

subject of Congressman Dies was "The Independent's Place in Business," and he suggested that other associations would do well in securing him for their programs. He agreed with Secretary Philip relative to the opening of the sessions. He was pleased to have with him President Oliver of the Texas Pharmaceutical Association and a former president, Henry Hein, of San Antonio. Mr. Hein commended the activities of Secretary Adams and said it was largely due to him that the programs of the Texas Association are eminently successful.

**Secretary Slocum** emphasized the importance of getting public speakers. Nearly every year the Governor addresses the Iowa convention. The Attorney-General also is frequently the speaker and members of the Supreme Court and other state officials.

**Secretary Hayman** inquired whether it would not be a good idea for the incoming Secretary to send to the secretaries of the different state associations the names of public speakers.

**President Beard** thought this was a good idea.

**Mr. Oliver** said, in his opinion, every association has a publicity man.

**Secretary Smith** asked whether it would be a good idea to have the Secretary's office for a clearing house whereby such information relative to speakers could be obtained. He referred in his state to Senator Sam Hodges who is a popular speaker.

**Secretary Hayman** moved that the incoming Secretary be instructed to communicate with the secretaries relative to outstanding speakers and impart that information to all the members. This motion was carried.

**President Beard** announced as the next contribution to the program a paper on "To What Extent Is the Secretary Responsible for the Activities of His State Association?" presented by Secretary W. E. Bingham, who is entering on his thirty-second year as secretary of the Alabama Pharmaceutical Association.

#### TO WHAT EXTENT IS A STATE SECRETARY RESPONSIBLE FOR THE ACTIVITIES OF HIS ASSOCIATION?

BY W. E. BINGHAM.

Article 2—Chapter I of the Alabama Pharmaceutical Association by-laws reads:

"The Secretary shall keep a record of all proceedings of the Association; a list of names and the residence and date of entrances of each member; he shall be the custodian of all papers and reports read; he shall conduct all correspondence of the Association and notify each member of the meetings."

I am presuming that the above embodies the duties assigned, of every state secretary. Granting that each secretary has conscientiously performed his duty as laid down in said by-law, does his responsibility then cease? The secretary seems to be the hub around which revolves the spokes—the felloes—the tire—in fact, the whole machinery of the Association, and upon his shoulders rests, to a great extent the activities of the various lines of work engaged in; to what extent he can make the rank and file of the membership work, will rest, in a large measure, the answer to the question as to his responsibility.

The Alabama Association has been very kind to its secretary; after having served for two years in succession as their president, I was elected secretary and for over thirty-one years they have kindly put up with my derelictions of duty and retained me in office. They say at every election "For life." The question raised in my subject is—Have I, have you, met this responsibility and this opportunity for service? That most efficient secretary of the great State of Texas, in a paper read before the Baltimore convention last year said, "Before a state secretary can effectually serve, there must first be builded an organization through which his energies may be directed." Well and good—then who builds this organization? Who built it in the Lone Star State. I think we will all agree that Walter Adams is largely responsible for the State having one of the best, if not the best of associations in point of members and interest in the United States. To what extent have our associations developed and grown under the leadership of the secretaries? Do we realize the magnitude of the work of a State secretary. Not to be a dummy—not merely an office-holder, not driven by a sense of duty to a perfunctory performance of what the by-laws specify—but a watchman on the walls, ever alert and active in the interest of the Association, striving to broaden the scope of coöperative work; while it is

his duty to work, it is also his duty to so conduct this work as to induce a coöperation from every member when needed, so that each will cheerfully respond to his call.

While every association has its president who is, or is supposed to be at its head, yet the success, the activities, the failures, if you please, go back to the secretary's office. The president looks to him, depends on him, and when all is said and done, an active and alert secretary means a prosperous and aggressive association, and on the other hand—but I draw the curtain and close.

**Secretary Wilson** inquired whether there were any full-time secretaries in the Conference present at this meeting. Among those present were E. D. Oslin, of Arkansas; F. V. McCullough, Indiana; Walter D. Adams, Texas.

**Secretary Oslin** stated that Mississippi had full-time business manager.

**Secretary Wilson** inquired how the full-time secretary is financed.

**Secretary Philip** replied that it is 20% money and 80% love for the work.

**Secretary Wilson** said they had tried the full-time Secretary in Georgia on a 60% basis but this did not pay.

**President Beard** stated that in North Carolina dues are \$5.00 for clerks and \$12.00 for proprietors, and this enables the Association to pay an attorney \$2400.00 a year. The secretary receives a salary of \$500.00 and the assistant secretary a salary of \$1200.00 a year. He thought the offices should be merged into one person. With the advance in dues the Association was enabled to do more work than formerly under the \$2.00 basis.

**Secretary Wilson** asked what on a basis of 1000 members the estimate would be for supporting a full-time secretary.

**President Beard** said he could not say specifically but that a man qualified for the work should be paid not less than \$3600.00 a year and with dues of say \$5.00 and \$10.00 the proposition could be financed.

**Secretary Smith** stated that they had all arrangements that cover the proposition. There is no full-time secretary in South Carolina but there is an inspector who is also secretary of the Board of Pharmacy and his duty is to spend his entire time in the field. He goes everywhere in the state. The annual renewal is \$3.00 or \$4.00. He collects six or seven hundred of these renewal licenses at \$4.00 each and he also secures memberships in the Association. The secretary turns over to him a list of delinquents and he does the collecting. The man in office is very efficient and has produced good results in stimulating interest in the Association.

**Secretary Winne** said, that while he is a full-time man, the office is not financed by the Association. He stated that he was secretary of the State Board of Pharmacy and most of his salary came from the Board, but he also was secretary of the State Association from which he received a nominal sum.

He said further that Association affairs were among the daily transactions at the office and that he traveled over the state periodically and visited the stores. Proprietors usually recognize him as the secretary of the Board, but he has an opportunity of speaking of Association affairs especially relative to convention arrangements. He said further that the Travelers Auxiliary was a great help to the Association and contributed largely to the attendance of the annual meetings by interesting the druggists. He thought that the full-time proposition could be financed in most states if gone at in the right way. It means, of course, higher dues. Compared with other states he felt that he was very happily situated.

**Secretary McCullough**, of Indiana, did not think it would be possible for any State association to maintain a full-time secretary on membership dues. He said that anticipating a full-time secretary the State legislature was persuaded to pass a bill whereby one-third of the registration fee would revert to the Association. Indiana has a \$3.00 registration fee, \$2.00 of which goes to the Board of Pharmacy and \$1.00 to the Association. There are more than 4000 registered pharmacists in the state.

**President Oliver**, of Texas, referred to the Texas law which divides the registration fee of the Board of Pharmacy and the Association, occasionally there was some discontent.

**Secretary McCullough** said that the Board of Pharmacy in Indiana was entirely separate from the Association.

**President Oliver** stated that most of those who complained are not really pharmacists.

**Secretary Oslin**, of Arkansas, said that Arkansas has the best state organization. Each owner of a drug store must pay a permit fee of \$10.00 a year and there are 676 drug stores in

Arkansas. The State Board of Pharmacy administers the pharmacy law. He said that he was employed as inspector. The Board of Pharmacy paid his salary and the Association paid the traveling expenses and furnishes him with an automobile. He gave all of his time to the work and owned no drug store, nor was he interested in any other business. He said further that in addition to the \$10.00 permit the Association dues are \$10.00 for the proprietor and \$2.50 for the registered clerk. To-day there are 950 members in the State Association. The druggists of Arkansas have been able to kill every bill that was introduced against them and they had passed a new pharmacy law. Arkansas is divided into fifteen districts and each district holds a meeting every spring and elects a district chairman and vice-chairman. The District Chairman appoints a county chairman in each county. He said that he was proud of the organization and thought that if the members would study the Arkansas plan they would find in it very satisfactory arrangements.

**Secretary Adams**, of Texas, said that they invited Secretary Oslin to meet with them to discuss the Arkansas plan and he believed that if state associations contemplating full-time secretaries would place Secretary Oslin on their program they would benefit by the information which he could give them.

**Secretary E. F. Kelly**, of Maryland, and also of the AMERICAN PHARMACEUTICAL ASSOCIATION, expressed appreciation of the latter body because of the splendid attendance and the interest shown in this Conference which, in his opinion, was a most important group in the ASSOCIATION work. He said the history of the A. P. H. A. discloses that the success and development of the ASSOCIATION has come about through the development of small units, particularly the state associations. He was convinced that the success of the state associations is largely due to the type of permanent officers. He said that in Maryland they had decided on an entirely different plan than that followed in Arkansas. He had been secretary for quite a number of years and, nominally, Dr. R. L. Swain does the work. By having the Board of Pharmacy directly interested it is not very difficult to take care of anything the Association wants to do.

The State of Maryland makes a contribution of \$10,000.00 a year toward the enforcement of the Pharmacy Act. Inspectors who go regularly to the drug stores are the people who actually do the organization work. The enforcement of the Pharmacy Act is looked after by the State Board of Health and on this Board pharmacy is represented. The law provides that enforcement of the Pharmacy Act under the State Board of Health is in charge of an officer who is a pharmacist. The State makes a direct contribution to the University so that work costs the Association nothing.

The members pay dues of \$2.00 and \$5.00. A monthly publication, the *Maryland Pharmacist*, has been developed, with the end in view to have the publication pay for itself; \$4200.00 was advanced from the Treasury for the publication and this has all been returned. Information for the members comes through the *Journal*. It is mailed to every man interested in pharmacy in the State, whether he is a member or not, thereby creating a tie-up and all who are interested know exactly what is being done. All of the dues coming in are for the use of the Association. As secretary he receives a very nominal salary and last year the Association was enabled to put aside, out of the income of the Association, a reserve fund of \$5000.00, and this is going to be enlarged, serving as a bulwark against trouble, if it should come. The Association proceeds on the basis that the State owes it to pharmacy, to enforce the pharmacy law and the Association sees to it that the State of Maryland does enforce the law. Dr. Swain is assisted by two inspectors who visit the drug stores every four or five days. The members believe that the Association must be brought to the druggists of the state. They cannot be brought into the State Association by meeting once a year. Two meetings are held each year, one in the eastern part of the state and one on the western shore and at these meetings those in attendance can discuss anything that is of interest. An effort is made to have these sessions of practical value. At the annual meetings there are so many reports and other matters, making it difficult to have the members discuss in a personal way the subjects that interest them most. At these sectional meetings no reports are submitted. Those in attendance tell of their experiences so that others may benefit by them.

**President Beard** said that the purpose of this Conference is to have the members relate their experiences, successes and failures, and give the others the benefit of those experiences. He asked the members to talk freely relative to any subject they have in mind.

Speaking further, **Secretary Kelly** stated that the work of the Maryland Association was just along the line evidenced here, namely, a spirit of coöperation. He explained how this coöperation was effective in recent legislation that had been introduced into the Legislature. The pharmacists in Maryland are determined to run pharmacy within the state or as nearly as they can. In his opinion it was not possible for all states to conduct their affairs in the same way. He said that Governor Ritchie is an honorary member of the Association and attends most of the annual meetings. He knows what the pharmacists are trying to do and he is giving them good support. He stated that he is interested in Pharmacy because it is a public health activity and ought to be associated with other public health activities.

**Secretary McCullough** inquired whether the Maryland Pharmacy law was enforced by the Board of Health; **Secretary Kelly** replied that it was. To this end Dr. R. L. Swain was selected because the pharmacists of Maryland wanted a law enforcement by a man who knows the problems of the retail pharmacists. Prosecution is the last resort employed, educational means being used. Citing as an example of coöperation, he stated that when statistics were wanted for the National Formulary this work was done through the assistance of the inspectors who travel over the State and they have received almost 100% coöperation.

**Secretary Kelly** was asked how much time was given to the sectional meeting. He stated that whenever possible the meetings were concluded in one day.

**Secretary Winne** said that a district meeting had been held in Virginia along the lines of the Maryland plan. The session was held in Winchester. Virginia is divided into six districts, geographically. The meeting was held in the northern district, bordering on Maryland and pharmacists from the District of Columbia and Maryland contributed to the day's program. He was not prepared to say how successful meetings would be in other sections of the state, but the one held was quite successful.

**President Beard** said that the next item on the program was "Plans for Institute Work as an Association Activity." This was presented by **Secretary J. W. Slocum** of Iowa. It follows:

#### PLANS FOR INSTITUTE WORK AS AN ASSOCIATION ACTIVITY.

BY J. W. SLOCUM.

The activities of the Iowa Pharmaceutical Association have been varied in order to meet the particular need of the year and season. For three years our Association stressed coöperative advertising. This three-year program ended September 1, 1930, and we believe it was a campaign which made the people of our State more "drug store-conscious" than ever before. The contribution of the drug store to the community and the service it renders was particularly emphasized during this campaign. Nearly one million copies of carefully prepared advertising propaganda were distributed to the homes of the people each month.

Our latest plan of activity to which I wish to direct your special attention to-day is our *Business Institute Plan*.

For several years it has been our custom to hold district meetings in the Fall of the year, at least one in each Congressional district. These have proven worth while and have been feeders for our State convention. It is at these district meetings that we attempt to discuss matters that are of particular interest to the group assembled. This last Fall we contacted members of a group which had been holding Business Institutes for an organization of wholesalers and manufacturers, who had conceived of the plan as a service they could render for retailers.

They had appropriated a sum of money for this purpose and employed experts to go out over the country to hold these Institutes.

They proved to be very popular and very successful from the beginning and retailers have found them practical and helpful. The plan contemplates an afternoon and an evening session. The afternoon addresses will be given upon such subjects as Store Analysis, Store and Stock Arrangement, Stock Control, Credits, Budgetry, Personal Work and Advertising.

The evening session will be devoted entirely to Salesmanship and Selling. At the evening session it is planned to get every clerk and sales person within a radius of 50 to 75 miles to attend. It has been particularly noted that the efficiency of clerks has been greatly improved as a result of these Institutes.

As a secretary, it struck me as being of especial value to the druggists of my state, and I began negotiations to secure a series of these for October of 1931. I am glad to say I was success-