

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

he has charted. The conclusions he has arrived at are checked by visits to the wholesale drug and jobbing houses and to the offices of the pharmaceutical associations. Not only has Professor Jones obtained this valuable information but he has begun a very important part of his work. He has started an educational program by which the drug store owner learns just what he might expect of a Pharmacy College student or graduate; how many hours the student should and can work; what the college intends to teach the student and what the college does not intend to teach the student. By patience, tact and experience he has arranged so that all requests for student employment are referred to the college and by the college referred to him.

When enrollment starts at college, Professor Jones assists the dean, secretary and registrar. Every student fills out an employment blank and this is filed with Professor Jones. Then follows a personal interview with each student by Professor Jones and an educational step of great value is started. The student is drilled by Professor Jones as to how to look for work; how to make his or her first personal application when asking for a place to work; if necessary, starting the student in his work. To Professor Jones' judgment is left the selecting of the student for each special place. As an example: the student must have money to complete his work and the place that paid money and he would be brought together. Certain boys would be kept away from stores too near the bright lights. The miserable hit or miss system now in vogue would be replaced by one of system and coördination. Professor Jones would, if necessary, introduce the student to the proprietor. From time to time he would check both with the students and the proprietors on the work, the student's work and the character and kind of work. This would not be a check of a snooping character, but a pre-arranged agreement, based on common sense and good business principles.

Will you not agree with me that the sale of the college and the student to the retail drug store would thus be well begun? Professor Jones is not any employee picked for the job. He is a man of vision, understanding and learning. His intimate relationship with the retail drug store gives him an insight into the drug store needs, too valuable to rest in any card index. By conference with the Dean and the faculty he reports from time to time his findings. He brings before a fair and interested tribunal the demands and pleas and needs of the employers of our college students and college graduates. He coördinates our Pharmacy. Besides this, he takes the next step and extends the area of his field of operation. All graduates must be placed. Therefore, laboratories and industrial plants must be visited so that our specially-trained technical men may find proper employment, "each square peg in a square hole," "each round peg in a round hole."

Your help and full expression of your opinion is needed on this subject. A modified plan can be used by colleges away from large centers. This work is a big man's job; it needs all of his time. In time he will need assistants.

How are you going to sell real Pharmacy and place your college, your college students or graduates in the drug store without proper personal supervision? How are you going to sell the real drug store needs to our Colleges of Pharmacy without Professor Jones' concrete, practical facts? Chain store organizations and good business training teach us that we must have specialists trained in each department. Your present faculty proves this fundamental principle. We need this

specialist in a contact or coördinating department. Do not start counting the cost. Count the results. The loss and chaos of to-day justify the expense. Professor Jones is a profit man and sadly needed, call him by whatever title you choose. If I offer any warning, it is, select him with great care. The right man will find his opportunities unlimited.

STUDENT BRANCHES OF AMERICAN PHARMACEUTICAL ASSOCIATION.*

BY. B. V. CHRISTENSEN.¹

A recommendation presented by the Committee on Activities of Students and Alumni and adopted by the 1928 meeting provided that "the president appoint a committee of three to determine the possibility of making such arrangements as are necessary for the establishment of what might be termed student branches of the A. PH. A. in the schools and colleges of the ASSOCIATION." In accordance with this recommendation, such committee was appointed and a report was prepared, together with recommendations, which was acted upon at the present meeting. Since a committee report should properly be condensed, it was thought advisable to present a paper at the meeting of the Section on Education and Legislation explaining the motives suggesting the formation of student branches and also embodying a few suggestions regarding plans of procedure in the organization of such branches and the type of program that would justify the establishment of such student organizations.

It is claimed that pharmacists are not as active nor even as much interested in either local, state or national professional organizations or group movements as are the members of other professional groups. This apathy or indifference is very likely partially, at least, due to the fact that pharmacists as a group are not well-informed regarding the character, purposes, problems and accomplishments of their professional organizations. Hence, if this is true, if an educational program were adopted which would inform pharmacists and prospective pharmacists regarding the character, purposes, problems and accomplishments of the various pharmaceutical organizations and their value and importance in enhancing the interests of pharmacy as a profession, such a program would undoubtedly be of significant value in directing future tendencies and promoting future progress in pharmacy. Furthermore, pharmacy has been blessed with a number of outstanding internationally recognized contributors to science, and a knowledge of such men and their accomplishments should inculcate in the minds of young men a distinct pride in their profession and a spirit of loyalty which is to-day sadly inconspicuous.

With college prerequisite laws effective in thirty-six states and the District of Columbia, a large majority of the coming generation of pharmacists will of necessity be enrolled as students in schools and colleges of pharmacy in the near future. Hence, they can be more conveniently and probably more effectively reached as a group through the colleges of pharmacy than in any other way. However, since

* Section on Education and Legislation, A. PH. A., Rapid City meeting, 1929.

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