

THE DEPARTMENT OF THE AMERICAN ASSOCIATION OF COLLEGES OF PHARMACY

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(Two timely subjects are discussed in the Departmental pages this month. The question of women in pharmacy was made so by the last annual report of the Chairman of the Executive Committee of the American Association of Colleges of Pharmacy. As a result of that report the Association was stampeded into the appointment of a committee to find out if women really do present a problem in pharmacy. A report will be made at the New York meeting.

The question of hospital pharmacy has been a growing one for years. Just now its importance is increased by the establishment of hundreds of smaller hospitals throughout the country and the general recognition of the fact that a hospital, whatever its size, is not a complete hospital without a pharmaceutical service. Furthermore, the fact that a section on hospital pharmacy has been established by the AMERICAN PHARMACEUTICAL ASSOCIATION is indicative of the growing importance of this phase of pharmacy's professional service. These facts justify the publication of the papers by Dr. Nellie Wakeman, Mr. Louis Z. Zopf and Dr. L. D. Edwards, previous to the annual meetings of the Associations which are interested.—*The Editor*.)

WOMEN IN PHARMACY.

BY NELLIE A. WAKEMAN.*

Having been for quite some time a woman engaged in a pharmaceutical occupation, I have, naturally, long been interested both in women pharmacists and in the opportunities offered to them in the various lines of pharmaceutical activity. It is doubtless for this reason that Dean Lyman asked me, a few days ago, to write something on this subject for the *American Journal of Pharmaceutical Education*.

I did not attend the meeting at Dallas last summer, and until Secretary Cooper relayed President Crockett's request that I serve upon the new special committee on the Status of Women in Pharmacy, I had always looked upon the problems of women in pharmacy as those of the women themselves and not of the profession in general. It appears now that the number of women students entering colleges of pharmacy is increasing; in the year 1935 out of a total of 2347 new students entering the colleges a little over ten per cent were women, and the matter now becomes a problem of major importance, calling for the creation of a special committee to study it. I say of major importance because, in the report of the Executive Committee, as printed in the *American Journal of Pharmaceutical Education*, out of eleven pages discussing the problems affecting pharmacy as a whole, two pages, lacking a few lines, are given over to the question of women in the profession.

I accepted an appointment to this committee with alacrity, because I was convinced that from my long experience as a woman in pharmacy and from my intimate contact with women pharmacists, both in and out of college, I should have something of value to add to the discussion.

In my work with students of pharmacy I have not looked upon them as either men or women, but as students, and I have tried to judge them according to how well

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they accomplish whatever they are expected to do. If they make good, that is what we expect of them; but if for any reason they fail, being women does not excuse them, and being men does not justify their failures. In college work men and women are nearly on a par so far as opportunities go, but even as college students men have the best of it. They have the advantage of physical strength, to say nothing of the traditions and practices of our man-made institutions, ordained by men for men. Notwithstanding their disadvantages women are able to hold their own with men as students of pharmacy.

On my desk before me there is a copy of a report for the second semester of 1935-1936 compiled by the office of the Dean of Men of the University of Wisconsin, from which a few statistics are taken; I am not unaware of the fact that statistics may be made to prove almost anything. These figures, however, coming as they do from a source prejudiced in favor neither of women nor of pharmacy students, may be of value in comparing the standing of women pharmacy students with men in the same courses, and also with other students in the University.

During the semester under consideration there were enrolled in the University of Wisconsin 7266 undergraduate students. They attained a grade point average of 1.546. Of these 95 were pharmacy students with a point average of 1.584. Of the 95 pharmacy students 74 were men and 21 women, considerably more than the 10 per cent included in the United States at large. The 74 men students in pharmacy earned a point average of 1.568 and the 21 women students of 1.645. So much for the ability, and the success of women as pharmacy students at one of the colleges of pharmacy.

After leaving college, women are at a greater disadvantage than as students. In the first place it is more difficult for them to get jobs, but that is not a problem peculiar to pharmacy. In every occupation in which women come into competition with men the same condition prevails, and in many professions it is worse than in pharmacy. This is a problem which women everywhere have to meet; they expect it and their expectations are fully realized. Women are slowly solving this problem for themselves, grateful, however, for whatever help or encouragement they receive from others, and they will, increasingly, continue to do so if no greater obstacles are placed in their way. The best advice that can be given to women in pharmacy, or in any other occupation which men find desirable, is to prepare themselves as completely as possible for the work they are to perform. Whenever a woman comes into competition with a man she must not only be as good but considerably better than the man who wants the same job. Even then the chances are about ten to one that it will be given to the man, and if the woman does get it, her salary will probably be less than that paid to men for the same work; moreover, arrangements are sometimes made that whatever of honor or credit accrues to the position will be directed to some male superior or colleague.

Now let us consider briefly the nature of the difficulties in the way of women seeking desirable positions. *First*, there is the age-old superstition of woman's inferiority to man in all occupations except those indicated by the Kaiser's three K's, "Kirche, Kueche und Kinder." Deny it as they may, most men and not a few women are still bound by this superstition. Next, there is a solidarity among men, a sort of a loyalty of man to man, which resents woman's intrusion into fields so long held by man alone. As competition increases, so does this feeling increase, and

it is this which so frequently results in the employment of a man, clearly inferior in every respect, in preference to a better qualified woman. Finally, there are the limitations as to hours of employment, placed, both by law and by custom, upon women, indiscriminately, in work outside the home. These restrictions, imposed by a well-meaning but sometimes thoughtless public, intended for the protection of women, frequently work a real hardship upon them.

After the woman pharmacist has been educated and has secured her job does she make a good pharmacist; does she serve the public acceptably and adequately, and is she, herself, injured by the work? Here I may be permitted to quote from the Report of the Chairman of the executive Committee:

"I believe we all agree that pharmacy is a profession in which women can very well take the place of men, except perhaps in the heavier work connected with a commercial store. However, in most stores this heavier work is done by a janitor, so that this objection is not valid."

Now that we have a special committee to continue the work begun by Dean Jordan, what shall this committee do? That, of course, is for the chairman to decide. A few suggestions as to lines this investigation may well follow have been made to me by others interested in the matter, though not members of the committee. Among these suggestions are the following: The study as to numbers of women in pharmacy should, if possible, cover more than five years, and ten would be better, in order that it may include more than the so-called depression years. It should go, not only into the number of women entering colleges, but even more carefully into those graduating, and also those graduates who actually enter pharmaceutical occupations, and how long they remain in this work. The number of graduates who go into positions already waiting for them may also well be taken into account. Daughters of pharmacists who enter their fathers' stores, and Sisters of Charity who become pharmacists in the hospitals of their orders, surely create few problems for the profession as a whole. These are some of the considerations which may substantially reduce the ten per cent of women pharmacists with which the profession is now faced.

After all these things have been taken into account, should there prove to be a full ten per cent, or even a greater number of women in pharmaceutical pursuits, is this necessarily a calamity so long as they are good citizens and good pharmacists? Some one, it is stated in the report of the Chairman of the Executive Committee, has objected to the employment of women on the grounds that he cannot use them to close up his drug stores after eleven o'clock at night. If there were twenty per cent, or even fifty per cent of women pharmacists, there would yet be men left to do this, should that undesirable necessity still exist. As a matter of fact, isn't the keeping open at all hours of night a greater evil than the presence of women in the profession?

The entrance of women into pharmacy, as, indeed, into all occupations, is but a part of a great world movement for the intellectual, political and economic emancipation of women. We are now in the third, and in some respects the most difficult, phase of this movement, one in which each woman has to work out her own individual salvation. This part of the movement, like the others, will go on. Difficulties placed in its way retard, but they will neither discourage nor stop it. Just as women have won for themselves a fair measure of educational and political

equality, they are now struggling to gain economic equality—the right of every woman to earn her own living in her own way. And when this right has been once attained, have no fear, for it will not be abused any more than have been those other rights so dearly won.

DISCUSSION.

In discussing the question of women in pharmacy, Dean C. W. Johnson of the University of Washington, says: "Women have had to fight for everything that the sex has gained in the nature of equality with men, in political, social and professional life. They have been in pharmacy for many years with about the same range of success as men, hence at the present time they present no new problem. For many years the University of Washington College of Pharmacy has had from ten to twenty per cent women students, hence the problem (?) of women in pharmacy is not new in this state."

There has been little difficulty in placing women graduates in work they are prepared to do. A considerable number of druggists in the State of Washington ask for women graduates when help is needed. Some of the leading prescription stores of the state use women pharmacists largely, and in so far as is known the pay ranks well with that given men of the same experience. Hospitals almost invariably use women in the pharmacy. Some women go on with graduate work or complete the required courses in education and find employment as science teachers in high schools.

The same conditions apply in finding employment for women as for men. The question of personality is of prime importance. Is the individual woman (or man) of attractive appearance, does she dress neatly and modestly, and has she the ability to lead people to have confidence in her work? If the graduate has these traits fairly well developed and if the faculty of the college can say that she is honest, accurate, industrious and willing to serve both the public and her employer, there is no question of employment within a reasonable time after graduation. In general, women rank well with men in intelligence and in ability to complete a rather difficult course requiring long hours in the laboratory and careful preparation of classroom work.

There is another point, however, regarding pharmaceutical education that should be mentioned. Let us assume first, that the high school graduate, man or woman, is interested in science. If this interest centers either in the physical or biological sciences, what course touching these subjects is better for the student than a well-organized pharmacy curriculum? Will any pharmacy teacher admit that he cannot conduct his classes so as to impart cultural as well as professional instruction? Must a subject be strictly non-informational to have culture value? Certainly science teachers will insist that their subjects do have both informational and cultural value. The subject of pharmacognosy, for example, will lead the student to a broader viewpoint of nature. The student in this subject will learn something of geography, commerce, mythology, history, of plants as sources of interesting constituents, and when this knowledge is properly organized he has gained some culture as well as necessary and useful information. Other subjects in the pharmacy curriculum can be made just as interesting as well as of practical value in earning a living.

Granting that a graduate in pharmacy does acquire culture as well as practical information, why not assume the same attitude as teachers in liberal arts colleges in regard to employment? The liberal arts college does not worry about placing graduates. It tries to train and develop the mind of the individual and thinks little of some special position. The college of pharmacy, therefore, not only opens the possibility of definite employment but also does everything else for the student that any other type of curriculum can do. Let me repeat that the student should be interested in science, and if so, why worry about employment.

Women, in general, think of marriage as their ultimate career. If again the woman is interested in science, will any other science course better fit her for the home than training in pharmacy? The fact remains that a woman graduate in pharmacy is as well prepared for her life career, be it what it may, as any other type of science graduate. The faculty of a pharmacy college will usually try to find employment for all of its graduates but it should not worry about employment or discourage women from entering as students. The main thing is to give fundamental instruction that will develop the student and leave the question of employment in the background.

Professor Ina Griffith, of the University of Oklahoma, comments as follows:

"In Oklahoma our women graduates have not presented a special problem. The women graduates of the school of pharmacy average about ten per cent of the graduating classes. They have found places in practically every branch of the profession. They go into retail business as successful proprietors of stores and as pharmacists. They are in hospital pharmacies, both in the drug dispensing and technician departments. We include in our curriculum training for technicians and our women are interested in it and capable. Our women graduates are also filling positions in technical drug laboratories and in the teaching profession. In Oklahoma the supply of women has never caught up with the demand."

HOSPITAL PHARMACY.

BY LOUIS C. ZOPF.*

For many years hospital pharmacists have been active in the Section on Practical Pharmacy and Dispensing of the AMERICAN PHARMACEUTICAL ASSOCIATION. The establishment of a sub-section provides a specific place for the discussion of problems directly related to this branch of pharmacy.

Increasing demands are being made of the Hospital Pharmacist. His basic training must be of the best. His knowledge of newer products and research progress must be up-to-date. This increasing demand may be a natural evolutionary process, but the stand taken by the American Colleges of Surgeons in their minimum standards for a Hospital Pharmacy and the editorial in "Hospitals," *Journal of the American Hospital Association*, have helped much. As early as October 1932, a resolution by the Council on Medical Education and Hospitals of the American Medical Association evidenced a need for adequate supervision of Hospital Pharmacies. The resolution as adopted was,

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