

In my own store I have several times the five feet mentioned in the question submitted.

I would recommend for the country pharmacist the following:—

The United States Pharmacopœia, The United States Dispensatory, Remington's Practice of Pharmacy, The Scientific American Cyclopedia of Formulas, Simon's Manual of Chemistry, Diseases of Cattle, (Department Agriculture), Scoville's Art of Compounding, Homeopathic Pharmacopœia, Gould's Medical Dictionary, The National Formulary, The National Dispensatory, The Era Formulary, Manual of Toxicology, (Brundage), Culbreth's Materia Medica, Diseases of Horses, (Department of Agriculture), Ruddiman's Incompatibles, Schimpf's Volumetric Analysis, The Modern Materia Medica.

Add to these the Legislative Manual published by the State, for reference in regard to political questions that are often referred to the pharmacist, and the World Almanac in answering general questions.

In addition to the above books every pharmacist should take an active interest in and be affiliated with his State Association, and lend his support to their efforts for the betterment of pharmacy and also the American Pharmaceutical Association and have its valuable Year Book at hand for ready reference. Last, but not least, every pharmacist who desires to keep abreast of the times, should be a subscriber and careful reader of one or more of the splendid journals devoted to pharmacy.

This list, of course, could be largely extended, but I believe that with such a library, the pharmacist would be well equipped to meet any emergency and would find the money expended in procuring it well invested.

For the city store much the same list would apply, with the exception of the books on Diseases of Horses and Cattle.

Question 15:—Do pharmacists as a rule select the right kind of boys for apprentices, considering that they are the timber from which the pharmacy of to-morrow will be built?

PHARMACISTS AND THE RIGHT KIND OF APPRENTICES.

ROBERT P. FISCHELIS, B. S., PHAR. D.

The query, "Do pharmacists as a rule select the right kind of boys for apprentices, considering that they are the timber from which pharmacy of to-morrow will be built?" requires the consideration of several existing conditions before it can be answered intelligently.

First of all, what is the modern conception of the word "apprentice," as applied to pharmacy? Is an apprentice a boy whose environment necessitates the earning of money outside of school hours, in order that he may obtain a common grammar-school education, and who finds that the corner drug-store can use him during the hours he does not spend at school, both day and night? Is an apprentice a high-school student who earns his "pin" money, or more, by afternoon or evening work in a drug-store? Or, is an apprentice a high-school graduate who selects pharmacy as his life work as other high-school graduates select medicine, law, architecture, or finance?

The grammar-school boy, first mentioned, as a rule does not get very far along in the practice of pharmacy. He is selected, not to be taught the profession, but because his labor is cheap and he is able to run errands, clean up, and relieve the proprietor and other help, of various unpleasant but necessary duties. Unless this boy is very energetic and becomes very much interested in pharmacy as a life work, because of an inherent liking of the profession as he sees it practiced, he only continues the work as long as it is a means to his particular end, earning money. Perhaps this boy may be fortunate enough to be in the employ of a druggist who realizes that it is his duty to sacrifice a small part of his time for the purpose of awakening an interest for pharmacy in this prospective, by showing and explaining to him that there is more to our profession than the mere selling of wares over the counter. But the chances of affiliation with such a "preceptor" are becoming rarer every day.

The non-graduate high-school student before mentioned, is more apt to become a druggist than either of the other two. Pharmacy usually appeals to him as a commercial proposition. He knows that it will be necessary to do some studying or perhaps take a college course before he can qualify for the work, but considers the time thus spent, a good investment. He has had one or more years of high-schooling and that will admit him to most colleges of pharmacy. The standing which a pharmacist enjoys in most communities, and the commercial prospects are the things that appeal to him and even though his natural inclinations may be toward another line of work, the higher requirements and the longer "apprenticeship" place it beyond his reach and pharmacy becomes his choice.

To be sure, many of this class, as well as of the other class named, really develop a liking for the profession of pharmacy and practice the profession for its own sake as well as for the living it earns them. But there is a difference between inherent love and acquired affection.

We come now to the high-school graduate, who through some one of several influences has acquired so great a liking for pharmacy, that he decides to make it his life work. Such young men are very desirable apprentices, but in comparison with other fields of endeavor, what prospects does pharmacy hold out to them?

The president of a state pharmaceutical association said in his address at the 1914 convention of that association, "we have become commercialized to a certain extent, and the majority of us do not have any prescription business worthy of mention."

The author of a book on commercial pharmacy makes these statements:—

"For permanent success in present-day pharmacy, you should be a good business man rather than a good prescription man.

"The biggest successes in pharmacy are the big stores in the large cities and their success is due to their knowledge and practice of business methods. They have set aside their professional scruples, and have added side line after side line, until their stores look more like department stores than pharmacies.

These statements voice the trend of pharmacy unmistakably and leave with us a fair idea of the future.

Experience is proving that few of the men who choose pharmacy because they like it, stick to the practice in retail drug-stores. The majority, finding that they

are unable to use their knowledge of the subject in the retail drug business, without at the same time doing the non-pharmaceutical work required in a modern drug-store, turn to manufacturing chemical or pharmaceutical houses, or take further courses in chemistry, bacteriology, materia medica and like subjects and thus qualify for good positions as analysts, teachers or laboratory workers.

It is my belief that there are just as many young men to-day who seek to become "professional pharmacists," as there ever were, but the commercial trend of retail pharmacy has made that business undesirable for them and they are turning in large numbers to positions with manufacturing houses, who are gradually picking up the professional side of our calling which the retailer is casting aside.

The author, whom I have already quoted, says that it pays a progressive druggist to hire a clerk at about \$20 per week to take care of his prescription department, while he himself makes the side lines "go." How much time is such a man going to take to help educate apprentices and make pharmacy the profession, a worth-while calling for young men?

But perhaps the solution of the problem is nearer a consummation than appearances indicate. If those proprietors who are commercially inclined employ helpers who incline toward professionalism, and those who are professionally inclined, on the other hand, employ commercially-trained help, both ends of the business should be well taken care of and the apprentice, seeing both ends of the work of a drug-store properly taken care of is at liberty to choose between the two, when the time comes for him to assert himself. However, personal attention is necessary in either case to make the apprentice at all valuable.

That a division of drug-stores into pharmacies and shops is being given some serious consideration, is evidenced by the fact that a state pharmaceutical association at its last meeting, appointed a committee of eleven men to consider the subject and report at the next meeting. Such a condition would naturally solve the apprentice problem.

To my mind the apprentices in pharmacy to-day are not getting a fair deal from the majority of employers. Some consideration should be taken of a man's inherent abilities and preceptors should be frank in telling a boy whether or not he is fitted for the work. A frank statement of the opportunities in present-day pharmacy should also be given to the apprentice before he has gone too far into the work to be able to turn to something else more suitable for him. I would say that pharmacists as a rule do not give enough time and thought to the selection of apprentices and forget that an apprentice is an investment and that this investment, more so than any other in the store, will bring a high or low rate of interest, depending upon the amount of time the employer is willing to devote to its development.

DISCUSSION.

PROF. LASCOFF:—"Pharmacists as a rule do not select the right kind of boys for apprentices, they choose them with regard to salary and do not take into consideration their general education and other things so essential to the development of a pharmacist. In my opinion a pharmacist should be a high-school graduate before he studies Pharmacy. That is the case in European countries."

PROF. RAUBENHEIMER:—"To my great regret I am compelled to answer this query in the negative. It seems as if the apprenticeship which was so greatly valued by our fathers in Pharmacy is neglected, sadly neglected. It should be remembered above all, that besides the

necessary preliminary education, the apprentice must possess something which is still more important and that is a love for professional pharmacy. In order to create and foster such love I have found that the study of the History of Pharmacy supplies this want and have instituted such a course in the College of Pharmacy at Jersey City."

MR. FERTÉ:—"As a rule pharmacists make no selection whatever. They hire the boy whom they can drive the hardest for the least pay. No attention is paid to 'timber.'"

MR. SCHULZE:—"No deliberate selection is usually made. A boy of the lawful age is taken into the store and allowed to make his way to the sale of soda, cigars. He then gradually adds to these the sale of seidlitz powders, patent medicines and package goods. In a few years this boy with an immature mind is encouraged to take the examination for the Assistant's certificate. After a few years he takes the examination for a Pharmacist. Passing this, he with his incomplete education becomes a full-fledged pharmacist. No boy from the fifth and sixth grade or even from the seventh grade of our public schools can properly comprehend the mysteries of pharmacy and chemistry and the sooner we insist that our apprentices shall be high-school graduates the better standing will pharmacy attain in the eyes of the public."

MR. JONES:—"My experience is that a person should be careful in their selection of an apprentice if they expect to get service which is valuable. But the more enterprising and energetic young man you get, the quicker he leaves you for some larger field."

MR. NITARDY:—"If we will select an apprentice when we really want an apprentice, and hire an errand-boy when we want one, we may be able to help this problem a little. There is no use in hiring an apprentice when you merely want a bottle-washer or a window-cleaner."

MR. JONES:—"I claim that a man will not make a good proprietor unless he learns the business from the ground up."

MR. NITARDY:—"I mean that we should not hire an apprentice unless we intend to move them up. If there is no such intention we should simply hire an errand-boy or porter."

Question 16:—What plan would you suggest to make our profession more attractive to the better class of young men?

PROF. LASCOFF:—"To make our profession more attractive to the better class of young men, I would suggest that we conduct our pharmacies upon a professional basis. The pharmacists should do away with side-lines which do not belong to the profession, and if you do keep side-lines, keep your prescription-department distinct and separate from your store. Do not devote all the space in the front to side-lines, but give room for a display of crude drugs, etc. This will attract the young men more than a display of shoe-laces or parasols, which articles displayed in your store would certainly not attract any one to its study."

DR. WILBERT:—"We could probably make the business more attractive by doing a strictly professional business, a pharmacy business, and by making others do the same business. Then those who do not belong in the business will get out and leave it much to its good. If this could be accomplished the business of Pharmacy would be much more attractive to the better class of men."

MR. OSSEWARD:—"I heartily agree with Dr. Wilbert. If the pharmacists would do their duty and see also that others did theirs, the trade would benefit. When I was on a State Board we received a great many complaints from men about the way their brother pharmacists conducted their businesses, but if we asked the complainants to testify to the truth of their statements the answer would be, 'O, please don't use my name in it.' Now, the druggists should take their part of the responsibility."

MR. JONES:—"I do not agree with Dr. Lascoff in making the business more professional or in separating the pharmacy from the side-lines. Combining these more closely is to my mind the better way."

PROF. RAUBENHEIMER:—"Besides the shorter hours and more pay which are proposed I would point out the position the druggist occupies in the community as a reason to attract young men to the profession. As a profession Pharmacy is certainly the equal of Medicine as a guardian of the health and the welfare of the people. Pharmacists may well become physiological chemists and thereby rise to high positions everywhere. In considering the question of a choice of a profession with my son I had no difficulty in convincing him that Pharmacy was the most desirable profession for him to adopt for his life-work."

MR. SCHULZE:—"I think we should insist on having it understood that Pharmacy is of dual nature, that is, professional and commercial, and that there is nothing degrading in commerce, unless a man himself degrades it by dealing in immoral or illegal goods. Then we should lessen the hours of confinement, by opening our stores a little later and closing them a little earlier at night, giving more time to clerks, at least two evenings a week, with a part of each Sunday. Have them realize that Pharmacy, after all, requires no more from its followers than other professions and not as close application as Medicine, nor is it as unpleasant in many ways."

Mr. Osseward read Dr. Groat's paper on "The Chemistry of Cold Creams."