

men, messengers—in fact, all outside the teaching staff—should not be selected under merit system rules like employees in other departments. One can readily understand the perfectly human impatience of an appointing officer with restrictions imposed upon him by a merit system. Nevertheless, public opinion favors the civil service system for other than academic employees. This system was not established in our State and in other State and City governments idly, to harrass the appointing power, but because it was deemed necessary to prevent patronage abuses for political and other purposes unrelated to the public good. Experience has shown that the civil service, with all its faults, is preferable to the spoils system. Why should the established practice be abandoned by the University, and what reason shall we give to other departments who come seeking similar immunity from restraint in the selection of employees?

3. Why should the University, alone among State departments, be free to pay any amount it pleases in excess of what the Standard Salary Board fixes for similar employment in other departments? There is no rational justification for allowing the University to pay its non-academic employees, chosen without regard to civil service, more than people of the same qualifications and in the same classification and performing identical duties in other State offices.

If, as has been suggested, good reasons can be shown for establishing a separate salary standard for employees living in the College Park area, the Standard Salary Board has the power under existing law, or such power can readily be conferred, to authorize differentials. Such a matter should not be determined by the University alone, for its action directly affects broad policies of the State and the ultimate burden of the taxpayer.

Little imagination is needed to foresee what it would do to the morale of other State employees if the University were given a free hand with respect to such salaries. Other departments would seek similar autonomy and this would lead to ultimate abandonment of the classification and salary system of the State, which is designed to assure equal pay for equal work. This change would not conduce to sound public administration.

4. The bill explicitly gives the University the right to build schools wherever it wants. In defense, it has been asserted that the University now has this right. If so, it should not have it. The Princess Anne experience sup-