, students, scholars, and policymakers.

She destroys the men she loves—and escapes every time. The most dangerous killer James Patterson has ever created is also his most seductive. On his first night with Detroit PD, Officer Walter O'Brien is called to a murder scene. A terrified twenty-year-old has bludgeoned her kidnapper with skill that shocks even O'Brien's veteran partner. The young woman is also a brilliant escape artist. Her bold flight from police custody makes the case impossible to solve—and, for Walter, even more impossible to forget. By the time Walter's promoted to detective, his fascination with the missing, gray-eyed woman is approaching obsession. And when Walter discovers that he's not alone

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in his search, one truth is certain. This deadly string of secrets didn't begin in his home city—but he's going to make sure it ends there.

An in-depth look at how employers today perceive and evaluate job applicants with nonstandard or precarious employment histories. Millions of workers today labor in nontraditional situations involving part-time work, temporary agency employment, and skills underutilization or face the precariousness of long-term unemployment. To date, research has largely focused on how these experiences shape workers' well-being, rather than how hiring agents perceive and treat job applicants who have moved through these positions. Shifting the focus from workers to hiring agents, Making the Cut explores how key gatekeepers—HR managers, recruiters, and talent acquisition specialists—evaluate workers with nonstandard, mismatched, or precarious employment experience. Factoring in the social groups to which workers belong—such as their race and gender—David Pedulla shows how workers get jobs, how the hiring process unfolds, who makes the cut, and who does not. Drawing on a field experiment examining hiring decisions in four occupational groups and in-depth interviews with hiring agents in the United States, Pedulla documents and unpacks three important discoveries. Hiring professionals extract distinct meanings from different types of employment experiences; the effects

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of nonstandard, mismatched, and precarious employment histories for workers' job outcomes are not all the same; and the race and gender of workers intersect with their employment histories to shape which workers get called back for jobs. Indeed, hiring professionals use group-based stereotypes to weave divergent narratives or "stratified stories" about workers with similar employment experiences. The result is a complex set of inequalities in the labor market. Looking at bias and discrimination, social exclusion in the workplace, and the changing nature of work, Making the Cut probes the hiring process and offers a clearer picture of the underpinnings of getting a job in the new economy.

The Right

The Meritocracy Trap

Class Privilege and Educational Advantage

Outliers

Making the Cut

The Rise and Fall of an American Dynasty

How America's Ruling Class Buys Its Way into Elite Colleges--and Who Gets Left Outside the Gates

Status and Beauty in the Global Party Circuit

NATIONAL BESTSELLER • "A fire-breathing, righteous attack on the culture of superprivilege."—Michael Wolff, author of the #1 New York Times bestseller *Fire and*

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Fury, in the New York Times Book Review NOW WITH NEW REPORTING ON OPERATION VARSITY BLUES In this explosive and prescient book, based on three years of investigative reporting, Pulitzer Prize winner Daniel Golden shatters the myth of an American meritocracy. Naming names, along with grades and test scores, Golden lays bare a corrupt system in which middle-class and working-class whites and Asian Americans are routinely passed over in favor of wealthy white students with lesser credentials—children of alumni, big donors, and celebrities. He reveals how a family donation got Jared Kushner into Harvard, and how colleges comply with Title IX by giving scholarships to rich women in “patrician sports” like horseback riding and crew. With a riveting new chapter on Operation Varsity Blues, based on original reporting, *The Price of Admission* is a must-read—not only for parents and students with a personal stake in college admissions but also for those disturbed by the growing divide between ordinary and privileged Americans. Praise for *The Price of Admission* “A disturbing expos é of the influence that wealth and power still exert on admission to the nation’s most prestigious universities.”—*The Washington Post* “Deserves to become a classic.”—*The Economist*

CoComelon, the hit kids’ show on YouTube and Netflix, is coming to books! JJ goes to school in this 8x8 storybook based on the hit nursery rhyme show CoComelon! Come along with JJ as he packs his backpack and lunch box. Once he arrives at school, he plays with his classmates, eats lunch, takes a nap, and learns about colors and shapes

with his classmates. School is so much fun! CoComelon is the #1 kids' show on YouTube (over 100 million subscribers) and #1 show on Netflix! © 2021 Moonbug™ Entertainment Limited. All Rights Reserved.

Dream Hoarders sparked a national conversation on the dangerous separation between the upper middle class and everyone else. Now in paperback and newly updated for the age of Trump, Brookings Institution senior fellow Richard Reeves is continuing to challenge the class system in America. In America, everyone knows that the top 1 percent are the villains. The rest of us, the 99 percent—we are the good guys. Not so, argues Reeves. The real class divide is not between the upper class and the upper middle class: it is between the upper middle class and everyone else. The separation of the upper middle class from everyone else is both economic and social, and the practice of “opportunity hoarding”—gaining exclusive access to scarce resources—is especially prevalent among parents who want to perpetuate privilege to the benefit of their children. While many families believe this is just good parenting, it is actually hurting others by reducing their chances of securing these opportunities. There is a glass floor created for each affluent child helped by his or her wealthy, stable family. That glass floor is a glass ceiling for another child. Throughout Dream Hoarders, Reeves explores the creation and perpetuation of opportunity hoarding, and what should be done to stop it, including controversial solutions such as ending legacy admissions to school. He offers specific steps toward reducing inequality and asks the

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upper middle class to pay for it. Convinced of their merit, members of the upper middle class believes they are entitled to those tax breaks and hoarded opportunities. After all, they aren't the 1 percent. The national obsession with the super rich allows the upper middle class to convince themselves that they are just like the rest of America. In *Dream Hoarders*, Reeves argues that in many ways, they are worse, and that changes in policy and social conscience are the only way to fix the broken system.

Politicians continually tell us that anyone can get ahead. But is that really true? This important best-selling book takes readers behind the closed doors of elite employers to reveal how class affects who gets to the top. Friedman and Laurison show that a powerful 'class pay gap' exists in Britain's elite occupations. Even when those from working-class backgrounds make it into prestigious jobs, they earn, on average, 16% less than colleagues from privileged backgrounds. But why is this the case? . Drawing on 175 interviews across four case studies - television, accountancy, architecture, and acting – they explore the complex barriers facing the upwardly mobile. This is a rich, ambitious book that demands we take seriously not just the glass but also the class ceiling.

Excellent Sheep

Hopeful Girls, Troubled Boys
How Elite Students Get Elite Jobs

Educating Elites

A Sociological Study of Market Competition

The Class Ceiling

Unequal Childhoods

This book is a powerful portrayal of class inequalities in the United States. It contains insightful analysis of the processes through which inequality is reproduced, and it frankly engages with methodological and analytic dilemmas usually glossed over in academic texts.

Exploring the unintentional production of seemingly feminist outcomes In India, elite law firms offer a surprising oasis for women within a hostile, predominantly male industry. Less than 10 percent of the country's lawyers are female, but women in the most prestigious firms are significantly represented both at entry and partnership. Elite workspaces are notorious for being unfriendly to new actors, so what allows for aberration in certain workspaces? Drawing from observations and interviews with more than 130 elite professionals, *Accidental Feminism* examines how a range of underlying mechanisms—gendered socialization and essentialism, family structures and dynamics, and firm and regulatory histories—afford certain professionals egalitarian outcomes that are not available to their local and global peers. Juxtaposing findings on the legal profession with those on elite consulting firms, Swetha Ballakrishnen reveals that parity arises not from a commitment to

create feminist organizations, but from structural factors that incidentally come together to do gender differently. Simultaneously, their research offers notes of caution: while conditional convergence may create equality in ways that more targeted endeavors fail to achieve, “accidental” developments are hard to replicate, and are, in this case, buttressed by embedded inequalities. Ballakrishnen examines whether gender parity produced without institutional sanction should still be considered feminist. In offering new ways to think about equality movements and outcomes, *Accidental Feminism* forces readers to critically consider the work of intention in progress narratives.

First Published in 2003. Routledge is an imprint of Taylor & Francis, an informa company.

A magisterial intellectual history of the last century of American conservatism When most people think of the history of modern conservatism, they think of Ronald Reagan. Yet this narrow view leaves many to question: How did Donald Trump win the presidency? And what is the future of the Republican Party? In *The Right*, Matthew Continetti gives a sweeping account of movement conservatism's evolution, from the Progressive Era through the present. He tells the story of how conservatism began as networks of intellectuals, developing and institutionalizing a vision that grew over time, until they began to buckle under new pressures, resembling national populist movements. Drawing out the tensions between the

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desire for mainstream acceptance and the pull of extremism, Continetti argues that the more one studies conservatism's past, the more one becomes convinced of its future. Deeply researched and brilliantly told, *The Right* is essential reading for anyone looking to understand American conservatism.

How Schools Structure Inequality

Why it Pays to be Privileged

And Other Dilemmas of Race, Admissions, and Meritocracy at Elite Universities

How Chinese College Students Succeed and Struggle in American Higher Education

How the American Upper Middle Class Is Leaving Everyone Else in the Dust, Why That Is a Problem, and What to Do About It

Death of the Black Widow

The Power Elite

How America's Foundational Myth Feeds Inequality, Dismantles the Middle Class, and Devours the Elite

Selected by the American School Board Journal as a "Must Read" book when it was first published and named one of 60 "Books of the Century" by the University of South Carolina Museum of Education for its influence on American education, this provocative, carefully documented work shows how tracking—the system of grouping students for instruction on the basis of ability—reflects the class and racial inequalities of American society and

helps to perpetuate them. For this new edition, Jeannie Oakes has added a new Preface and a new final chapter in which she discusses the “tracking wars” of the last twenty years, wars in which Keeping Track has played a central role. From reviews of the first edition: “Should be read by anyone who wishes to improve schools.”—M. Donald Thomas, American School Board Journal “[This] engaging [book] . . . has had an influence on educational thought and policy that few works of social science ever achieve.”—Tom Loveless in The Tracking Wars “Should be read by teachers, administrators, school board members, and parents.”—Georgia Lewis, Childhood Education “Valuable. . . . No one interested in the topic can afford not to attend to it.”—Kenneth A. Strike, Teachers College Record

A sociologist and former fashion model takes readers inside the elite global party circuit of “models and bottles” to reveal how beautiful young women are used to boost the status of men Million-dollar birthday parties, megayachts on the French Riviera, and \$40,000 bottles of champagne. In today's New Gilded Age, the world's moneyed classes have taken conspicuous consumption to new extremes. In Very Important People, sociologist, author, and former fashion model Ashley Mears takes readers inside the exclusive global nightclub and party circuit—from New York City

and the Hamptons to Miami and Saint-Tropez—to reveal the intricate economy of beauty, status, and money that lies behind these spectacular displays of wealth and leisure. Mears spent eighteen months in this world of "models and bottles" to write this captivating, sometimes funny, sometimes heartbreaking narrative. She describes how clubs and restaurants pay promoters to recruit beautiful young women to their venues in order to attract men and get them to spend huge sums in the ritual of bottle service. These "girls" enhance the status of the men and enrich club owners, exchanging their bodily capital for as little as free drinks and a chance to party with men who are rich or aspire to be. Though they are priceless assets in the party circuit, these women are regarded as worthless as long-term relationship prospects, and their bodies are constantly assessed against men's money. A story of extreme gender inequality in a seductive world, *Very Important People* unveils troubling realities behind moneyed leisure in an age of record economic disparity. Peter Cappelli confronts the myth of the skills gap and provides an actionable path forward to put people back to work. Even in a time of perilously high unemployment, companies contend that they cannot find the employees they need. Pointing to a skills gap, employers argue

applicants are simply not qualified; schools aren't preparing students for jobs; the government isn't letting in enough high-skill immigrants; and even when the match is right, prospective employees won't accept jobs at the wages offered. In this powerful and fast-reading book, Peter Cappelli, Wharton management professor and director of Wharton's Center for Human Resources, debunks the arguments and exposes the real reasons good people can't get hired. Drawing on jobs data, anecdotes from all sides of the employer-employee divide, and interviews with jobs professionals, he explores the paradoxical forces bearing down on the American workplace and lays out solutions that can help us break through what has become a crippling employer-employee stand-off. Among the questions he confronts: Is there really a skills gap? To what extent is the hiring process being held hostage by automated software that can crunch thousands of applications an hour? What kind of training could best bridge the gap between employer expectations and applicant realities, and who should foot the bill for it? Are schools really at fault? Named one of HR Magazine's Top 20 Most Influential Thinkers of 2011, Cappelli not only changes the way we think about hiring but points the way forward to rev America's job engine again.

Agent 9 and his robotic partner FiN are called in by the Super-Secret Spy Service to save the world from bumbling supervillain King Crab and his diabolical plans to melt the polar ice caps and build a massive water park. Master Hard Skills, Outsmart the Competition, and Accelerate Your Career Very Important People

The Campaign against Established Knowledge and Why it Matters

The Making of a National Upper Class

Keeping Track

Passing on the Right

The Pig That Wants to Be Eaten

Dream Hoarders

The United States does not have enough doctors. Every year since the 1950s, internationally trained and osteopathic medical graduates have been needed to fill residency positions because there are too few American-trained MDs. However, these international and osteopathic graduates have to significantly outperform their American MD counterparts to have the same likelihood of getting a residency position. And when they do, they often end up in lower-prestige training programs, while American-trained MDs tend to occupy elite training positions. Some programs are even fully segregated, accepting exclusively U.S. medical graduates or non-U.S. medical graduates, depending on the program 's prestige. How do international and osteopathic medical graduates end up so marginalized, and what allows U.S.-trained MDs to remain elite? Doctors ' Orders offers a groundbreaking examination of the construction and

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consequences of status distinctions between physicians before, during, and after residency training. Tania M. Jenkins spent years observing and interviewing American, international, and osteopathic medical residents in two hospitals to reveal the unspoken mechanisms that are taken for granted and that lead to hierarchies among supposed equals. She finds that the United States does not need formal policies to prioritize American-trained MDs. By relying on a system of informal beliefs and practices that equate status with merit and eclipse structural disadvantages, the profession convinces international and osteopathic graduates to participate in a system that subordinates them to American-trained MDs. Offering a rare ethnographic look at the inner workings of an elite profession, *Doctors' Orders* sheds new light on the formation of informal status hierarchies and their significance for both doctors and patients.

This proper Philadelphia story starts with the city's golden age at the close of the eighteenth century. It is a classic study of an American business aristocracy of colonial stock with Protestant affiliations as well as an analysis of how fabulously wealthy nineteenth-century family founders in Boston, New York, and Philadelphia, supported various exclusive institutions that in the course of the twentieth century produced a national upper-class way of life. But as that way of life became an end of itself, instead of an effort to consolidate power and control, the upper-class outlived its function; this, argues Baltzell, is precisely what took place in the Philadelphia class system. *Philadelphia Gentlemen* emphasizes that class is largely a matter of family, whereas an elite is largely a matter of individual achievement. The emphasis in Philadelphia on old classes, in contrast to the emphasis in New York and Boston on individual achievement and elite striving, helps to explain the dramatically different outcomes of ruling class domination in major centers of the Eastern Establishment. In emphasizing class membership or family prestige, the dynamics of industrial and urban life passed by rather than through Philadelphia. As a

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result in the race for urban preeminence, Philadelphia lost precious time and eventually lost the struggle for ruling preeminence as such. When the book initially appeared, it was hailed by *The New York Times* as “ a very, very important book. ” Writing in the pages of the *American Sociological Review*, Seymour Martin Lipset noted that “ Philadelphia Gentlemen says important things about class and power in America, and says them in ways that will interest and fascinate both sociologists and laymen. ” And in the *American Historical Review*, Baltzell ’ s book was identified simply as “ a gold mine of information. ” In short, for sociologists, historians, and those concerned with issues of culture and the economy, this is indeed a classic of modern social science.

In real life, Stevens is a professor at Stanford University. But for a year and a half, he worked in the admissions office of a bucolic New England college known for its high academic standards, beautiful campus, and social conscience. Ambitious high schoolers and savvy guidance counselors know that admission here is highly competitive. But creating classes, Stevens finds, is a lot more complicated than most people imagine.

Now a *Wall Street Journal* bestseller. Learn a new talent, stay relevant, reinvent yourself, and adapt to whatever the workplace throws your way. *Ultralearning* offers nine principles to master hard skills quickly. This is the essential guide to future-proof your career and maximize your competitive advantage through self-education. In these tumultuous times of economic and technological change, staying ahead depends on continual self-education—a lifelong mastery of fresh ideas, subjects, and skills. If you want to accomplish more and stand apart from everyone else, you need to become an ultralearner. The challenge of learning new skills is that you think you already know how best to learn, as you did as a student, so you rerun old routines and old ways of solving problems. To counter that, *Ultralearning* offers powerful strategies to break you out of those mental ruts and introduces new training methods to

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help you push through to higher levels of retention. Scott H. Young incorporates the latest research about the most effective learning methods and the stories of other ultralearners like himself—among them Benjamin Franklin, chess grandmaster Judit Polgár, and Nobel laureate physicist Richard Feynman, as well as a host of others, such as little-known modern polymath Nigel Richards, who won the French World Scrabble Championship—without knowing French. Young documents the methods he and others have used to acquire knowledge and shows that, far from being an obscure skill limited to aggressive autodidacts, ultralearning is a powerful tool anyone can use to improve their career, studies, and life. Ultralearning explores this fascinating subculture, shares a proven framework for a successful ultralearning project, and offers insights into how you can organize and execute a plan to learn anything deeply and quickly, without teachers or budget-busting tuition costs. Whether the goal is to be fluent in a language (or ten languages), earn the equivalent of a college degree in a fraction of the time, or master multiple tools to build a product or business from the ground up, the principles in Ultralearning will guide you to success.

Service Work and the Routinization of Everyday Life

Losing the Potential of America's Young Black Elite

How College Makes Or Breaks Us

The Story of Success

Class, Race, and Family Life, Second Edition with an Update a Decade Later

Creating a Class

Why Good People Can't Get Jobs

Accidental Feminism

Why are elite jewelers reluctant to sell turquoise, despite strong demand?

Why did leading investment bankers shun junk bonds for years, despite potential profits? *Status Signals* is the first major sociological examination of how concerns about status affect market competition. Starting from the basic premise that status pervades the ties producers form in the marketplace, Joel Podolny shows how anxieties about status influence whom a producer does (or does not) accept as a partner, the price a producer can charge, the ease with which a producer enters a market, how the producer's inventions are received, and, ultimately, the market segments the producer can (and should) enter. To achieve desired status, firms must offer more than strong past performance and product quality--they must also send out and manage social and cultural signals. Through detailed analyses of market competition across a broad array of industries--including investment banking, wine, semiconductors, shipping, and venture capital--Podolny demonstrates the pervasive impact of status. Along the way, he shows how corporate strategists, tempted by the profits of a market that would negatively affect their status, consider not only whether to enter the market but also whether they can alter the public's perception of the market. Podolny also examines the different ways in which a firm can have status. Wal-Mart, for example, has low status among the rich as a place to shop, but high status among the rich as a place to

invest. Status Signals provides a systematic understanding of market dynamics that have--until now--not been fully appreciated.

PedigreeHow Elite Students Get Elite JobsPrinceton University Press
This collection of groundbreaking studies breaks with the tradition of gauging inequality by looking 'down' at at-risk or poverty-disadvantaged schools and shifts the gaze of inquiry 'up' toward the experiences of privilege in educational environments characterized by wealth and the abundance of material resources.

Two girls on opposite sides of a war discover they're fighting for a common purpose—and falling for each other—in Zoe Hana Mikuta's high-octane debut Gearbreakers, perfect for fans of Pacific Rim, Pierce Brown's Red Rising Saga, and Marie Lu's Legend series. We went past praying to deities and started to build them instead... The shadow of Godolia's tyrannical rule is spreading, aided by their giant mechanized weapons known as Windups. War and oppression are everyday constants for the people of the Badlands, who live under the thumb of their cruel Godolia overlords. Eris Shindanai is a Gearbreaker, a brash young rebel who specializes in taking down Windups from the inside. When one of her missions goes awry and she finds herself in a Godolia prison, Eris meets Sona Steelcrest, a cybernetically enhanced Windup pilot. At first Eris sees Sona as her mortal enemy, but

Sona has a secret: She has intentionally infiltrated the Windup program to destroy Godolia from within. As the clock ticks down to their deadliest mission yet, a direct attack to end Godolia's reign once and for all, Eris and Sona grow closer—as comrades, friends, and perhaps something more... Praise for Gearbreakers: "An absolute joyride ... Zoe Hana Mikuta is a talent to be in awe of." —Chloe Gong, New York Times-bestselling author of These Violent Delights "Dark, fierce, thrilling, and tender, Gearbreakers will make your blood sing." —Nina Varela, author of Crier's War

The Diversity Bargain

Doctors' Orders

The Miseducation of the American Elite and the Way to a Meaningful Life

The Skills Gap and What Companies Can Do About It

Agent 9: Flood-A-Geddon!

Ultralearning

Pedigree

Fast Food, Fast Talk

Americans are taught to believe that upward mobility is possible for anyone who is willing to work hard, regardless of their social status, yet it is often those from affluent backgrounds who land the best jobs. Pedigree takes readers

behind the closed doors of top-tier investment banks, consulting firms, and law firms to reveal the truth about who really gets hired for the nation's highest-paying entry-level jobs, who doesn't, and why. Drawing on scores of in-depth interviews as well as firsthand observation of hiring practices at some of America's most prestigious firms, Lauren Rivera shows how, at every step of the hiring process, the ways that employers define and evaluate merit are strongly skewed to favor job applicants from economically privileged backgrounds. She reveals how decision makers draw from ideas about talent—what it is, what best signals it, and who does (and does not) have it—that are deeply rooted in social class. Displaying the "right stuff" that elite employers are looking for entails considerable amounts of economic, social, and cultural resources on the part of the applicants and their parents. Challenging our most cherished beliefs about college as a great equalizer and the job market as a level playing field, Pedigree exposes the class biases built into American notions about the best and the brightest, and shows how social status

plays a significant role in determining who reaches the top of the economic ladder.

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.

Few seem to think conservatives should become professors. While the left fears an invasion of their citadel by conservatives marching to orders from the Koch brothers, the right steers young conservatives away from a professorial

vocation by lampooning its leftism. Shields and Dunn quiet these fears by shedding light on the hidden world of conservative professors through 153 interviews. Most conservative professors told them that the university is a far more tolerant place than its right-wing critics imagine. Many, in fact, first turned right in the university itself, while others say they feel more at home in academia than in the Republican Party. Even so, being a conservative in the progressive university can be challenging. Many professors admit to closeting themselves prior to tenure by passing as liberals. Some openly conservative professors even say they were badly mistreated on account of their politics, especially those who ventured into politicized disciplines or expressed culturally conservative views. Despite real challenges, the many successful professors interviewed by Shields and Dunn show that conservatives can survive and sometimes thrive in one of America's most progressive professions. And this means that liberals and conservatives need to rethink the place of conservatives in academia. Liberals should take the high road

by becoming more principled advocates of diversity, especially since conservative professors are rarely close-minded or combatants in a right-wing war against the university. Movement conservatives, meanwhile, should de-escalate its polemical war against the university, especially since it inadvertently helps cement progressives' troubled rule over academia.

The bestselling author of How Children Succeed returns with a devastatingly powerful, mind-changing inquiry into higher education in the U.S.

Merit, Diversity, and Faculty Gatekeeping

Hiring Decisions, Bias, and the Consequences of Nonstandard, Mismatched, and Precarious Employment

Philadelphia Gentlemen

CoComelon Ready for School!

Opting Out

Paying for the Party

The Death of Expertise

Inside Graduate Admissions

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Over the past decade, a wave of Chinese international undergraduate students—mostly self-funded—has swept across American higher education. From 2005 to 2015, undergraduate enrollment from China rose from under 10,000 to over 135,000. This privileged yet diverse group of young people from a changing China must navigate the complications and confusions of their formative years while bridging the two most powerful countries in the world. How do these students come to study in the United States? What does this experience mean to them? What does American higher education need to know and do in order to continue attracting these students and to provide sufficient support for them? In *Ambitious and Anxious*, the sociologist Yingyi Ma offers a multifaceted analysis of this new wave of Chinese students based on research in both Chinese high schools and American higher-education institutions. Ma argues that these students' experiences embody the duality of ambition and anxiety that arises from transformative social changes in China. These students and their families have the ambition to navigate two very different educational systems and societies. Yet the intricacy and pressure of these systems generate a great deal of anxiety, from applying to colleges before arriving, to studying and socializing on campus, and to looking ahead upon graduation. *Ambitious and Anxious* also considers policy implications for American colleges and universities, including recruitment, student experiences, faculty support, and career services.

Technology and increasing levels of education have exposed people to more information than ever before. These societal gains, however, have also helped fuel a surge in narcissistic and misguided intellectual egalitarianism that has crippled informed debates on any number of issues. Today, everyone knows everything: with only a quick trip through WebMD or Wikipedia, average citizens believe themselves to be on an equal intellectual footing with doctors and diplomats. All voices, even the most ridiculous, demand to be taken with equal seriousness, and any claim to the contrary is dismissed as

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undemocratic elitism. Tom Nichols' *The Death of Expertise* shows how this rejection of experts has occurred: the openness of the internet, the emergence of a customer satisfaction model in higher education, and the transformation of the news industry into a 24-hour entertainment machine, among other reasons. Paradoxically, the increasingly democratic dissemination of information, rather than producing an educated public, has instead created an army of ill-informed and angry citizens who denounce intellectual achievement. When ordinary citizens believe that no one knows more than anyone else, democratic institutions themselves are in danger of falling either to populism or to technocracy or, in the worst case, a combination of both. An update to the 2017 breakout hit, the paperback edition of *The Death of Expertise* provides a new foreword to cover the alarming exacerbation of these trends in the aftermath of Donald Trump's election. Judging from events on the ground since it first published, *The Death of Expertise* issues a warning about the stability and survival of modern democracy in the Information Age that is even more important today.

We've heard plenty from politicians and experts on affirmative action and higher education, about how universities should intervene—if at all—to ensure a diverse but deserving student population. But what about those for whom these issues matter the most? In this book, Natasha K. Warikoo deeply explores how students themselves think about merit and race at a uniquely pivotal moment: after they have just won the most competitive game of their lives and gained admittance to one of the world's top universities. What Warikoo uncovers—talking with both white students and students of color at Harvard, Brown, and Oxford—is absolutely illuminating; and some of it is positively shocking. As she shows, many elite white students understand the value of diversity abstractly, but they ignore the real problems that racial inequality causes and that diversity programs are meant to solve. They stand in fear of being labeled a racist, but they are quick to call foul should a diversity program appear at all to hamper their

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own chances for advancement. The most troubling result of this ambivalence is what she calls the "diversity bargain," in which white students reluctantly agree with affirmative action as long as it benefits them by providing a diverse learning environment—racial diversity, in this way, is a commodity, a selling point on a brochure. And as Warikoo shows, universities play a big part in creating these situations. The way they talk about race on campus and the kinds of diversity programs they offer have a huge impact on student attitudes, shaping them either toward ambivalence or, in better cases, toward more productive and considerate understandings of racial difference. Ultimately, this book demonstrates just how slippery the notions of race, merit, and privilege can be. In doing so, it asks important questions not just about college admissions but what the elite students who have succeeded at it—who will be the world's future leaders—will do with the social inequalities of the wider world.

The 5th Wave meets Beauty and the Beast in this fast-paced and heart-stopping novel about an invasion of murderous creatures and one girl fighting for her life at the end of the world. He has no voice or name, only a rank, Eighth. He doesn't know the details of the mission, only the directives that hum in his mind. Dart the humans. Leave them where they fall. His job is to protect his Offside. Let her do the shooting. Until a human kills her—Sixteen-year-old Raven is at summer camp when the terrifying, armored Nahx invade. Isolated in the wilderness, Raven and her fellow campers can only stay put. Await rescue. Raven doesn't like feeling helpless, but what choice does she have? Then a Nahx kills her boyfriend. Thrown together in a violent, unfamiliar world, Eighth and Raven should feel only hate and fear. But when Raven is injured, and Eighth deserts his unit, their survival comes to depend on trusting each other—

Vanderbilt

The Hundred Year War for American Conservatism

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The Price of Admission (Updated Edition)

Status Signals

The Making of Status Hierarchies in an Elite Profession

Zero Repeat Forever

Misbehaving: The Making of Behavioral Economics

Winner of the Nobel Prize in Economics Get ready to change the way you think about economics. Nobel laureate Richard H. Thaler has spent his career studying the radical notion that the central agents in the economy are humans—predictable, error-prone individuals. Misbehaving is his arresting, frequently hilarious account of the struggle to bring an academic discipline back down to earth—and change the way we think about economics, ourselves, and our world. Traditional economics assumes rational actors. Early in his research, Thaler realized these Spock-like automatons were nothing like real people. Whether buying a clock radio, selling basketball tickets, or applying for a mortgage, we all succumb to biases and make decisions that deviate from the standards of rationality assumed by economists. In other words, we misbehave. More importantly, our misbehavior has serious consequences. Dismissed at first by

economists as an amusing sideshow, the study of human miscalculations and their effects on markets now drives efforts to make better decisions in our lives, our businesses, and our governments. Coupling recent discoveries in human psychology with a practical understanding of incentives and market behavior, Thaler enlightens readers about how to make smarter decisions in an increasingly mystifying world. He reveals how behavioral economic analysis opens up new ways to look at everything from household finance to assigning faculty offices in a new building, to TV game shows, the NFL draft, and businesses like Uber. Laced with antic stories of Thaler's spirited battles with the bastions of traditional economic thinking, *Misbehaving* is a singular look into profound human foibles. When economics meets psychology, the implications for individuals, managers, and policy makers are both profound and entertaining. Shortlisted for the Financial Times & McKinsey Business Book of the Year Award

A mom goes undercover to locate a purloined poodle—and a killer—in this series debut with “a solution that packs a surprising amount of surprise” (Kirkus Reviews). The apparent

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heart attack that killed kennel owner Max Turnbull has left seven pups in mourning, and his wife Peg suspecting foul play. But the only evidence is their missing prize pooch—a pedigreed poodle named Beau. Enter Melanie Travis. With her young son happily ensconced in day camp, the thirty-something teacher and single mother is talked into investigating her uncle's death—unofficially, of course. Posing as a poodle breeder in search of the perfect stud, Melanie hounds Connecticut's elite canine competitions, and finds an ally in fellow breeder Sam Driver. But her affection cools when she's put on the scent of Sam's questionable past...and hot on the trail of a poodle-hating neighbor and one elusive murderer who isn't ready to come to heel. For, as Melanie soon discovers, in a championship dog-eat-dog world, the instinct for survival, and winning, can prove fatal. "Naturally flowing prose, extended suspense, and an infectiously upbeat single mother as protagonist make this a special treat."—Library Journal "A bonanza for ardent dog fanciers and for others, a likable heroine in a smoothly paced romantic mystery."—Publishers Weekly

A Yale professor and author of *A Jane Austen Education* evaluates

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the consequences of high-pressure educational and parenting approaches that challenge the mind's ability to think critically and creatively, calling for strategic changes that can offer college students a self-directed sense of purpose.

In an era of skyrocketing tuition and concern over whether college is “worth it,” *Paying for the Party* is an indispensable contribution to the dialogue assessing the state of American higher education. A powerful exposé of unmet obligations and misplaced priorities, it explains in detail why so many leave college with so little to show for it.