

THE

# MASK

OF

**Kappa Psi Pharmaceutical Fraternity**

---

VOLUME 75, NO. 3

WHOLE NUMBER 302

JULY-SEPTEMBER 1978

---

## IN THIS ISSUE

1978 SCHOLARSHIP ISSUE

A.Ph.A. ANNUAL MEETING

PERSONNEL MANAGEMENT - GARNER

CONTINUING EDUCATION

ROLE OF PROFESSIONAL ORGANIZATIONS - CHALMERS

1979 GRAND COUNCIL CONVENTION

KAPPA PSI MEN

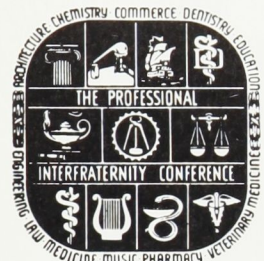
1978-79 DIRECTORY

THE

# MASK

OF

Kappa Psi Pharmaceutical Fraternity



A Quarterly Magazine maintained and published in the interests of the Fraternity, College and University by the Kappa Psi Pharmaceutical Fraternity, 1313 W. Robinhood Drive, Stockton, CA 95207.

Second class postage paid at Stockton, CA, Dr. Donald G. Floriddia, 1313 W. Robinhood Drive, Stockton, CA 95207.

POSTMASTER—Send Form 3579 to 1313 W. Robinhood Drive, Suite 7, Stockton, CA 95207.

**Norman H. Kobayashi, Editor**  
**Syntex Laboratories, Inc.**  
3401 Hillview Avenue  
Palo Alto, CA 94304  
(415) 855-5471

**Michael Ira Smith, Assistant Editor**  
**Arnold & Marie Schwartz**  
College of Pharmacy  
75 DeKalb Avenue  
Brooklyn, NY 11201  
(212) 330-2700

## EDITORIAL

### SCHOLARSHIPS

One of the important objectives of Kappa Psi is the fostering high scholarship among its members. Each year as part of the scholarship program, *The Mask* has a special scholarship issue which recognizes those members who have demonstrated outstanding achievement.

This past year, the Grand Council Scholarship Award was given to Mr. Roger G. Walker (Beta Gamma) and Mr. Tommie Moore (Gamma Sigma). This award is given to a member who graduated first in their College or School of Pharmacy. *The Mask* extends congratulations to these two Brothers.

A chapter award for excellence in scholarship is awarded each year. This year's recipient is Gamma Nu Chapter at the University of the Pacific. This award is given to the chapter with the highest grade point average based on their total membership.

This twentieth scholarship issue of *The Mask* is again dedicated to honoring those members who have brought honor to Kappa Psi by virtue of their academic success. *The Mask* would like to thank and congratulate them of their fine achievements.

### PAST AWARD WINNERS

What is the future of the Grand Council Scholarship award winners? One word...bright. If one reviews the list of several hundred scholarship winners, you will see many names of prominent

### Editor

*Norm Kobayashi*



individuals in academia, industry, association activities, as well as professional practice. It would take several pages to describe the accomplishments of all the past award winners since 1917. This issue of *The Mask* as an example, has its two feature articles written by former Grand Council Scholarship Award winners; Dr. Robert K. Chalmers (Gamma Delta) in 1958 and Dr. Dewey D. Garner (Beta Rho) in 1964. Also Dean Lewis W. Dittert in the "Kappa Psi Men" feature was an award winner at Beta Omega in 1956. So you can see that many of the past recipients have gone on to distinguish themselves and Kappa Psi.

## TABLE OF CONTENTS

OFFICIAL ORGAN OF THE KAPPA PSI PHARMACEUTICAL FRATERNITY

Founded 1879

Incorporated 1903

<b>Editorial</b> .....	<b>2</b>
<b>1978 G.C. Scholarship Key Recipients / Century Club</b> .....	<b>3</b>
<b>1978 Scholarship Honors Certificate Recipients</b> .....	<b>4</b>
<b>1978 American Pharmaceutical Association Annual Meeting</b> .....	<b>5</b>
<b>Personnel Management - Dr. Dewey D. Garner</b> .....	<b>6</b>
<b>Role of Professional Organizations -</b> <b>Dr. Robert K. Chalmers</b> .....	<b>7-8</b>
<b>1979 Grand Council Convention</b> .....	<b>9</b>
<b>Kappa Psi Men</b> .....	<b>10</b>
<b>Chapter Reports</b> .....	<b>11-12</b>
<b>"Tell Us"</b> .....	<b>13</b>
<b>1978-79 Directory / Necrology</b> .....	<b>14-16</b>



# 1978 GRAND COUNCIL SCHOLARSHIP KEY RECIPIENTS

These Kappa Psi Brothers are being honored for graduating with First Honors or stood highest in scholarship in the entire class of graduates of their College or School of Pharmacy.

## **Roger G. Walker (Beta Gamma)**

Brother Walker was born on May 17, 1954 in Ceres, California. He graduated from Ceres High School in 1971. In high school he was an active member of the band. He attended Modesto Junior College for his pre-pharmacy education. He graduated from the University of California, San Francisco in June 1977 with a Pharm. D. In professional school, he was a member of Rho Chi, Student American Pharmaceutical Association, California Pharmacists Association, and American Society of Hospital Pharmacists. He was also the recipient of the Bowl of Hygeia award. Currently he is a pharmacy resident at the University of Illinois Medical Center.

## **Tommie Moore (Gamma Sigma)**

Brother Moore was born November 12, 1955 in Fort Pierce, Florida. He graduated from Fort Pierce Central High School. After high school graduation, he entered the University of Florida where he graduated from pharmacy school with a B.S. in Pharmacy. He is listed in Who's Who Among Students in American Universities and Colleges. Among his leisure activities, Brother Moore enjoys auto mechanics, fishing and hunting.

## NATIONAL SCHOLARSHIP AWARD

The National Scholarship Award was given this year to **Gamma Nu Chapter at the University of the Pacific**. This award is given to the chapter that has the highest grade point average based on their membership and their school's grading system. The calculations are based on the grades achieved during the Spring and Winter semesters. This award symbolizes the chapter's achievement for encouraging, inspiring and achieving outstanding scholarship.

## GAMMA NU AHEAD

### KAPPA PSI CENTURY CLUB

In 1979 Kappa Psi will be celebrating its 100th anniversary. To commemorate this occasion a Kappa Psi Century Club has been established to pay tribute to the second century of Kappa Psi service.

Twenty-five percent of the contributions will be utilized to fund the centennial functions. These will include a commemorative favor, a Jim Beam commemorative decanter, special recognition for members of the Golden Mortar, and the Centennial Grand Council Convention. At the centennial convention in Scottsdale free transportation will be provided for members of the Century Club from the airport to the Camelback Inn. A special reception will be held on Tuesday evening for the Century Club members. **The chapter with the most members will be honored guest for the occasion and a plaque of appreciation will be presented to them.**

The remaining 75 percent of the contributors to the Century Fund will be placed in a long term limited access fund with the interest deposited in the general fund to further fraternity operations.

Anyone, including collegiate and graduate chapters, is eligible for membership by contributing \$100.00. Each member will receive a certificate, a 10 k. gold pin and national recognition with their name and chapter affiliation published in *The Mask*.

Contributions should be sent to Dr. Dewey D. Garner, School of Pharmacy, University, Mississippi, 38677. Checks should be made payable to Kappa Psi Century Club.

*Fraternally,*

**Dewey D. Garner**  
Chairman Century Club

*The Fraternity gratefully recognizes these Century Club members:*

John Atkinson Jr. (Theta)	Irwin D. Chow, Jr. (Gamma Nu)
Donald G. Floriddia (Mu)	Chris Gong (Gamma Nu)
Robert Martini (Xi)	Jim J. Kocolas (Gamma Nu)
Douglas A. Driscoll (Pi)	Robert A. Louie (Gamma Nu)
Victor T. Johnson (Pi)	Dominic Russo (Gamma Nu)
Glen J. Sperandip (Pi)	Jerry Shapazian (Gamma Nu)
Dennis M. Fruin (Chi)	Jere Smith (Gamma Nu)
Ted Gladson (Chi)	James D. Seymour (Gamma Xi)
Harold Fullaway (Omega)	H. L. Tyler, Jr. (Gamma Omicron)
George C. Hess (Omega)	William Fitzpatrick (Gamma Pi)
Louis Tortora (Omega)	Leonard Naeger (Gamma Pi)
Joseph E. Concino (Beta Eta)	Leonard Naeger Family
Herbert Shiroma (Beta Omicron)	Gregory R. Oris (Gamma Pi)
Bruce Martin (Beta Delta)	Joseph J. Johanek (Gamma Upsilon)
Herman C. Forslund (Beta Pi)	Eugene Woo, Jr. (Gamma Phi)
Dewey D. Garner (Beta Rho)	Charles A. Carden (Delta Beta)
James G. Snyder (Beta Chi)	Gene Prouse (Delta Delta)
Larry Slater (Gamma Theta)	Joseph A. Altieri (Conn. Grad.)
Karl Kettler (Gamma Mu)	St. Louis Graduate Chapter
John Q. Adams (Gamma Nu)	Pi Chapter
Tim Chapman (Gamma Nu)	Beta Rho Chapter
William M. Brehm (Gamma Nu)	Gamma Pi Chapter
Tim Chapman (Gamma Nu)	

*The Fraternity welcomes the following New Members to the Century Club:*

**Dominic A. Salimando (Eta)**  
**Randy Miller (Gamma Nu)**  
**Paul S. Knecht (Gamma Mu)**  
**Johnny W. Porter (Delta Beta)**  
**Province VI**



# 1978 SCHOLARSHIP HONORS CERTIFICATE RECIPIENTS

The following Brothers have attained a grade point average of three or the equivalent B grade during their fourth or fifth academic year.

**EPSILON CHAPTER**  
**University of Minnesota**  
Peter R. Bauer  
David M. Hiller  
James A. Karker  
John C. Koepke  
Michael A. Kohlusch  
Thomas A. Merten  
Arvid L. Nielsen  
John R. Shand  
Jeffrey E. Wick  
James P. Winter  
Michael D. Ziebell

**ETA CHAPTER**  
**Philadelphia College of  
Pharmacy and Science**  
Howard C. Cook  
Carl D. Stapinski  
Robert Eckert  
Fred Michalski

**IOTA CHAPTER**  
**Medical University of  
South Carolina**  
M. David McDaniel  
Nicholas Bolognini  
Robert J. Nacion  
Watson T. Barbrey  
Zachary J. Newland

**XI CHAPTER**  
**Ohio State University**  
Tim Coffelt  
Michael J. Enright  
Raymond Fankell  
Kenneth L. Warman  
Mark W. Johnson

**PI CHAPTER**  
**Purdue University**  
Michael C. Beyer  
James D. Bona  
Jeffrey W. Cambridge  
Thomas J. Crabill  
Miles B. Davis  
James H. Dempsey, Jr.  
Michael D. DePlanty  
Martin T. Herrell  
Kerry G. Kendall  
Steve A. Kissel  
Randall H. Lamey  
Robert L. Larew  
Kevin Marhenke  
Edward S. Marcisz  
David L. Mason  
Mark D. Millikan  
Craig D. Money  
Phillip A. Moss  
Michael L. Parker  
Curtis L. Passafume  
Bruce E. Rademacher  
Scott R. Smith  
Keith P. Tash

**RHO CHAPTER**  
**University of Kansas**  
Richard A. Bergstrand, Jr.  
Eugene F. DeDonder  
Ken D. Krehbiel  
Lawrence Metzler  
Leonard J. Utz

**CHI CHAPTER**  
**University of Illinois**  
Clark Chrisman  
Roger Young  
Ken Ford  
Jeff Koszczuk

**BETA GAMMA CHAPTER**  
**University of California,  
San Francisco**  
Penny Bolger  
Teri Breschini

Tim Cheung  
Al Gillespie  
Tom Hazlet  
Bob Poole  
Bill Tokorcheck

**BETA DELTA CHAPTER**  
**Albany College of Pharmacy**  
James G. Abounader  
Darrell S. Barber  
Carmen V. Berardino  
John M. Burns  
Walter E. Dunham  
William A. Gladstone  
Andrew J. Hvizdos  
Richard J. LaFrance  
John P. Lawrence  
Robert Montemorano  
William Promomo  
Edward H. Rooke  
Gerald M. Reginelli  
John T. Westerman

**BETA ETA CHAPTER**  
**West Virginia University**  
Richard Losh  
Tucker Shelton  
Richard Montjoy  
William Peard  
Richard Eddy  
Jim Elcessor

**BETA KAPPA CHAPTER**  
**University of Pittsburg**  
George Cook  
Gregg Gourley  
A. Wayne Howard  
Gary Lucas  
Fred Sereno  
Mark Shulkosky  
Donald Tuttle

**BETA OMICRON CHAPTER**  
**University of Washington**  
David T. Beals  
Danny E. Davidson  
John F. Hebert  
Albert C. LeGault  
Vincent A. Murphy  
John H. Vinje

**BETA PI CHAPTER**  
**Washington State University**  
Danial E. Baker  
Jon R. Bernhoft  
Dean C. Breithaupt  
Brent R. Carlson  
James P. Derrig  
Tracey F. Stott  
R. Scott Williams  
David B. Wilson

**BETA RHO CHAPTER**  
**University of Mississippi**  
Wade Hampton Andrews  
Charles Austin Boggan  
Robert Aaron Bowles  
Ernest Lott Cameron  
Howell Eugene Davis  
Edwin Lee Ferguson  
Vernon Thomas Hughes  
Clarence Wilton Lea  
Robert Kennington Leedham, Jr.  
Daniel Harrison Lewis  
Walter Stephen Pearson  
Roger Harold Smith

**BETA SIGMA CHAPTER**  
**North Dakota State  
University**  
George Robinson

**BETA PHI CHAPTER**  
**University of Cincinnati**  
Michael Adriano

David Witmer  
Bruce Taylor  
Timothy Scheid

**BETA CHI CHAPTER**  
**Drake University**  
Philip V. Bacidore  
Frederick M. Berneking  
Howard S. Dunn  
Don R. Gillett  
L. Frank Jacobs  
Jeffrey F. Jones  
Greg A. Lindquist  
Scott O. McConanghy  
Glenn E. Miller  
Ronald J. Slavin  
George F. Theis  
William Turner

**BETA PSI CHAPTER**  
**University of Wisconsin**  
John Hillier  
Jay Johnson  
Mike Johnson

**BETA OMEGA CHAPTER**  
**Temple University**  
Brian Baker  
Alfred Baron Jr.  
Michael Flynn  
William Bedwick  
Keith Karas  
John Keegan  
Michael Voutsas  
Daniel L. Cramer  
David G. Ropp  
Thomas D. Switzler  
Robin D. Walbert  
Timothy B. Thomas  
Robert M. Gosner  
Robert M. Golden  
Thomas G. Burnakis  
Mark W. Browning  
Robert Viereinski

**GAMMA GAMMA CHAPTER**  
**University of Texas  
at Austin**  
Javier E. De La Garza  
Russell Wayne Fenoglio  
Javier Andres Saenz  
Gilbert Ray Satterwhite  
Gregg Lloyd Sharp  
David William Waddelow  
Ronald Noble Walker

**GAMMA DELTA CHAPTER**  
**Ohio Northern University**  
Richard Alan Johnson

**GAMMA EPSILON CHAPTER**  
**University of Nebraska**  
John F. Reitan  
Don C. Arnold  
E. Jon Hines  
Patrick J. Bryant  
John C. Voris

**GAMMA THETA CHAPTER**  
**University of Missouri,  
Kansas City**  
James Keown  
Robert Lipscomb  
Randy Mattson  
Kenneth Mullins  
Kent Summers  
Nathan Wick  
Terence Ayers  
John Chaplin

**GAMMA KAPPA CHAPTER**  
**South Dakota State  
University**  
Lynn H. Greff  
Roger N. Lesch

Chris M. Miller  
Todd E. Schweer

**GAMMA NU CHAPTER**  
**University of the Pacific**  
Bill Bearce  
Jerry Costanzo  
Bob DiPonti  
Clyde Kobashi  
Fred Nishioka  
Frank Scapa  
Ken Scott  
Steve Walden  
Jimmie Warmington  
Mike Wofford  
Darrell Yamada

**GAMMA OMEGA CHAPTER**  
**University of Arkansas**  
Douglas A. Baltz  
Sam R. Curry  
Eddie Blaine Dunn  
Steve E. Hattabaugh  
Rick G. Hudson  
Jimmy Mauldin  
Garry Reinhardt

**DELTA BETA CHAPTER**  
**Southwestern Oklahoma  
State University**  
Mike Bailey  
David Fite  
Rudy Johnson  
Randy Patterson  
Jerry Vandiver

**DELTA ZETA CHAPTER**  
**University of Iowa**  
Steven Paul Pinneke  
Marc David Squillante  
Robert Allen Stagner

**MU OMICRON PI CHAPTER**  
**Wayne State University**  
Paul Kociemba  
Charles Lloyd  
David Schmitt-Matzen  
Keith Moore  
Jack Tazzi  
Peter Thielen  
John Vengen





# 1978 KAPPA PSI RECEPTION AT A.Ph.A MEETING

The bilingual city on the St. Lawrence extended a friendly welcome and "bonjour" to the many collegiate and graduate Brothers and their guests who attended the annual Kappa Psi Reception at the annual meeting of the American Pharmaceutical Association.

Over 500 people attended the reception held on Sunday, May 14, in the Queen Elizabeth Hotel, Montreal, Quebec, Canada. Honored guests were the Grand Officers and past grand regents of the Fraternity. Dr. Donald G. Floriddia, Executive Secretary, announced to those in attendance, the gala plans for the Centennial Celebration in Scottsdale, Arizona in August, 1979.

The two hour event allowed those in attendance to renew old acquaintances and meet new collegiate Brothers. Another successful reception ended with people looking forward to the next event in Anaheim, California, in April 1979.

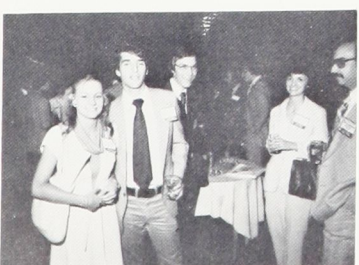
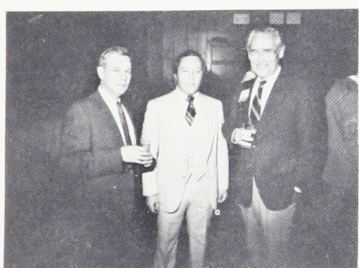


Grand Regent William A. Fitzpatrick (Gamma Pi), left, with friends.

## RECEPTION CANDIDS



SAPhA President Nean Molthan (Gamma Omega), left, talks with fellow students.



## "The Kappa Psi Century Club"

### Why Should You Be A Member?

TO HELP SHAPE THE FUTURE BY CONTINUING  
TO PROMOTE THE PRINCIPLES OF KAPPA PSI.

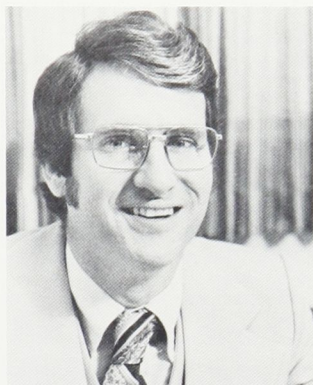
Dr. Dewey D. Garner  
University of Mississippi  
School of Pharmacy  
University, Mississippi 38677



## PERSONNEL MANAGEMENT

by

Dewey D. Garner (Beta Rho)



As a pharmacy educator and former pharmacy practitioner I consider personnel management to be the most important yet often neglected phase of pharmacy management.

Why do I consider it to be the most important managerial function? My answer is threefold:

1. Pharmacy is a very labor intensive market with salary and wages its largest expense category.
2. The objectives of the pharmacy are achieved primarily through the efforts of its employees.
3. The pharmacy's public image is formed largely by the actions and attitudes of its employees.

What can the pharmacy manager do to more effectively and efficiently assume this important managerial function?

### JOB SPECIFICATION

The process begins with a proper analysis of the personnel positions to be filled in the pharmacy. An extensive job analysis is not necessary for the usual community pharmacy; however, each position should be analyzed and described in sufficient detail to permit both the employer and the employee to know what is expected. The emphasis is on the work elements to be performed and the personal abilities and traits required.

### RECRUITMENT AND SELECTION

Once the job analysis and job specification is complete we now enter what I consider to be the most critical phase of personnel relations, the selection process. Here the decision is to be made. The question must be answered, "Is this individual the kind of employee I want in my pharmacy?" Once he or she is hired it is difficult to discharge him without some repercussions and considerable cost.

There are four steps in the selection process:

1. Initial interview and completion of a prepared application form
2. Tests
3. References
4. Final interview

---

*Dewey D. Garner is an Associate Professor of Health Care Administration at the University of Mississippi School of Pharmacy where he received his B.S. degree in Pharmacy in 1964. He was initiated into Beta Rho Chapter in 1962 and served as Regent of the chapter his senior year.*

*Dewey currently holds the office of First Grand Vice Regent, is Chairman of the Century Club, Supervisor to Province III, and Grand Council Deputy of Beta Rho. He has served continuously as a member of the Executive Committee of Kappa Psi since 1972.*

In the initial interview the applicant should be encouraged to talk freely about previous work experiences and educational background. Particular attention should be given to the applicant's prior jobs, the effort (not the work) involved in these jobs, the kind of people with whom the applicant worked, what the applicant liked and what the applicant did not like in previous jobs, and what the applicant's duties and achievement were in each position. If the applicant is a recent pharmacy graduate this exercise is more philosophical in nature. For example, some graduates would not be happy in a position which required them to spend a significant amount of time in out-front activities, some would become bored if they do not; some prefer to be involved directly with the patients more so than others; some want to assume roles requiring considerable responsibility in management functions, others do not. I don't argue with or condemn any of these personal preferences; however, the job requirements must match the personal characteristics, the job specification. In the initial interview the value of the job specification becomes evident.

Tests are rarely utilized in the selection process in either community or hospital pharmacies; however, they are often used in chain pharmacies, industry and government. A pharmacy manager may wish to administer a health survey questionnaire or a typing test to a non-pharmacist applicant. Likewise a test might be devised for the pharmacist applicant to test for proficiency in the managerial aspects of pharmacy practice.

References are used to assess the applicant's honesty, willingness to work, quality of work and any personality or disciplinary problem. References may include former employers, teachers and friends but former employers are preferred. Pharmacy preceptors make excellent references for recent graduates. Oral recommendation are more reliable than written ones. People are more inclined to "tell it like it is" about a person if they do not have to put it in writing.

The final interview is the last step in the selection process. After studying the application, the results of any tests if used, the recommendations of former employers and evaluation of that applicant's strong and weak points, paying particular attention to the weak points which may be cured and those which may have to be endured, the manager is ready to make a decision. The final interview should be conducted to check on any unanswered questions and to clarify any potential problem areas.

### ORIENTATION AND TRAINING

The employee is now hired and it is the manager's responsibility to orient the new employee to their new environment and to train them properly. The employee needs to become familiar with the pharmacy, its objectives, policies, and other employees. Without going into the many reasons, I hope you will accept the premise that a formal training program is necessary as well as continuous training and supervision.

For many tasks, repetition is the greatest force in the learning process. Tell the employee what the job is, how it is done and why it is done. Show the employee how the job is done, allow the employee to do the job and follow up by explaining, as privately as possible, what was done correctly and what was done incorrectly.

The training and supervision process is much simpler if a written policy manual is available. Policies will help to solve the problems of maintaining and increasing employee efficiency resolving communication conflicts between supervisor, manager and owner. Policies enable the employees to act promptly on frequently recurring problems, to avoid "snap" judgements, to act with confidence without fear of embarrassment, to feel more secure in their actions and therefore more useful, to assure uniformity of action among all employees, and to relieve management of trivial decision.

### EVALUATION AND COMPENSATION

How often have I heard a pharmacy manager say, "How can I prevent rapid employee turnover," or "How can I retain competent people?" The art of motivating employees, thus promoting job satisfaction is essential to successful pharmacy practice.

A recent study by Brother Hammel at Wisconsin indicated a low level of job satisfaction among pharmacists. When the profession of pharmacy was compared to an overall sample of workers, the pharmacy sample was less satisfied than was the non-pharmacy group. Aside from being not satisfied



# THE ROLE OF PROFESSIONAL ORGANIZATIONS IN PHARMACY\*



**Robert K. Chalmers**

As I began preparing for this presentation I really found myself floundering. On the one hand, I have had a good deal of experience in a wide variety of pharmacy organizations and thus have plenty of views on the value of professional organizations to the needs of pharmacy and to the needs of individual pharmacists. But I had a difficult time deciding where to start. First I considered starting from an *idealistic* viewpoint expressing my convictions that professional organizations should play a vitally important role and for that reason everyone ought to get involved in a participation capacity in at least one professional organization. That approach seemed to lead to a motherhood and apple pie sort of talk with numerous platitudes concerning the virtues of various organizations. Although this message is important to tell, I was concerned it might miss the mark in regard to meeting the interests and needs you have today as students. That led me to consider a second approach painting a *realistic* picture of professional organizations. Each organization has positively stated goals but inevitably falls short of its potential due in part to ill-defined priorities, planning or follow-through. As a result, not everyone's participation experience in an organization turns out to be a positive learning or growth opportunity. Although I think this latter approach also presents an important message, it is not a good place to start since we could end up focusing only on what is wrong with organizations and thus fail to kindle a desire to get involved.

Instead, I have decided to start with a simple definition of the purpose of professional organizations and then apply that definition to the role of national, state and local pharmacy organizations. *Professional organizations should exist to serve the needs of their constituency.* Within pharmacy there are two levels of constituencies that need to be served:

- a. The profession as a whole as a constituency has many needs
- b. Individual pharmacy students and pharmacists as a constituency also have needs.

So in considering the role of professional associations serving the needs of their constituency, let us take a look first at the needs of the profession as the larger constituency and then look at individuals as constituents needing to be served.

## Pharmacy as a Professional Organization's Constituency

These are times of great change within pharmacy, within the health care system at large and within all facets of society. Within pharmacy, there are a number of forces at work pushing for change and within society there are a number of forces at work pulling on all the health professions to change. Unfortunately, not all of the forces of change within the profession and within society are pushing or pulling in the same direction. Consequently, we find evidence of change which can encourage the pessimist as well as evidence of change which can give comfort to the optimist. The pessimist sees every day

---

**Robert K. Chalmers** is Head of the Clinical Pharmacy Department at the School of Pharmacy and Pharmacal Sciences at Purdue University. He was initiated into Kappa Psi as an undergraduate pharmacy student in 1956 at Ohio Northern (Gamma Delta Chapter). Dr. Chalmers currently serves on the APhA Board of Trustees and is a member of the Editorial Advising Board of the *Journal of Contemporary Pharmacy Practice and the Handbook of Nonprescription Drugs*. He has been on the Purdue faculty since 1961 where he has been instrumental in developing the school's externship and clinical pharmacy programs. Dr. Chalmers was one of the members on the Study Commission on Pharmacy which recently published its report titled *PHARMACISTS FOR THE FUTURE*.

with a black cloud over it and specifically he sees only unhappy pharmacists buried under tons of third party forms, being scrutinized by the federal government, ignored by other health professionals and unappreciated by the Supreme Court and society at large. On the other hand, there is evidence of change which should encourage the optimist (although by definition an optimist generates his own encouragement since his frame of mind always anticipates the best possible outcome). Let's identify a few forces of change within pharmacy and within society at large that should encourage an optimistic frame of reference for the rest of my presentation at least.

I would like to identify three forces of change within pharmacy that represent positive push factors. The first force of change is the concept of clinical pharmacy which to me is not a restricted type of practice but rather an attitude that any pharmacist can (and should) adopt. That attitude is reflected in a pharmacist's concern for safe, effective and economical use of drugs by people. Thus, clinically oriented pharmacy practice certainly includes efficient drug distribution and control services. In addition there is a need to place increasing emphasis on acquiring and applying information to patient drug use situations so as to assure that drugs are used safely and effectively. A second positive force of change within pharmacy are the educational changes of the last 7 to 8 years which are now integrating the classroom instruction with practical experience (i.e., clerkships and externship). As a result, students have a better opportunity to see the need for a strong basic science foundation of knowledge but they also have more opportunities to learn to apply that knowledge to patient needs, both in the drug distribution and drug information areas. The third positive force of change within pharmacy is increased recognition by pharmacists, pharmacy schools and pharmacy associations of the various forces of change within society that hold great promise for pharmacy's aspirations to be realized.

I'd like to identify 6 of these forces of change within society that have the potential for representing positive pull factors in advancing the concept of clinical pharmacy.

### 1. Increased demand for health care services.

As scientific demands have yielded dramatic effects on disease cure, disease control and relief from disease discomfort, there has resulted heightened expectations within our society that access to health care services be recognized as a right rather than a privilege. This change in concept has certainly increased the demands for health care services.

### 2. Increased cost of health care services.

Coupled with the growing attitude that access to health care services is a basic human right, we find the growing thrust to remove financial barriers to the obtaining of health care services. Today, perhaps as many as 90% of American citizens have the cost of their health care paid in full or in part by third parties operated by the government as well as by private insurance organizations. Increased demand and removal of financial barriers have forced the pendulum representing health service utilization far to the right. These developments have logically led to uncontrollably escalating costs of health care services and thus lead us to identify the third force of change.

### 3. Cost of containment of health care services.

In the past few years we have come to a growing personal and national recognition that there is a ceiling upon the amount of money, manpower and facilities we can afford and are willing to devote to health care services. The result is frantic efforts on the part of third parties to find ways to control costs. This is being accomplished by specifying those services that will be covered in a particular plan and setting maximum reimbursement levels for those services.

### 4. Quality control of health care services.

Increasing involvement of insurance companies and the federal government in the financing of health care is accompanied by clout, not only to press for cost containment but also to press for assurance of quality in the services provided. We can be certain of society's continuing concern for both quality and cost and thus we can be assured that health care providers will either establish their own standards of care upon which accountability will be judged or health care providers will become subject to quality standards imposed from outside their profession.

### 5. Increased organization of health care services.

In recent years we have witnessed the trend of health care providers working much closer together, sharing responsibilities for aspects of patient care. This trend is due to many factors including specialization, the need for greater efficiency and concern for fragmentation of services when they are not coordinated. Institutions represent the common example of health care

\*Presented at the Kappa Psi Province VI Conclave, Purdue University, West Lafayette, Indiana, April 15, 1978.



service organizations, such as acute care hospitals, hospitals, extended care facilities and clinics where all services can be brought together under one roof. Organization can also take the form of specific communication inter-relationships between health care providers who reside under different roofs, but coordinate their services. This type of organization might include coordination of services between physicians and community pharmacists, and between hospital pharmacists and community pharmacists.

## **6. The patient's "right to know" as a developing public policy.**

When I was going through pharmacy school in the mid-1950's the prevailing message that was drilled into me was that the physician makes all of the decisions regarding patient care. Patients were largely passive, compliant, very appreciative recipients of the physician's skillful service. Pharmacists had an important role to fulfill in carrying out the physician's prescription orders, but beware of getting involved with patients in answering their questions. Worse yet would be for the pharmacist to volunteer information or advice to the patient about his prescription medication. Today, that perspective has changed immensely. The real situation as we now recognize it is that people make many many important decisions about their health care; habits they are going to develop that protect their health or undermine it, decisions on whether to seek professional help when a health problem arises, decisions on whether to follow through on the advice of health professionals. Thus, we are now recognizing the patient as an important decision maker and thus he must be treated as such so those decisions can be as informed and as responsible as possible.

All of these forces of change hold great opportunities for pharmacy. Increased demand, increased cost, push for cost containment, concern for quality of health care services, trend toward greater cooperation (organization) among the health professions, concern for patients to be informed and listened to all represent forces that are enabling the concept of clinical pharmacy to become an accepted feature of contemporary pharmacy practice. Where clinical pharmacy is being practiced and advanced in a responsible manner, it is being accepted and even encouraged by public and by other health professionals.

Although all pharmacists are well aware of these forces of change, they do not all reach the same conclusions about the likely impact of these change factors on pharmacy's future. Some pharmacists see mostly the problems associated with these forces of change and are convinced that pharmacy's days are numbered. Thus, we see a key reason for some pharmacists resisting so strongly the use and recognition of technicians to free up the pharmacist from technical tasks for greater involvement with judgemental, problem-solving kinds of activities.

Other pharmacists see the opportunities, but in their present situation of practice don't see how they could become a part of it. For some their own knowledge base may need updating and broadening. For some their skills in assessing patient drug use problems may need enlarging. For some their system of practice may be inefficient and geared to actually isolate them from patients and drug use problems. For some their relationship with other health professionals may be ineffective so that their services are not adequately coordinated with physicians, nurses and others.

Other pharmacists, because they are recent graduates or have taken formal or informal steps to continue their education, have been involved in implementing aspects of clinical services into their practice. Furthermore they have taken steps to improve management and organization of their pharmacy to utilize pharmacists and technicians more effectively.

In these times of change with increased recognition of needs, what then should be the role of professional organizations in pharmacy meeting the needs of their constituency? Again I hope you see the intent of my remarks is to illustrate two levels of constituencies that pharmacy organizations serve: the profession at large and the individual as a pharmacy student and as a pharmacist.

With respect to the profession at large there is an important role for organizations to play in meeting the needs of pharmacy. This is largely the role of the major professional associations at the national level such as the American Pharmaceutical Association and the American Society of Hospital Pharmacists. These professional organizations serve as progressive spokesmen regarding the profession's needs and contributions to parties concerned with developing national health policy, to other components of pharmacy, to other health professions and to the public at large. Furthermore, professional organizations at the national level serve pharmacy by fostering research and demonstration projects in conjunction with components of the profession to advance the practice of pharmacy.

## **The individual as a professional organization's constituency.**

There is an important role for professional organizations to play in meeting the needs of individual pharmacy students and pharmacists. Here the local and state organizations play an important role due to the fact that individual involvement and continuing personal relationships can be developed. Ideally, the local and state organization should be linked in some functional way with the national organization who will have a greater extent of resources that can help develop effective programs and projects at the local level. I would like to illustrate three ways in which professional organizations can help us as individuals:

### **1. In the area of fellowship, moral support, getting to know other pharmacy students or pharmacists as individuals.**

It is necessary for us to learn how we might best interrelate as well as separate our professional life and our personal life. It is important for us to learn to use the total resources available to us as persons and as professionals to deal with problems in our professional work and our personal lives. Certainly while students you may be confronting questions regarding life as a student versus life as a person for the first time on a serious basis. In this regard I think you will find that membership in a fraternal group such as Kappa Psi is a very important matter. Within Kappa Psi the emphasis is largely on this matter of fellowship, personal growth and support of one another. I took back on my college days in Kappa Psi as a very rich growing experience for me. After graduation you will find that local and state pharmaceutical associations and graduate chapters of Kappa Psi provide this opportunity for fellowship, moral support, and developing personal ties with individual pharmacists. I think you will find such relationships will continue to meet the need we all have for growth in our understanding of how our professional and personal lives should interrelate.

### **2. Structured involvement with professional issues that confront us as individual students and pharmacists.**

Such involvement should help us learn the ramifications of the issues and how they can be resolved in pharmacy's best interest. I emphasize the structured involvement implying that with structured involvement we receive guidance from someone who has experience and expertise with the issue. This is to be contrasted with unstructured exposure to an issue from our experiences while working in a pharmacy or just shooting the breeze with other students or pharmacists. This level of empirical experience with issues is important but really needs to be supplemented with some structured guidance. Our perspective on issues such as national health insurance, third party payment programs, drug product selection, patient package inserts needs some structured guidance if we are to develop a realistic and rational understanding. Thus, professional associations at the national level provide us with edited, accurate input via the organization's journal, and resource material and continuing education programs that are developed. Professional associations at the local level provide us with live programs where speakers or panels can discuss the issue, with opportunity to participate in projects that get us involved with aspects of the issue on a structured, supervised basis and opportunity to participate on committees which study and determine approaches to resolve the issue.

### **3. Personal growth in such areas as leadership experience, communication experience and learning how to go about effecting change in a responsible manner.**

Learning the art of changing legislation, changing attitudes, changing pharmacy services are all dividends of participating in committees, projects and as speakers on programs.

Professional and fraternal organizations in pharmacy at the national, state and local levels all really do want to serve the needs of pharmacy and the needs of individuals. In my experience, in organizations, however sometimes our vision gets blurred as to the priority needs, as to the need for organizations to work together in planning and coordinating efforts and as to the need to invest time and effort in leadership training. Hopefully, if your experience has been good in organizations you will continue to provide leadership and accept assignments on committees and as participants in projects. An important personal dividend will be your growth in the process. If on the other hand, you have been largely a joiner but not much for getting involved or if your attempts to get involved have had more frustrations than rewards, I'm hopeful you will be open to reconsidering how much effective participation in professional organization can mean to you and to the profession.



# 39TH GRAND COUNCIL CONVENTION

## KAPPA PSI CENTENNIAL CELEBRATION

AUGUST 5-10, 1979

SCOTTSDALE, ARIZONA



Camelback's South Pool faces Arizona landmark Camelback Mountain. This photo was shot through flowering purple bouganvillea. There are hundreds of varieties of cactus, plants, trees and shrubs on Camelback's 120 acres of grounds.



Camelback Inn's new 10,000 square foot Arizona Ballroom seats 1,500 theatre style or 775 meeting room style. For banquets, it will serve 1,000 guests; for receptions, 1,200.

### Marriott's Camelback Inn

#### FEATURES

**Convention Facilities** - For conventions, the Five Star Camelback Inn is a meeting planner's dream with 23,000 square feet of meeting space. Meeting rooms are located on the ground level, minutes away from guest rooms and recreational areas. Facilities include sound systems, visual aids, imaginative theme parties from steak fries on Mummy Mountain to Hawaiian Luau's. The food and banquet service is unequaled. With the new 10,000 square foot ballroom, Camelback Inn has added great flexibility to its existing facilities. It's divisible into eight separate conference rooms and seats groups of 25 to 1,600 theatre style and 1,000 for dining. Each room has individual lighting, sound and air conditioning controls. The appointments are rich earth tone interior designs that have so luxuriously linked the resort with the natural beauty of the southwest.

**Golf and tennis** - Camelback Inn has just the right climate for golf and tennis. The Camelback Country Club is a 6,687 yard championship course with complete pro shop offering a full line of equipment for rental or purchase. The most dazzling array of clothing is also available. Lessons by a golf professional are available. Camelback Inn has ten all-weather tennis courts (four lighted for night play). A tennis professional, as well as a tennis coordinator, are available.

- \* Hiking trails on Mummy Mountain
- \* Fully equipped children's playground
- \* Rental bicycles
- \* Shuffleboard courts
- \* Ping pong
- \* Game room
- \* Horseback riding
- \* Beauty & barber shop
- \* Gift shop
- \* Social Hostess on duty

#### DESERT DRESS

At Marriott's Camelback Inn the key word is casual. Sportswear, knits, and comfortable cottons are appropriate in all areas throughout the day. Be sure to include a bathing suit and perhaps some denims if riding or hiking appeals to you - and always, a sweater or jacket. For evening the same type of clothing you'd wear for a night out back home is acceptable here. Ties are not mandatory, but most men wear a sport coat or suit for dinner or dancing, with women in complimentary attire.

Truly an oasis in the desert. "In all the world, only one."



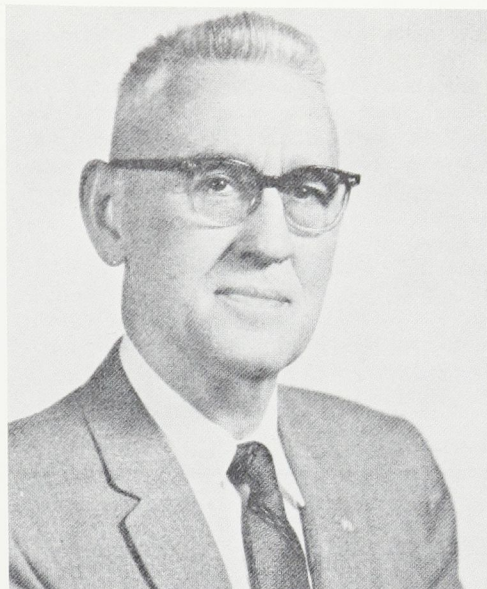
#### RESORT FACILITIES

- \* Two year 'round outdoor pools
- \* Two adjacent whirlpool baths

Marriott's  
**Camelback Inn**

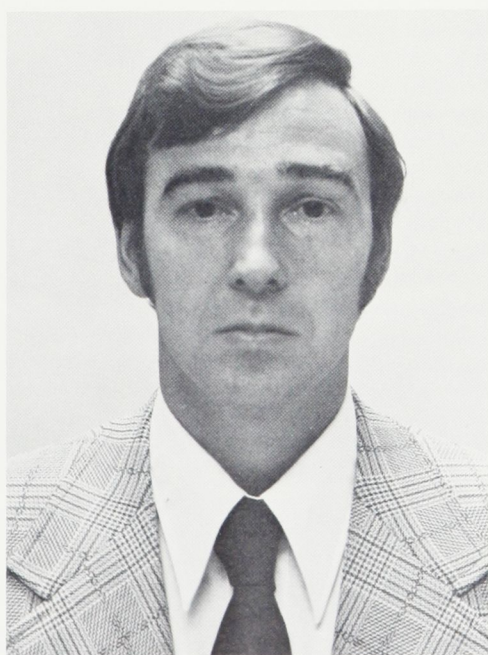


## DR. EBY HONORED



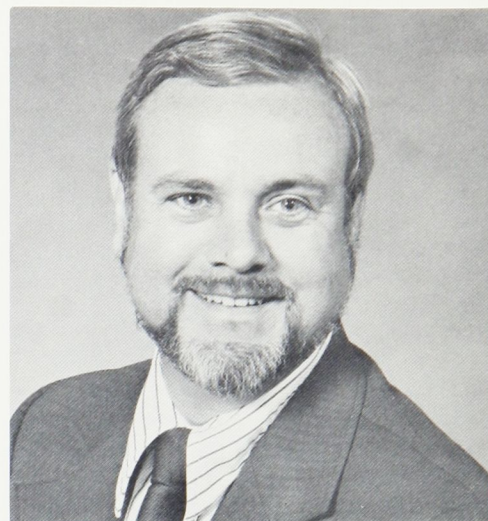
Frank H. Eby

**Dr. Frank H. Eby** (Beta Omega) taught at Temple University School of Pharmacy for forty-four years, one of the longest periods of faculty service in the history of the university. Because of his enthusiasm, dedication, service and contributions to the school and profession, the university dedicated the largest and most important lecture room of the new school of pharmacy building in his honor. On June 18, 1978, the Frank H. Eby Hall was dedicated. In conjunction with the dedication of Eby Hall, internationally prominent artist Sam Maitin was commissioned to create a limited edition serigraph. Dr. Eby was presented with print #1/125 at the exercises and print #2/125 will be hung prominently in Eby Hall. Brother Eby spent twenty-three years as a grand officer of Kappa Psi. For seven years he served as grand regent and later almost eleven years as the principal executive officer.



**Robert W. Piepho**, Ph.D., (Gamma Epsilon) has recently been appointed Associate Dean and Professor of Pharmacology at the University of Colorado School of Pharmacy. Brother Piepho was formerly on the faculty of the University of Nebraska Medical Center.

## PITT APPOINTS NEW PHARMACY DEAN



**Lewis W. Dittert**, Ph.D., (Beta Omega) professor of pharmacy at the University of Kentucky College of Pharmacy, has been appointed dean of the University of Pittsburgh School of Pharmacy. The appointment was announced by Nathan J. Stark, vice chancellor of Pitt's Schools of the Health Professions.

A 1956 graduate of Temple University, Dr. Dittert earned his M.S. and Ph.D. in pharmacy at the University of Wisconsin. He was awarded the Karr Fellowship from Smith Kline and French Laboratories of Philadelphia where he served as senior research pharmacist from 1961-67. Appointed assistant professor of pharmaceutical chemistry at the University of Kentucky in 1967, Dr. Dittert was promoted to associate professor in 1969 and has been full professor of pharmacy since 1973.

The author of over 40 scientific publications, Dr. Dittert's current research interests include the gastrointestinal absorption of drugs, the *in vivo* performance of drug products in humans, pharmacokinetics in animals and humans, tissue residues of drugs in food-producing animals, and clinical safety and efficacy testing of new drugs. He is a member of numerous scientific and professional societies and has served as consultant to Bristol Laboratories, Ortho Research Foundation, the Proctor and Gamble Company, the Upjohn Company, and the Du Pont Corporation, and as referee for the Journal of Pharmaceutical Sciences, the Journal of Pharmacokinetics and Biopharmaceutics, and Drug Intelligence and Clinical Pharmacology.

## NEWS IN BRIEF

- **Mr. Alfred J. D'Angelo** (Eta), 69, who retired in 1974 as senior vice president of Smith Kline Corporation became chairman of the board and chief executive officer of Keystone Automobile Club last year and this summer he assumed the presidency of the Citizens Crime Commission of Philadelphia.
- **Dr. Michael Ira Smith** (Epsilon) was granted a Ph.D. from the University of Minnesota this past summer. He is currently assistant professor of pharmacy administration at Arnold & Marie Schwartz College of Pharmacy. Brother Smith is Assistant Editor of *The Mask*.
- **Jerry B. Johnson**, Pharm. D., (Upsilon) is currently Associate Director of the Medical Information Department of Lederle Laboratories. He is currently involved in the designing and monitoring of bioavailability/bioequivalence studies and answering technical inquiries from practitioners. Prior to his move to industry in 1975, he was on the faculty of the University of Kentucky.



## PI CHAPTER PURDUE UNIVERSITY

This fall Pi Chapter will once again conduct a vigorous pledge program, beginning with a call-out picnic on September 4, 1978, at Dr. Stanley M. Shaw's home. The annual picnic shall include activities such as volleyball, softball, football and basketball. Along with the sports, several faculty, graduate chapter, and undergraduate Brothers will be present to speak on the goals of Kappa Psi and what becoming a member has meant to them. A slide presentation depicting some of Pi Chapter's history, social events, and professional projects will also be shown as a new addition to our pledge program this year.

The newly formed Indiana Graduate Chapter will conduct a meeting on October 14. The following day is the Annual Pledge-Active Football Game and the actives, having won only once in the past three years, will attempt to recruit some of the Graduate Chapter Brothers for this mighty contest.

Work has begun on the Pi Chapter sponsored Drug Fair to be held in the Purdue University Pharmacy School Building on November 10, 1978. Several letters have been sent to various pharmaceutical companies, inviting them to provide a representative to display a variety of their products but more importantly, to be present to answer questions we as pharmacy students may have concerning their products or manufacturing processes.

Also on November 10, Pi Chapter will host one of last year's most successful social events, a Casino-Royale evening with the Purdue University Nursing School students.

Several professionally oriented projects were planned for this fall as officers returned to the campus for a series of three meetings this summer. Most of these projects are aimed at providing information to fellow students concerning any number of topics from poison prevention to hypertension to answering questions about the pharmacy profession itself through the use of booths and window displays around the campus.

Pi Chapter would like to wish its Brothers good luck in the forthcoming school year.

Jim Bona

## GAMMA PI CHAPTER ST. LOUIS COLLEGE OF PHARMACY

To start the school year off, Gamma Pi Chapter would like to expose this year's officers to the other chapters of Kappa Psi. They include:

Regent .....	Dennis Bouselli
Vice Regent .....	Gilbert Canania
Secretary .....	Ken Ludwig
Treasurer .....	Jeff Larkin
Sergeant at Arms.....	John Tonjuk
Chaplain .....	Robert Wade
Historian .....	Tom McSherry
Grand Council Deputy .....	Dr. Leonard Naeger

Recognition is also due to Gamma Pi's most recent RPh's. This year we are proud to present Jeff Baker, Tom Baker, Dave Bozarth, Bill Gilomen, Don Jacoby, Scott Kringer and Steve Moore.

Two of our fifth year students were bound in holy matrimony this August. Fortunately, they were not bound to each other, but to members of the opposite sex. James Byars and Rusty Dunbar are having and holding two of the most gorgeous creatures man could set his eyes on. When James was asked how he felt about the matter, all he could say was, "Pledging has only just begun."

Next in line, our upcoming activities and projects should be revealed. First of all, we had our annual pig roast on August 26 at Cuba, Mo. Camping, boating, fishing and tennis was provided with plenty of Budweiser on hand. Speaking for all those attending, it was nothing short of a good time.

Here, in St. Louis, our major projects include a semi-annual blood drive, editing and composing the college yearbook, sponsoring the annual wheelchair basketball game and participating in the St. Louis Old Newsboys Day drive for underprivileged boys in the area. Also the graduates get together and meet the younger members at many of the card parties held at the fraternity house.

Now for bad news. William Severns passed away this summer on July 25. Bill was a fourth year student and member for over two years. For all those who knew Bill, he will not be forgotten in many years to come. I'm sure that he would be grateful if the brothers across the nation would take a minute of their time to wish him eternal happiness.

For our views on women joining Kappa Psi—sure it's a good idea, but only if they were Little Sisters or some other auxiliary organization. Women allowed to actually join the ranks of Kappa Psi would defeat the purpose of brotherhood. A Pharmaceutical Fraternity is a way to express oneself in the field of Pharmacy as a man. There are Pharmaceutical Sororities which give women a chance to obtain identification as women in Pharmacy. If a person wanted to be regarded without sexual interpretation in pharmacy, then it would be wise to choose a professional student ORGANIZATION such as SAPHa and later APHA.

Lastly, we would like to express our appreciation to the brothers of Gamma Omega in Little Rock for their hospitality at the Province VII convention back in April. Everyone from Gamma Pi who attended had an enjoyable and rewarding experience.

Tom McSherry

## GAMMA MU CHAPTER NORTHEAST LOUISIANA UNIVERSITY

Greetings from Louisiana, where the air is sweet, the water pure and the crawfish growing bigger everyday.

We've had a pretty busy year, here at Gamma Mu. We participated in every intramural sport offered on campus. We're #1 in football in our division, and held our own in the other sports. Our annual "Pig Roast" was a big success, entertaining not only current students but also our faculty members and returning alumni. Our Spring Formal/Awards Banquet was the highlight of the spring semester. Again, many alumni made the evening enjoyable and one we will long remember. (Thanks Mike for the great photography??)

Even though our membership is down at the present time, we have high prospects for RUSH this fall and are looking forward to the coming year.

Our officers for the year are as follows:

Regent .....	Don McCoy
Vice Regent .....	"Fred" Richard
Corresponding Secretary.....	Ricky Mannino
Recording Secretary .....	Terry Bowen
Treasurer .....	Steve Ortego
Chaplain .....	Gene King
Sergeant-at-Arms .....	Mike Roy

We would like to take this opportunity to thank Dr. Mike DeGennaro for all his assistance and support for the past two years as our advisor. We are also proud to announce that Dr. August Dante (former Grand Regent) will be our advisor for the 1978-79 year.

In closing, we would like to extend our southern hospitality to all brothers and alumni visiting or travelling through our area.

Richard Mannino



## GAMMA NU CHAPTER UNIVERSITY OF THE PACIFIC

What else could be more exciting than August when the Brothers of Gamma Nu are having the one and only month of vacation in the whole year especially after the diligent and never-ending summer semester.

Besides studying, the Brothers managed to have two fund-raising car washes for our financial deficit and our annual golf tournament in which we had a competitive and yet relaxing time. Activities in the coming Fall include our back to school dance on September 15, this time co-sponsored by the ladies of LKS; two pre-game barbeque parties, Wednesday Night party, Trick-or-Treat Casino Night as pre-rush functions. Professionally, the Brothers had newspaper clippings of interesting and informative health-related articles put up in the show case in front of the library.

Our last summer meeting ended with an election of new officers as our Executive Committee for Fall 1978.

Regent .....	Bob DiPonti
1st Vice Regent.....	Ray Scott
2nd Vice Regent.....	Pete J. Nudo
Treasurer .....	Ki Vacca
Corresponding Secretary.....	Jim Sylvia
Recording Secretary.....	John Dunn
Historian .....	Herb Cho
Chaplain.....	Ying Wing Ho
Sergeant-at-Arms .....	Brian Benson
ASUOP Senator.....	Mike Omlansky

We wish all the Brothers and Sisters the best of luck and happiness in the coming year.

**Herb Cho**

## PACIFIC GRADUATE CHAPTER

Greetings to all Kappa Psi Brothers. Homecoming will be here soon and plans are now being made for an outstanding day of activities on November 11, 1978 in Stockton. The day will begin with a morning reception at the fraternity house, followed by the annual homecoming parade, a noon-time luncheon at the house, a Pacific Graduate Chapter meeting at 1:00 p.m., the football game at 2:00 p.m., with a dance to finish off the day in the evening. Plenty of beer will be on tap and the Class of 1968 will be having their ten-year reunion. It will be a great day, plan on attending.

(continued from page 6)

with their profession, they also demonstrated a lack of commitment to the profession. Fifty-seven percent of the pharmacists surveyed would have second thoughts or definitely not return to pharmacy as their chosen profession. Also, fifty-one percent of the sample would not recommend their present job to a prospective employee.

At a time when wages are at an all time high, the demand for therapeutic education from both the consumer and other health professionals is increasing daily, when our standard of living is providing more comfort than ever, pharmacists are turning off to their jobs.

The lack of advancement potential seems to be directly related to job satisfaction. Pathways for advancement and promotion must be developed within the existing work environments. In the majority of cases, the staff pharmacist was the least satisfied respondent category. As the level of ownership or degree of autonomy increased, the level of satisfaction increased also. This suggests that new, intermediate advancement levels within the existing hierarchy of pharmacy be identified. In our community pharmacies it may be possible to increase job satisfaction by carefully reviewing the present job responsibilities and task re-assignment to include additional authority and responsibility. Perhaps the assignment of purchasing and inventory control in the cosmetic department for a clerk would be an added job stimulus. For the pharmacist in the community pharmacy, the opportunity to share in the profits, to buy into the business or even an option to purchase at a later date may be a terrific incentive. In the hospital titles are important, such as chief pharmacist, Assistant Director, Supervisor for in-house education.

In the areas of evaluation and compensation a manager must realize he is evaluating himself and his personnel relations program when he evaluates his employees. This procedure is even more personal than my evaluation of my students. I did not select my students; however, the manager did select and train his employees.

If the manager has a genuine desire to be fair and honest with his employees, if the pay scale is easily understood and competitive with the market, if incentive and opportunity for advancement are incorporated into the pay scale and if the methods of evaluation and compensation were well understood prior to employment, then this task should be simple and mutually satisfying. Because the pharmacy is open longer hours and on weekends, it presents a special problem in retaining competent front end people. The competition is not just other pharmacies but other businesses, offices and factories as well. The compensation must be competitive within the total market place.

Let me conclude by saying the compensation plan is merely a supplement to the pharmacy manager's good managerial techniques and is not a substitute for them. The plan may furnish a limited amount of stimulation and direction, but other types of supervision and incentive are still necessary. A good compensation plan can add to good management of a pharmacy, but it can never replace adequate management. □

## 39TH GRAND COUNCIL CONVENTION

KAPPA PSI CENTENNIAL CELEBRATION

AUGUST 5-10, 1979

MARRIOTT'S CAMELBACK INN

SCOTTSDALE, ARIZONA



yes, alumni we want to know what you have been doing. So, sound off and let us hear from you.

NAME \_\_\_\_\_

CHAPTER \_\_\_\_\_ ADDRESS \_\_\_\_\_

Clip mailing label from cover of your magazine and attach here. Then, indicate all corrections in form below.

Clip this and send to

PLEASE  
PRINT

[illegible]



## EXECUTIVE COMMITTEE

## DIRECTORY

## PAST GRAND REGENTS

### Grand Regent

Mr. William A. Fitzpatrick  
Fitzpatrick Pharmacy  
130 Manchester Road  
Ballwin, MO 63011  
(314) 394-6622 (Day)  
(314) 227-9917

### First Grand Vice Regent

Dr. Dewey D. Garner  
University of Mississippi  
School of Pharmacy  
University, MS 38677  
(601) 232-7262  
(601) 234-8651

### Second Grand Vice Regent

Dr. Patrick R. Wells  
Texas Southern University  
School of Pharmacy  
3201 Wheeler Avenue  
Houston, TX 77004  
(713) 527-7164

### Third Grand Vice Regent

Mr. Joseph Miletta  
272 Getzville Road  
Amherst, NY 14226  
(716) 674-3700

### Grand Historian

Dr. Leonard L. Naeger  
St. Louis College of Pharmacy  
4588 Parkview Place  
St. Louis, MO 63110  
(314) 367-8700

### Grand Ritualist

Mr. Larry Lee Slater  
1619 N.E. Clubhouse Dr., Apt. 301  
North Kansas City, MO 64116  
(816) 474-6541

### Grand Counselor

Mr. Jerome P. Delaney  
44 Carmolite Drive  
West Seneca, NY 14224  
(716) 823-3369

### Immediate Past Grand Regent

Dr. Norman A. Campbell  
College of Pharmacy  
University of Rhode Island  
Kingston, RI 02881  
(401) 792-2734

### Graduate Member-At-Large

Mr. William R. Smith  
4337 Frazho Road, Apt #104  
Warren, MI 48091  
(313) 754-4086

### Advisory Committee

Dr. Glen J. Sperandio, Chairman  
1306 Northwestern Avenue  
West Lafayette, IN 47906  
(317) 463-9689

### Collegiate Member

Mr. Patrick N. Bays  
3411 North Kachina Lane  
Scottsdale, AZ 85251

### Collegiate Member

Mr. Bradley Mote  
1180 S. Lumpkin Street  
Athens, GA 30601

### Graduate Member

Mr. John P. Dempsey  
522 Rogers Street  
Tweksbury, MA 01876

### Graduate Member

Mr. Johnny W. Porter  
1908 Cap Rock Drive  
Richardson, TX 75080

### Executive Secretary

Dr. Donald G. Floriddia\*  
The Central Office  
1313 W. Robinhood Drive  
Suite 7  
Stockton, California 95207  
(209) 477-4439

### Assistant Executive Secretary

Mr. Robert Louie  
University of the Pacific  
School of Pharmacy  
Stockton, CA 95211

### Editor of The Mask

Mr. Norman H. Kobayashi\*  
1063 Normington Way  
San Jose, CA 95136  
(408) 267-8374  
(415) 855-5471 (Day)

Dr. Norman A. Campbell—1972-1974  
College of Pharmacy  
University of Rhode Island  
Kingston, RI 02881  
(401) 792-2734

Dr. August G. Danti—1969-1972  
College of Pharmacy and  
Allied Health Professions  
Northeast Louisiana University  
Monroe, LA 71201

Dr. James C. King—1967-1969  
University of the Pacific  
School of Pharmacy  
751 Brookside Road  
Stockton, CA 95211

Dr. Glen J. Sperandio—1963-1967  
1306 Northwestern Avenue  
West Lafayette, IN 47906

Dr. Herman Forslund—1961-1963  
1737 N.W. Beca Street  
Corvallis, OR 97330

Dr. Milton L. Neuroth—1957-1959  
Medical College of Virginia  
1200 East Broad  
Richmond, VA 23219

Dr. Louis Fischer—1955-1957  
13875 108th Drive  
Sun City, AZ 85351

Prof. Nicholas W. Fenney—1953-1955  
62 Broadfield Road  
Hamden, CT 06514

Dr. Frank H. Eby—1946-1953  
109 Fairview Road  
Springfield, PA 19064

## NECROLOGY

The Brothers of Delta Beta and Southwestern Graduate Chapters sadly report the untimely death of Brother Leo Everett Kemp on June 6, 1978. Leo was killed in an armed robbery of his pharmacy, The Pharmacy Shop, in Denton, Texas. Leo Graduated from Southwestern State University in 1973. While there he served Delta Beta as Historian-Reporter and was honored as Delta Beta's "Brother of The Year" in 1973. Leo was 28 years old and is survived by his mother, his Wife, Janice, and 5 month old daughter, Amanda. Deep and heartfelt sympathy is expressed on behalf of all Brothers of Kappa Psi.

Johnny W. Porter

**William Severns (Gamma Pi)  
on July 25, 1978**

\*Ex Officio

## Articles for Publication in THE MASK

Brothers wishing to submit material for publication in *THE MASK* and Collegiate Chapter Historians sending their articles for publication should observe the following dates:

Issue

Postmarked not later than

January - March

February 15

April - June

May 15

July - September

August 15

October - December

November 15

Send your article to:

**Norman H. Kobayashi  
Editor of THE MASK  
Syntex Laboratories, Inc.  
3401 Hillview Avenue  
Palo Alto, CA 94304**



# 1978 DIRECTORY

## COLLEGIATE CHAPTERS

**EPSILON**—College of Pharmacy, University of Minnesota, Minneapolis, Minnesota 55414

**ETA**—Philadelphia College of Pharmacy and Science, 43rd and Kingsessing Streets, Philadelphia, Pennsylvania 19104

**THETA**—School of Pharmacy, Medical College of Virginia, Health Sciences Division of Virginia Commonwealth University, Richmond, Virginia 23219

**IOTA**—School of Pharmacy, Medical University of South Carolina, 80 Barre Street, Charleston, South Carolina 29401

**MU**—Massachusetts College of Pharmacy, 179 Longwood Avenue, Boston, Massachusetts 02115

**NU**—School of Pharmacy, University of Connecticut, Storrs, Connecticut 06268

**XI**—College of Pharmacy, The Ohio State University, 500 West 12th Avenue, Columbus, Ohio 43210

**PI**—School of Pharmacy and Pharmacal Sciences, Purdue University, Lafayette, Indiana 47907

**RHO**—School of Pharmacy, University of Kansas, Lawrence, Kansas 66044

**SIGMA**—School of Pharmacy, University of Maryland, 636 West Lombard Street, Baltimore, Maryland 21201

**UPSILON**—College of Pharmacy, University of Kentucky, Washington and Gladstone Streets, Lexington, Kentucky 40506

**CHI**—College of Pharmacy, University of Illinois, 833 South Woodward Street, Chicago, Illinois 60680

**PSI**—College of Pharmacy, University of Tennessee, 874 Union Avenue, Memphis, Tennessee 38103

**BETA GAMMA**—School of Pharmacy, University of California, San Francisco Medical Center, San Francisco, California 94122

**BETA DELTA**—Albany College of Pharmacy, Union University, 106 New Scotland Avenue, Albany, New York 12208

**BETA EPSILON**—College of Pharmacy, University of Rhode Island, Kingston, Rhode Island 02881

**BETA ZETA**—School of Pharmacy, Oregon State University, Corvallis, Oregon 97331

**BETA ETA**—School of Pharmacy, West Virginia University, Morgantown, West Virginia 26506

**BETA KAPPA**—School of Pharmacy, University of Pittsburgh, 3501 Terrace Street, Pittsburgh, Pennsylvania 15213

**BETA LAMBDA**—College of Pharmacy, The University of Toledo, 2801 West Bancroft Street, Toledo, Ohio 43606

**BETA NU CHAPTER**—Creighton University School of Pharmacy, 2500 California Street, Omaha, Nebraska 68178

**BETA XI**—School of Pharmacy, The University of North Carolina, Chapel Hill, North Carolina 27514

**BETA OMICRON**—School of Pharmacy, University of Washington, Seattle, Washington 98195

**BETA PI**—College of Pharmacy, Washington State University, Pullman, Washington 99163

**BETA RHO**—School of Pharmacy, The University of Mississippi, University, Mississippi 38677

**BETA SIGMA**—College of Pharmacy, North Dakota State University, Fargo, North Dakota 58102

**BETA UPSILON**—College of Pharmacy, Butler University, 46th and Sunset Avenue, Indianapolis, Indiana 46207

**BETA PHI**—College of Pharmacy, University of Cincinnati, Cincinnati, Ohio 45221

**BETA CHI**—College of Pharmacy, Drake University, 28th and Forest, Des Moines, Iowa 50311

**BETA PSI**—School of Pharmacy, University of Wisconsin, Madison, Wisconsin 53706

**BETA OMEGA**—School of Pharmacy, Temple University of The Commonwealth System of Pennsylvania, 3307 North Broad Street, Philadelphia, Pennsylvania 19140

**GAMMA GAMMA**—College of Pharmacy, The University of Texas at Austin, Austin, Texas 78712

**GAMMA DELTA**—College of Pharmacy, Ohio Northern University, Ada, Ohio 45810

**GAMMA EPSILON**—College of Pharmacy, University of Nebraska Medical Center, 42nd and Dewey, Omaha, Nebraska 68105

**GAMMA ZETA**—School of Pharmacy, Samford University, 800 Lakeshore Drive, Birmingham, Alabama 35209

**GAMMA ETA**—School of Pharmacy, University of Montana, Missoula, Montana 59801

**GAMMA THETA**—School of Pharmacy, University of Missouri, Kansas City, 5100 Rockhill Road, Kansas City, Missouri 64110

**GAMMA IOTA**—School of Pharmacy, State University of New York at Buffalo, Buffalo, New York 14214

**GAMMA KAPPA**—College of Pharmacy, South Dakota State University, Brookings, South Dakota 57006

**GAMMA MU**—School of Pharmacy, Northeast Louisiana University, 4001 DeSiard, Monroe, Louisiana 71201

**GAMMA NU**—School of Pharmacy, University of the Pacific, Pacific Avenue and Stadium Drive, Stockton, California 95211

**GAMMA XI**—School of Pharmacy, University of South Carolina, Columbia, South Carolina 29208

**GAMMA OMICRON**—College of Pharmacy, University of Oklahoma, Norman, Oklahoma 73069

**GAMMA PI**—St. Louis College of Pharmacy, 4588 Parkview Place, St., Louis, Missouri 63110

**GAMMA RHO**—College of Pharmacy, University of New Mexico, Albuquerque, New Mexico 87106

**GAMMA SIGMA**—College of Pharmacy, University of Florida, J. Hillis Miller Health Center, Gainesville, Florida 32601

**GAMMA UPSILON**—College of Pharmacy, The University of Arizona, Park and 3rd Streets, Tucson, Arizona 85721

**GAMMA PHI**—School of Pharmacy, University of Georgia, Athens, Georgia 30601

**GAMMA CHI**—School of Pharmacy, Ferris State College, 901 South State Street, Big Rapids, Michigan 49307

**GAMMA PSI**—Southern School of Pharmacy, Mercer University, 223 Walton Street, N. W. Atlanta, Georgia 30303

**GAMMA OMEGA**—School of Pharmacy, University of Arkansas Medical Center, 4301 West Markham, Little Rock, Arkansas 72201

**DELTA BETA**—School of Pharmacy, Southwestern Oklahoma State University, Weatherford, Oklahoma 73096

**DELTA GAMMA**—School of Pharmacy, Auburn University, Auburn, Alabama 36830

**DELTA DELTA**—College of Pharmacy, University of Houston, 3801 Cullen Boulevard, Houston, Texas 77004

**DELTA EPSILON**—School of Pharmacy, Duquesne University, Pittsburgh, Pennsylvania 15219

**DELTA ZETA**—College of Pharmacy, the University of Iowa, Iowa City, Iowa 52240

**DELTA ETA**—College of Pharmacy, Xavier University, New Orleans, Louisiana 70125

**DELTA THETA**—School of Pharmacy, Texas Southern University, Houston, Texas 77004

**DELTA IOTA**—School of Pharmacy, Florida A & M University, Tallahassee, Florida 32307

**MU OMICRON PI**—Wayne State University, 719 Virginia Park, Detroit, Michigan 48202





## GRADUATE CHAPTER AND PROVINCE DIRECTORY

**ADA**—Mr. John A. Ballanger, 600 S. Simon St., Ada, OH 45810

**ALBANY**—Dr. Rinaldo V. DeNuzzo, Secretary, Albany College of Pharmacy, 106 New Scotland Ave., Albany, N. Y. 12208

**ARKANSAS**—Mr. Eugene Graves, Secretary, University of Arkansas, College of Pharmacy Medical Center, Little Rock, Arkansas 72205

**ARIZONA**—Mr. Richard Weidhopf, Arizona Graduate Chapter, 7201 E. Brooks, Tucson, Arizona 85710

**BOSTON**—Mr. Jay Fischera, Secretary, 2 Agnes Terrace, Methuen, MA 01844

**BUFFALO**—Mr. John Malke, Secretary, 119 Woodward, Springville, NY 14141

**CENTRAL NEW YORK**—Mr. John Fiacco, 104 N. Jackson Avenue, Endicott, NY 13760

**CINCINNATI**—Mr. Joseph Grein, Cincinnati Graduate Chapter, 6492 Kenview Drive, Cincinnati, OH 45243

**COLUMBUS**—Mr. Thomas D'Onofrio, Columbus Graduate Chapter, 1652 Stonebrook Lane, Columbus, OH 43229

**CONNECTICUT**—Mr. John Parisi, Secretary, 74 Main Street, Winsted, CT 06098

**DETROIT**—Mr. Benjamin Price, Detroit Graduate Chapter, 45675 Van Dyke, Utica, MI 48087

**HOUSTON**—Mr. John Wade, Houston Graduate Chapter, 4617 Pine, Bellaire, TX 77401

**ILLINOIS**—Larry Gorcowski, Secretary, 12421 S. Throop Street, Chicago, IL 60643

**INDIANA**—Mr. Don McClarney, Regent, Purdue University, School of Pharmacy, West Lafayette, Indiana 47907

**IOWA**—Mr. Joseph Vocelka, Iowa Graduate Chapter, 6659 N.W. 52nd CT. Des Moines, IA 50323

**KANSAS CITY**—Mr. Rick Svoboda, Kansas City Graduate Chapter, 10 N.E. 61st St., Apt. 2A, Gladstone, MO 64118

**KENTUCKY**—Mr. Thomas L. Weisert, Kentucky Graduate Chapter, P.O. Box 122, Prospect, KY 40059

**LOUISIANA**—Mr. John E. Zitzmann III, Secretary, 323 Selman Drive, Apt. 41, Monroe, LA 71201

**MARYLAND**—Mr. Michael Luzuriaga, Secretary, 5525 Seward Avenue, Baltimore, MD 21206

**MINNESOTA**—Mr. Bruce Benson, Secretary, College of Pharmacy, University of Minnesota, Minneapolis, MN 55455

**NEBRASKA**—Mr. Steven K. Boshart, Secretary, 2541 So. 35, Lincoln, NE 68506

**NEW JERSEY**—Mr. James Trabulsi, Secretary, 82 Lincoln Avenue, Cliff Side Park, NJ 07011

**NEW YORK**—Mr. Sandro A. Rogers, Secretary, 607 West End Avenue, New York, New York 10024

**NORTH CAROLINA**—Mr. Gary Dunham, Regent, North Carolina Graduate Chapter, 2472 Foxwood Drive, Chapel Hill, North Carolina 27514

**NORTH DAKOTA**—Dr. Leo Shermeister, North Dakota Graduate Chapter, North Dakota State University, College of Pharmacy, Fargo, ND 58102

**OKLAHOMA**—Mr. Howard L. Tyler, Jr., Oklahoma Graduate Chapter, 425 E. St. Louis Street, Wetumka, OK 74883

**PACIFIC**—Mr. Michael A. Baum, R.Ph., Pacific Graduate Chapter, 18915 Kinbrace St., Northridge, CA 91324

**PHILADELPHIA**—Dr. Roger Schaare, Philadelphia College of Pharmacy and Science, 43rd and Kingsessing Streets, Philadelphia, PA 19104

**PITTSBURGH**—Mr. Louis N. Ace, Jr., Secretary, School of Pharmacy, University of Pittsburgh, 719 Salk Hall, Pittsburgh, PA 15261

**POCONO GRADUATE CHAPTER**—Mr. F. Paul Hiller, 28 East Union Street, Nanticoke, PA 18634

**PORTLAND**—Mr. Phil Smithhisler, Secretary, 4348 N.E. 33rd Avenue, Portland, OR 97211

**PROVIDENCE**—Mr. John Pagliarini, Secretary, RFD #1, Castle Dr., Hope, RI 02831

**ST. LOUIS**—Dr. Leonard Naeger, Secretary, St. Louis College of Pharmacy, 4588 Parkview Place, St. Louis, MO 63011

**SAN FRANCISCO**—Robert E. McPeck, Secretary, 1150 Bay Street, Alameda, CA 94501

**SEATTLE**—Dr. Lynn R. Brady, Secretary, College of Pharmacy, 102 Bagley Hall, University of Washington, Seattle, WA 98105

**SOUTH CAROLINA**—Mr. Ben Welch, Regent, P.O. Box 11393, Columbia, SC 29211

**SOUTHWESTERN**—Dr. David W. Coates, Ex. Sec., Southwestern Graduate Chapter, School of Pharmacy, S.W. Oklahoma State University, Weatherford, OK 73096

**TEXAS**—Mr. C. W. (Bill) Bode, Jr., Secretary, 1720 N. Barton Springs Road, Austin, TX 78704

**WEST VIRGINIA**—Dr. Robert Lowe, Secretary, West Virginia Graduate Chapter, Monongalia General Hospital, Morgantown, NY 26506

**WISCONSIN**—Mr. Victor Schiszik, Secretary, School of Pharmacy, 425 N. Charter Street, Madison, WI 53706

### PROVINCE I

*(Chapters in Albany, Connecticut, Massachusetts and Rhode Island)*

Satrap—Mr. Darrell D. Goodridge, 40 Hartland, Pittsfield, ME 04967

### PROVINCE II

*(Chapters in New York, New Jersey and Pennsylvania)*

Satrap—Mr. Louis Dipaolo, 700 Forbes Avenue, Cricklewood Hills, Apt. 703, Pittsburgh, PA 15219

### PROVINCE III

*(Chapters in Maryland, Virginia, W. Virginia, N. & S. Carolina)*

Satrap—Mr. Ben Welch, South Carolina Grad. Chap., P.O. Box 11393, Columbia, S. C. 29211

### PROVINCE IV

*(Chapters in Alabama, Florida and Georgia)*

Satrap—Mr. Henry Lewis, III, Florida A & M University School of Pharmacy, Tallahassee, FL 32307

### PROVINCE V

*(Chapters in Buffalo, Kentucky, Michigan and Ohio)*

Satrap—Mr. Anton Sheridan, 23776 36th Avenue, Ravenna, MI 49457

### PROVINCE VI

*(Chapters in Illinois, Indiana and Wisconsin)*

Satrap—Mr. Albert Alderman, c/o School of Pharmacy, Purdue University, West Lafayette, IN 47907

### PROVINCE VII

*(Chapters in Arkansas, Kansas, Missouri, Louisiana, Mississippi, Oklahoma, Tennessee and Texas)*

Satrap—Mr. Charles A. Carden, P.O. Box 305, St. John, KS 67576

### PROVINCE VIII

*(Chapters in Iowa, Minnesota, Nebraska, N. & S. Dakota)*

Satrap—Mr. Mike Schmidt, 1454 Dakota Drive #3, Ottawa, IL 61350

### PROVINCE IX

*(Chapters in Arizona, California and New Mexico)*

Satrap—Dr. Patrick Catania, University of Pacific, School of Pharmacy, 751 Brookside Road, Stockton, CA 95211

### PROVINCE X

*(Chapters in Montana, Oregon and Washington)*

Satrap—Dr. William Hayton, Washington State University School of Pharmacy, Pullman, WA 99163