

WAJ: I just want to confirm your ultimate finding in layman's terms: There is evidence of a mismatch effect, and that effect is sufficiently pronounced as to account for differences in bar passage rates. Do I have that right?

EDW: Yes this is accurate. Much of the difference in bar passage rates by race is explained by differences in academic credentials. But a significant gap still persists after controlling for these entering credentials. It is this remaining gap that the mismatch effect found in the paper can explain.

Some other reading on the mismatch effect and related controversy:

- Prof. Rick Sander, **Whatever Happened to the Mismatch Effect?**
- Prof. Rick Sander and Stuart Taylor, Jr., **The Painful Truth About Affirmative Action**
- Brookings Inst., **Are Minority Students Harmed by Affirmative Action?** (arguing No)
- NY Times, **Does Affirmative Action Do What It Should?**
- L.A. Times, **A mismatch effect?**
- Inside Higher Ed, **Attacking the 'Mismatch' Critique of Affirmative Action**

To some extent the "mismatch" effect doesn't entirely address the issue. There also is the fact that affirmative action by definition is discrimination on the basis of race, which has a pernicious but perhaps unmeasurable impact on race relations.

Here is a video consolidating the argument for the proposition as well as some of the counter arguments: <http://www.youtube.com/watch?v=IZ9NTdmYrxo>

This video includes some of the question and answer period, including arguing that performance is irrelevant, affirmative action achieves a greater societal goal of integration: <http://www.youtube.com/watch?v=NA1fOtKnhPU>

Prof. Randall Kennedy argued, when questioned by an Asian student who felt discriminated against, that individual reactions were irrelevant: <http://www.youtube.com/watch?v=AMHxH5yyj9M>

More videos and analysis at the Badger Pundit post, including audience reaction (emphasis in original):

The audience members voted via keypad both before and after the debate. Among those expressing a position (9% remained undecided at the end of the debate), **support for the position argued by Heriot and Sander rose by nearly a third** – from 31% before the debate (22 of 70) to 40% after the debate (36 of 91). Support for affirmative action dropped inversely – from 69% before the debate (48 of 70) to 60% after the debate (55 of 91).