

# THE DEPARTMENT OF THE AMERICAN ASSOCIATION OF COLLEGES OF PHARMACY

C. B. JORDAN—CHAIRMAN OF EXECUTIVE COMMITTEE, A. A. C. P., EDITOR OF THIS  
DEPARTMENT.

The following article by Prof. W. Bruce Philip, of the University of California, is very timely, since many of our colleges are considering the employment of a *personnel officer*. His idea is not quite the same as the ideas carried out by many of our colleges through their personnel service but he has hit at the same problem. I believe the time has come when the colleges of pharmacy must seriously consider the employment of a *personnel officer* to look after the interests of their students. An officer that can combine the usual personnel work with the services indicated by Professor Philip would, I am sure, more than pay for his recompense.—C. B. JORDAN, *Editor*.

## A NEW FACULTY MEMBER.

BY W. BRUCE PHILIP.

I bring this subject before the AMERICAN PHARMACEUTICAL ASSOCIATION by presenting this paper before the Conference of Teachers of Commercial Pharmacy of the American Association of Colleges of Pharmacy.

Will we agree that the drug store is dependent for its Pharmacy upon the Colleges of Pharmacy, and that the Colleges of Pharmacy are dependent upon the drug stores for employment for their college students and graduates? If this is so, and it is, why is there the cry on the part of the druggist, "What is wrong with the Pharmacy College?" and the cry on the part of the Pharmacy College, "What is wrong with the drug stores?" Nor is this the only cry. Both the druggist and the College of Pharmacy cry, "What is wrong with the student?" especially the student working in a drug store during his college term.

I am firmly convinced that there is nothing wrong with the student, the college nor the drug store. It is the coördination of these three that is lacking. The retail druggists' associations and the pharmacy associations have been trying to coördinate these three, but there is no possibility, as I see it, of organization doing a complete job. In like way some member of the faculty, usually the Dean, has tried to fill the gaps between the three—college, student, drug store. He, too, has failed to completely take care of the problem. Let me try and pen-picture what I have to offer to fill the gaps and bring together these inseparable parts of Pharmacy.

Professor Jones, we will call him, starts to prepare his work for the opening of the college. His College of Pharmacy is located in one of the larger cities of the United States. He has visited each and every drug store, not only in the city where his college is located, but within a reasonable radius of that city, covering a district as far as there is a daily commute service between the college and the different points. During this visit and repeated visits he has classified and appraised each drug store, the owner, the help employed, and at least something of the character of the trade that supports each store, as well as the service rendered. He has discussed with each proprietor the problem of the student at the college, the college work itself, and the progress and needs of Pharmacy. He knows all the drug stores and knows all the drug store owners. This information