

*State College of Wash-  
ington*

P. H. Dirstine	Yes	7	Phar.D.	Yes	.... <sup>36</sup>	B.S.
<i>University of Washing- ton</i>						
C. W. Johnson	Yes	.. <sup>42</sup>	Ph.D.	No	.... <sup>43</sup>	B.S. (Phar.)
A. W. Linton <sup>44</sup>	Yes	.. <sup>46</sup>	Ph.D. (Phar.)	No	.... <sup>35</sup>	B.S. (Phar.)
E. V. Lynn	Yes	7	Ph.D. (Phar.)	Yes	....	B.S. (Phar.)
<i>Western Reserve (Ohio)</i>						
E. Spease	No <sup>46</sup>	6 or 7 <sup>47</sup>	D.Sc. or Ph.D.	..	....	B.S.
<i>University of West Virginia</i>						
E. E. Stanford	No <sup>48</sup>	7	Ph.D.	Yes	....	B.S. (Phar.)
<i>University of Wiscon- sin</i>						
G. A. Bergy	Yes	6	P.D.	No	B.S. Pharm.	B.S. (Phar.)
R. H. Denniston	No	..	....	Yes	....	B.S. (Phar.)
E. Kremers	Yes <sup>12</sup>	7	Ph.D.	No	....	B.S. (Phar.)
W. O. Richtmann	Yes	7	Ph.D. (Pharm.)	No	B.S. Pharm.	B.S. (Phar.)

It is to be observed that prevailing opinion in teaching circles favors the award of the doctor's degree after the completion of six to seven years of study. It is to be noticed further that the abbreviation preferred by a majority of those answering is Phar.D.; that sixty-five of the ninety-six teachers are content with the Ph.G. degree for a two-year course; and that the B.S. as a four-year degree satisfies fifty-eight of those replying.

A large number of teachers added as a footnote that high school graduation should be a prerequisite to any degree work in pharmacy.

CHAPEL HILL, N. C.  
APRIL 25, 1922.

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TEAM-WORK.\*

Primitive man was rather a rough character if we can judge from the savage races still to be found in out-of-the-way places in the world to-day. He lived and toiled alone; he fought for what he had to eat and wear. The chase supplied him

<sup>42</sup> Same requirement as Ph.D. in leading universities. Ph.D. (Major in Pharmacy).

<sup>43</sup> Anything less than a bachelor's degree should be called a certificate.

<sup>44</sup> Deceased.

<sup>45</sup> Depending upon time required for thesis work. Approximately 3 years beyond B.S.

<sup>46</sup> D.Sc. or Ph.D. should be offered instead.

<sup>47</sup> From 2 to 3 years beyond that of the A.B. or B.S. degree.

<sup>48</sup> Minimum of 3 years. Post-graduate study to include an achievement of discovery of recognized scientific value.

\* A talk to the New England Branch of the American Pharmaceutical Association on May 3, 1922, by Charles W. Pearson, Lecturer on Commercial Pharmacy, at the Massachusetts College of Pharmacy.

with everything he needed except where fishing gave him a chance to vary his diet. In his fights with his fellow-man he sometimes acquired things which he did not know how to make himself. Eventually the idea came to him that others whom he could not hope to slay might have something which he could use. With the slow beginnings of trade between the primitive savages we have the first necessity for adjusting one's self to one's neighbors.

The result of these contacts, begun at first for the purpose of securing something which the other did not know how to produce, has been the development of civilization. The first necessity for dealing with the alien except as an enemy came through trade, and, as larger units of life grew up, man became more civilized the more he learned to use the work of others. In order to succeed in trade it was found necessary to guarantee the safety of those who were engaged in it, and from this sprang up the first recognition of the rights of others to whom one was not related by blood. It is from this recognition of the rights of others that men learned the lesson that results can best be achieved by coöperation.

Much is said in favor of liberty, but the liberty of the primitive man to do whatever he chose was far from a blessing. Just as soon as he came in contact with others he could not exercise that liberty without infringing on their rights. They in turn felt the limitation on their liberty, but war to protect that liberty meant the extinction of the other and all chance to profit by the other's labor. One cannot have complete liberty to do what one likes and enjoy the rewards which come from working together.

In the long run it is the man who can get along with others, the man who can do his part, and adjust himself to those with whom he comes in contact, who reaps the big rewards. It is not so much a question of brilliancy, as one of adjustment. To-day in business it is the man who gets on with his customer, his competitors and his employees who will win the big prizes and accomplish the most good in the world. As modern civilization goes, we must accommodate ourselves to the other fellow. We must take into account his likes and dislikes, his aspirations and his peculiarities if we would succeed. By so doing we may hope to achieve more for ourselves and more for the world at large.

The birds can show us something in this respect. Many of them are hunted because they taste good to us, others are hunted because our fruits and crops taste good to them. They face a difficult problem of survival. Game laws have been passed to protect many species. Children are taught not to injure them. Yet one of these species against whom every farmer fights is actually thriving. Some of those which are perishing, like the eagle, are swift of flight, some like the woodpecker have protective coloring, some like the robin are esteemed for their song, and some like the bluebird are prized for their appearance. Yet the bird which flourishes has none of these advantages. The crow is not swift of flight, nor well camouflaged by nature; it is homely and unadmired, and its song is a by-word for lack of music. Yet despite the fact that no one desires to protect the crow, and a large number are actively in the field to destroy him, you can find him along any country road to-day. Man has not even been able to drive him into the wilderness with the other wild birds. He still thrives openly in the sight of man.

How is it, then, that the crow survives so amazingly? Watch the farmer boy with gun in hand sneaking upon a flock of crows, feeding in the cornfield. He gets

almost within range, when from a neighboring tree top comes the warning, "Caw! Caw! Caw!" Then a single crow flies away in the opposite direction, while those on the ground rise and follow the sentinel. The whole maneuver is accomplished without confusion and not one comes within gun shot of the boy.

You seldom see a crow alone. If they are feeding in a field, they take turns on sentry duty, but they are working together. If you see a crow alone, it is probable that he is looking over the territory in the interests of the others. There is always team-work among them. Suppose an enemy invades their territory, for example a hawk. Individually they could do little, but that is not the way they work. They gather in a company and fuss and scold over the hawk until he takes wing. Then they fly above him in a great crowd, all the time making the air noisy with their cries until the hawk can stand it no longer and retreats into the upper air where the crows cannot follow him. Thus by team-work they get rid of their enemies and maintain their own safety. This is the answer to the survival of the crows. It is not the brilliant individual gifts, but the ability to work together for a common cause which makes them prosper.

The value of team-work is evident in other fields. How many times an all-star baseball aggregation falls before the one in which a skilful manager has instilled team-work. Nearly every year the championship goes not to the team with the best individual players, but to the one which has so subordinated individual play and individual notoriety to team-work that they won the games while the other fellows were fattening their averages. Team dissensions have wrecked more than one pennant possibility in the big leagues. When we turn to football, what is the object of the successful coach? Almost from the opening of the season, he is more intent on welding the individuals into a unit than on increasing their individual capacities. From this has come the use of the phrase team-work as applied to coöperation.

While I have been recounting these cases of coöperation, doubtless some of you have been mentally applying them to your own experience. Now let us check up and see how the druggist may exercise team-work. When you consider it I think you will be surprised at how many points this touches your daily experience.

In the first place we find team-work in so simple a thing as the selection of merchandise for your store. One of the principles which has controlled the ever-widening field of the modern drug store, is the addition of related lines. The presence of hospital supplies has led to the addition of rubber goods not needed for sickness. The start once made in any line can be broadened. The soda fountain, originally for drinks only, has sometimes added luncheonette features. The principle of association is seen in the changes that have taken place in the merchandise handled. Those druggists who have added phonographs to their array of side-lines are now looking forward to selling radio outfits. Each new line suggests another to go with it. The principle of team-work applies to the selection of merchandise.

Then again we have the common method of increasing sales. A man buys a toothbrush and you call his attention to the toothpastes which you carry. He buys a fountain pen and you sell him ink. You seek to increase your sales by teaming up one sale with another. Here again we have the principle of working together.

*Fordham University*  
(N. Y.)

J. Diner	Yes	6	Phar.D.	No	B.S. (Phar.)	B.S. (Phar.)
G. Horstmann	Yes	6	Phm.D.	No	Ph.B.	Ph.M.

*George Washington University*

H. E. Kalusowski	Yes	.. <sup>10</sup>	Phar.D.	No	.... <sup>11</sup>	B.S. (Phar.)
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*University of Illinois*

W. B. Day	Yes <sup>12</sup>	8	Ph.D. (Phar.)	Yes <sup>13</sup>	Ph.C. <sup>3</sup>	B.S. (Phar.)
E. N. Gathercoal	Yes	8	Ph.D. or Phar.D.	Yes	Ph.C. <sup>3</sup>	B.S. (Phar.)

*C. M. Snow  
State University of Iowa*

C. S. Chase	Yes	6	Phar.D.	Yes	....	No choice
Z. M. Cooper	Yes	6	Phar.D.	No	Ph.C.	B.S. (Phar.)

and  
B.S. (Phar.)

R. A. Kuever	Yes	7	Ph.D.	No	.... <sup>16</sup>	B.S. (Phar.)
W. J. Teeters	No	..	.....	No	Ph.C. <sup>3</sup>	B.S. (Phar.)

*University of Kansas*

B. D. Havenhill	Yes	6	Phr.D.	Yes <sup>16</sup>	....	Phr.B.
L. E. Sayre	Might well	4	Phar.D.	Yes	....	B.S. <sup>17</sup>
G. N. Watson	Yes	6	Phr.D.	Yes	....	Ph.B. <sup>18</sup>

*Louisville College of Pharmacy (Ky.)*

O. C. Dilly	Yes	4	Phar.D.	Yes	....	Phar.D.
H. O. Haeusgen	Yes	4	Phar.D.	Yes	....	Phar.D.

*University of Maryland*

C. C. Plitt	Yes	6 or 7	Phar.D. or Ph.D. (Phar.)	Yes	....	Ph.B.
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*Massachusetts College of Pharmacy*

T. J. Bradley	No <sup>19</sup>	6	Phm.D.	Yes	....	B.S. (Phar.)
J. O. Jordan	No	..	.....	Yes	....	Ph.C.
E. H. LaPierre	No	..	.....	Yes	....	Phar.D.
H. H. Smith	Yes	4 <sup>20</sup>	Phar.D.	Yes	....	Phar.D.

*University of Michigan*

H. W. Emerson	No	6	Phm.D.	No	....	Ph.B.
A. F. Schlichting	.. <sup>12</sup>	7	Ph.D.	No <sup>21</sup>	B.S. (Phar.)	B.S. (Phar.)
C. H. Stocking	Yes	6	Phar.D.	Yes	....	B.S.

<sup>10</sup> It should be given after graduation for any work of distinction.

<sup>11</sup> Any degree corresponding to university degree given for a specified amount of study.

<sup>12</sup> Only as Doctor of Philosophy in Pharmacy.

<sup>13</sup> For 2 years.

<sup>14</sup> Should not differ from other sciences.

<sup>15</sup> Indeed not. Minimum course of 4 years leading to the degree of B.S. (Phar.).

<sup>16</sup> Phr.G.

<sup>17</sup> B.S. superimposed upon a Ph.C. (3-year course).

<sup>18</sup> A Ph.M. should be offered for 5 years of study.

<sup>19</sup> No, except for graduate work—2 years of graduate work after 4 years of undergraduate.

<sup>20</sup> With at least 2 years of preliminary college course.

<sup>21</sup> No. A 4-year minimum.

will. It is much better to get together and display a little team-work. Realize that another man has the same right to pick the most favorable location for starting business that you have. Then greet him in a way which will disarm hostility, and with a little care you should be able to hold far more of your trade and develop more new business than otherwise. It is one of the peculiar things about business, that the opening of a new retail store in the same neighborhood does not divide the previous business, but frequently brings additional trade through attracting more purchasers.

But the chief thought I wish to leave with you this evening is that of coöperation with other druggists in such associations as this which has brought us together to-night. It is through these associations that we have the opportunity to put team-work to its greatest use. There are many things which we cannot do individually, which we may hope to accomplish if we are united in an association. The friendly feeling which comes from common interests and frequent gathering should lead to mutual work for the interests of all. One sometimes hears druggists in a city discussing a partial closing for Sunday, but immediately some one tells the same old story, "we should like to do it, but so-and-so wouldn't agree, so we can't do it." This is poor team-work. We must practice and preach better coöperation than this, if we are to get the best results.

One of the chief difficulties with which the pharmacist contends is the fact that there are numerous laws which control and affect his business. The very multiplicity of them is bad enough, but the worst feature is their uncertainty. In this state, for instance, I understand that there is no clear interpretation of the law on Jamaica ginger. I am told that in one city a druggist was arrested and fined for selling, as he supposed, in accordance with the state law, yet because of a change in the justice who that day occupied the local court, the decision was rendered against him. The justice who usually sat in that court had always ruled in the opposite way when such cases came before him. Another druggist was fined twenty dollars for selling in accordance with instructions received from one federal agent on the complaint of another. There is only one way to settle such difficulties. When a decision is rendered by the highest tribunal of the state or nation the law is determined. In the absence of such a decision the pharmacist is at the mercy of the particular judge who happens to try the case. The judge has nothing to guide him in interpreting the law but his own personal bias. Until the law has been interpreted by the Supreme Court, he is free to make any decision that he feels agrees with the law. Now no individual pharmacist can afford to carry his case to the Supreme Court, because of the expense involved. It would be necessary to employ a first-class lawyer to get adequate consideration of the case. The only proper way to handle such a matter is through an association. By proper coöperation between the druggists who are interested a test case could be paid for, and then the individual pharmacist would no longer be faced with uncertainty as to what constituted the law on that particular question.

From time to time freak bills are introduced into state legislatures which would seriously hamper the pharmacist. Associations do the work of preventing the passage of injurious laws and should be heartily supported by all. Such team-work as this is valuable to the profession. It is to be hoped that all pharmacists will come to realize the value of team work, and unite to work for the common good.