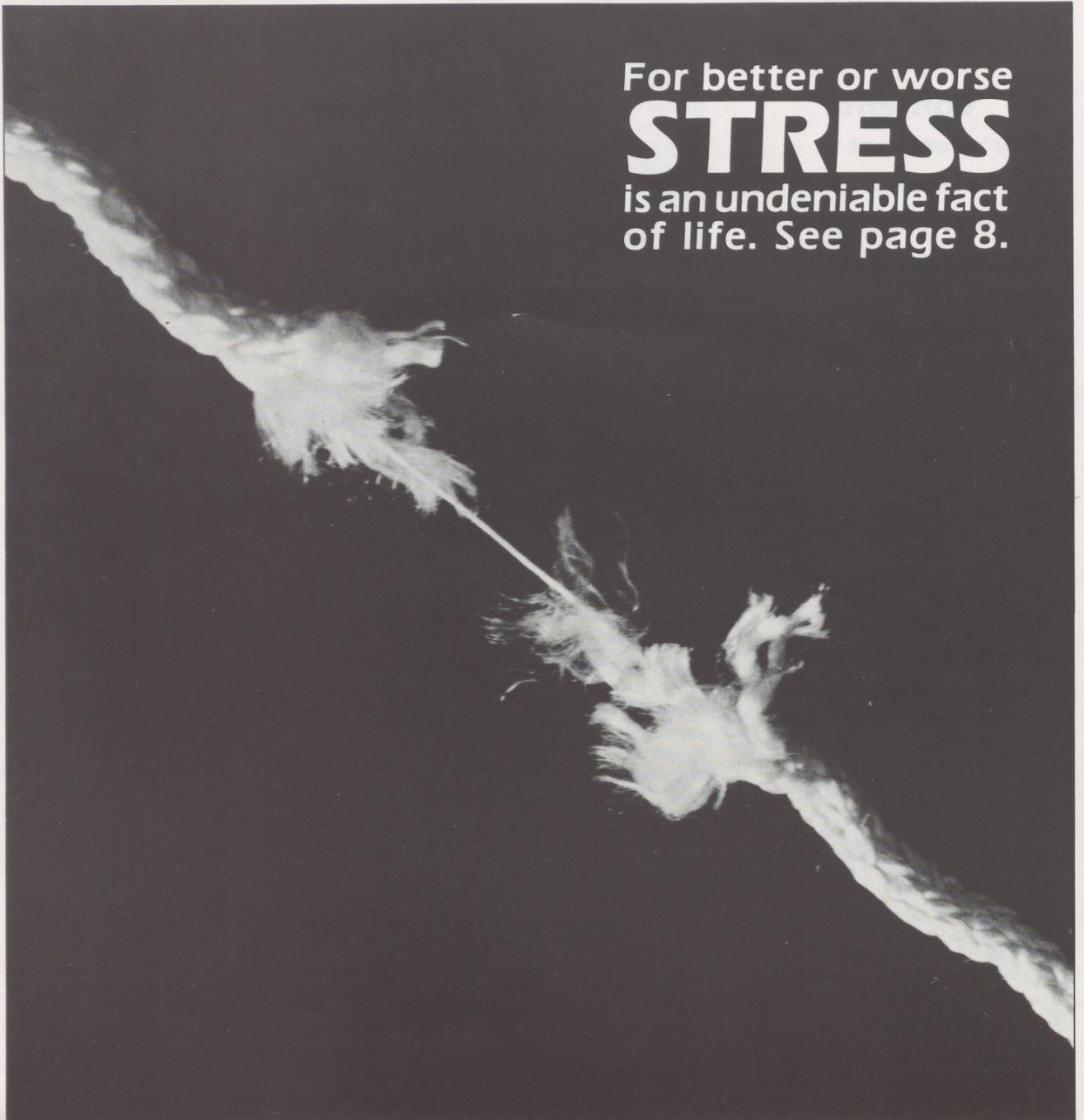




LAMBDA KAPPA SIGMA  
International Pharmacy Fraternity

# Blue & Gold Triangle

December, 1988



For better or worse  
**STRESS**  
is an undeniable fact  
of life. See page 8.





# Blue & Gold Triangle

December, 1988

## Contents

<b>Editor's Comment</b>	<b>2</b>
<b>Regional Meetings</b>	<b>2</b>
<b>ΛΚΣ Personality Types</b>	<b>3</b>
<b>Lexington Off and Running</b>	<b>6</b>
<b>Managing Stress</b>	<b>8</b>
<b>Chapter News</b>	<b>11</b>
<b>Grand Council</b>	<b>16</b>

## EDITOR'S COMMENT

Lambda Kappa Sigma's 1988 Leadership Conference was successful in many ways. Two of the educational presentations are included in this issue of the TRIANGLE. I've found both presentations particularly helpful in my life already. Certainly any pharmacist dealing with the demands of today's practice can appreciate a lesson in stress management. The second article deals with personality types. I wish each of you reading this article could have joined us in Boston if you were not there.

Personality typing was a new lesson to me. Appreciating the personality of those you work with daily or come in contact with less frequently makes life a little easier. I believe that once we realize that each of us has innate personality traits, we can better understand each other and work more easily together. As I worked through the Myers-Briggs Test Instrument which was a part of the background for

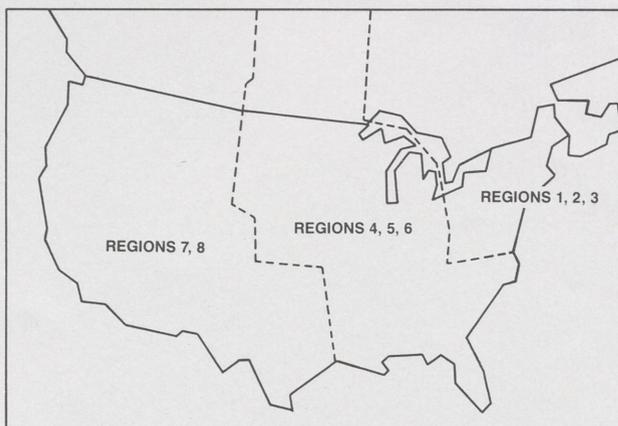
our program, I thought about the different patients that I had come in contact with in my pharmacy practice and how I reacted to those patients. Most importantly, I learned how I should react to those patients based on our varying personality types.

Through the knowledge that I gained my understanding of those that I come in contact with will certainly be effected. This lesson also will help me in future negotiating situations. I now will be able to better understand the position of those that I am dealing with in business.

I also think that the lessons learned will make me more sensitive with my family and friends. Certainly I have a better understanding of the feelings of others having experienced the session at Convention. By the way, I'm an ENTJ. Is anyone surprised?

MARY GREAR  
Executive Director

# 1989 REGIONAL MEETINGS SET



**REGIONS 1, 2, 3**      **September 29, 30 and October 1**  
Hyatt Regency, Cherry Hill (Philadelphia), New Jersey

**REGIONS 4, 5, 6**      **July 28, 29, 30**  
Daniele Hilton, Clayton (St. Louis), Missouri

**REGIONS 7, 8**      **August 4, 5, 6**  
Hyatt Regency Alicante, Garden Grove (Anaheim), California

The dates and locations for the 1989 Regional Meetings have been decided upon. Programs featured at these meetings will include the topics of estate planning, Geropharmacy, and the Schering Report X. Collegiate workshops will be held on how to effectively conduct a meeting and write minutes, officer transition including administrative and financial aspects, and ritual presentations.

A \$55 registration fee has been set for each of the three meetings. This will include the program and some meal functions. Entertainment for each of the meetings is planned. There will be horse races in the east, a trip back in time with a visit to a historically renovated train station in the midwest, and a trip to Disneyland in the West. Watch future issues of the TRIANGLE for more program details.

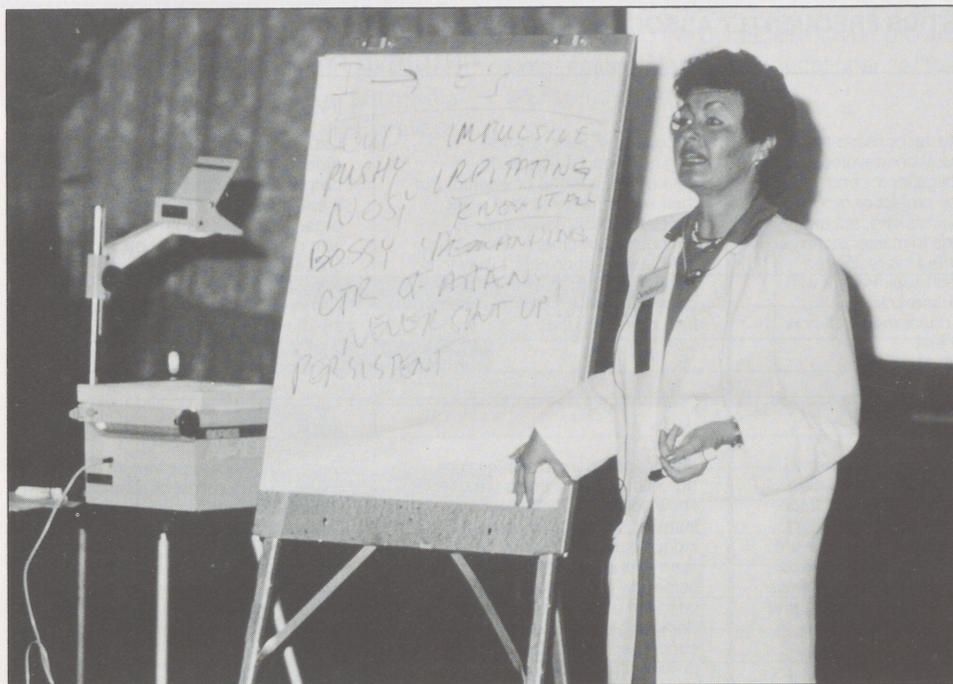


The Blue and Gold Triangle is the official publication of Lambda Kappa Sigma, International Pharmacy Fraternity published quarterly by Lambda Kappa Sigma.

Mrs. Mary Grear  
Editor and Executive Director  
6250 Mountain Vista, Suite H-6  
Henderson, NV 89014

Lambda Kappa Sigma is a member of the College Fraternity Editors Association and the Professional Fraternity Association.

# ΛΚΣ IDENTIFIES PERSONALITY TYPES



Sandra Gill, M.A., led our Leadership Conference through an exercise identifying our individual personality types.

by SANDRA GILL, M.A.

110 members of Lambda Kappa Sigma completed the Myers-Briggs Type Indicator (MBTI) mailed prior to the August conference. The data were tabulated and reported during the keynote presentation by Sandra Gill, Saturday morning, August 6, 1988.

The MBTI is a psychological profile based on Jungian psychological concepts. Using a series of questions that have been developed over a 12 year period, the instrument assesses individuals preferences for *perception* and *judgment*. LKS respondents used the newly released self-scoring instrument to determine their "type," indicated by one of sixteen combinations of perception and judgment (see Figure 1). Of the 110 respondents, the LKS sample was distributed similarly to other pharmacy groups who have completed the Type profile (see Figure 2).

The value of knowing one's individual preferences for taking in information and then

using it to make judgments is manifested in both work and home situations. For example, individuals who are extroverted in their perception prefer to be very actively engaged with people, are fluid in their verbal and emotional expressions, and prefer to experience a wide variety of things, often simultaneously. Extroverts literally draw their energy from other people and interactive events, in contrast to introverts who prefer privacy and who experience a drain of energy from constant interaction and contact with others. Introverts literally need time and space to themselves to restore their energy levels. In general, introverts prefer to think about things before they make a verbal commitment or decision. Knowing your preference allows you to appreciate the value of your opposite type, and to understand what kind of environment will be most effective for your work efforts.

From a preference for perceiving through an introverted or extroverted approach to life,

we then organize our perceptions through a preference for sensing or intuition. Sensors rely heavily on information that is validated by their senses, such as tangible evidence about what is going on. Sensors are particularly concerned with sequence, details, and order. In contrast, intuitives rely on their strong "gut reactions," i.e., their intuition and "second sight." They have an extremely clear view of future events, even through they often have difficulty explaining the reasons for their perceptions (especially to sensors who tend to discount and distrust their intuition since it

cannot be validated as they perceive the world). In fact, intuitives are very often right about things, and sensors can become very frustrated when after careful analyses of facts, figures, and other concrete evidence, their predictions are off. Sensors can be extremely helpful to intuitives who often create wonderfully innovative ways of doing things that lack operational detail. Intuitives can help sensors find new approaches when careful repetition of procedures and steps fail to achieve the desired solution.

After looking at the concept and functions

for perception, we then examined how judgment works. Individuals usually have a strong preference for either thinking or feeling criteria on which to make decisions. Thinkers prefer to use an objective, rational, often seemingly critical approach to decision making. Judgers believe that equity and justice are essential in sound decision making. Feeling oriented individuals take a more subjective approach, deciding on the basis of empathy, appreciation of what is going well, and interpersonal harmony. Feeling oriented people believe that harmonious relationships

### CHARACTERISTICS FREQUENTLY ASSOCIATED WITH EACH TYPE

#### SENSING TYPES

#### INTUITIVE TYPES

INTROVERTS	ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.	ISFJ Quiet, friendly, responsible and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. May need time to master technical subjects, as their interests are usually not technical. Patient with detail and routine. Loyal, considerate, concerned with how other people feel.	INFJ Succeed by perseverance, originality and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.	INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, often stubborn. Must learn to yield less important points in order to win the most important.
	ISTP Cool onlookers – quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in impersonal principles, cause and effect, how and why mechanical things work. Exert themselves no more than they think necessary, because any waste of energy would be inefficient.	ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the present moment and do not want to spoil it by undue haste or exertion.	INFP Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.	INTP Quiet, reserved, impersonal. Enjoy especially theoretical or scientific subjects. Logical to the point of hair-splitting. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.
EXTRAVERTS	ESTP Matter-of-fact, do not worry or hurry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. May be a bit blunt or insensitive. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart or put together.	ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.	ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.	ENTP Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.
	ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.	ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Little interest in abstract thinking or technical subjects. Main interest is in things that directly and visibly affect people's lives.	ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.	ENTJ Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well-informed and enjoy adding to their fund of knowledge. May sometimes be more positive and confident than their experience in an area warrants.
	<b>Introverts</b> I <b>Extraverts</b> E	<b>Sensory</b> S <b>Intuitives</b> N	<b>Perceptive</b> P <b>Judgmentals</b> J	<b>Thinkers</b> T <b>Feelers</b> F

Figure 1

are essential, and will devote themselves almost entirely to achieving harmony among people. They are motivated by a strong sense of personal values, and especially in making the world a "better place" for all. Both are very concerned with fairness, although it often means different things among "Ts" and "Fs." Thinkers often measure fairness in terms of precedent, and what others have experienced. Feeling oriented individuals are more concerned with relieving distress, hardship, and helping others to achieve their full potential.

Individuals have a hierarchy of preferences, in using their perception and judgment as exercised through sensing and intuition, thinking and feeling. Most of us use a combination of each continuum, but have a preference for one over the other. Extroverts

will show their preference for perception or judgment as a dominant style, and are usually seen as "what you see is what you get." Introverts keep their dominant preference inside, and most people judge introverts on their auxiliary behavior as if that is the true preference of introverts. Thus, introverts are often told that "you are almost a different personality once someone gets to know you." Thus, each of the sixteen types have a hierarchy of functions, and participants were grouped according to their hierarchy.

The MBTI is not a test, and there are no right or wrong answers. Resources are available for further reading and application, and this brief introduction to the dynamics of type proved both entertaining and educational to the conference participants.

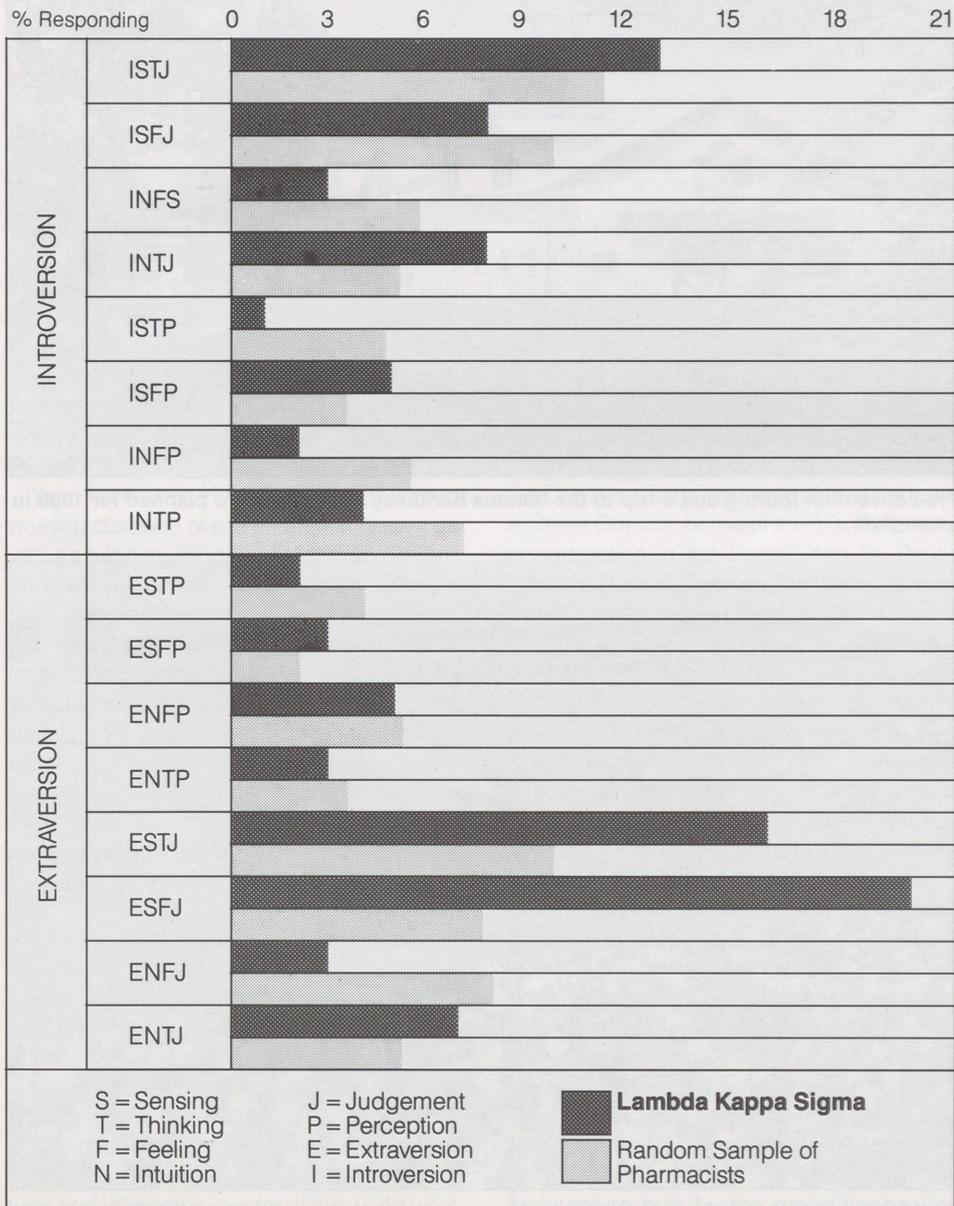
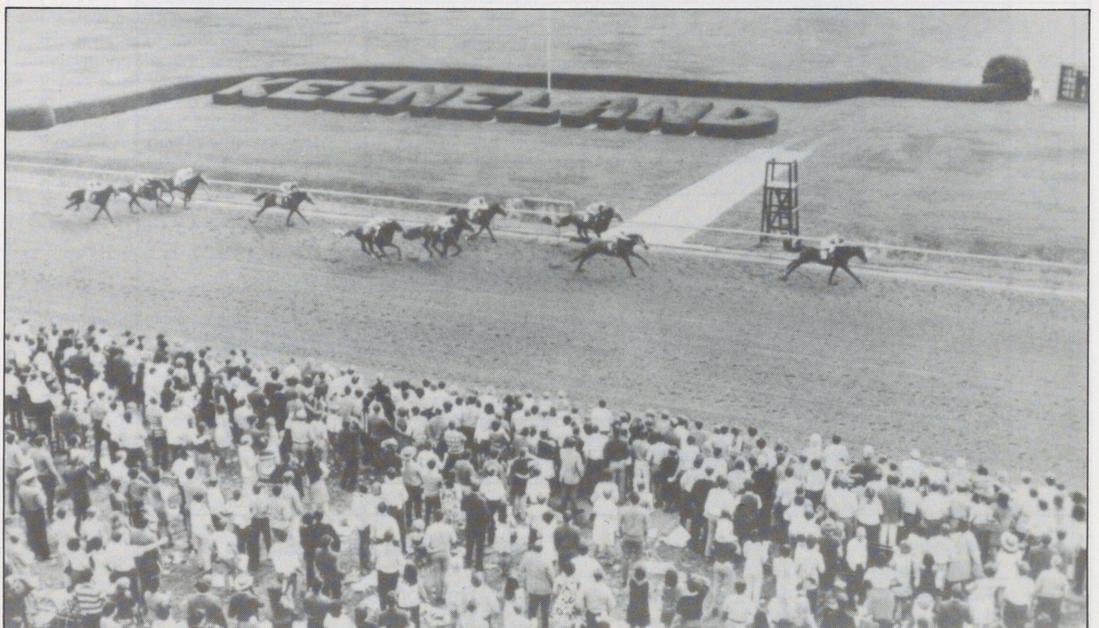


Figure 2

# LEXINGTON Off and Running



Pre-convention touring and a trip to the famous Kentucky Horse Park are planned for 1990 in Lexington.



Although the horses won't be running when we visit Lexington for Convention, we'll be "Off and Running" with our 1990 meeting.



is how the individual handles the stress that will ultimately determine

Lexington marks its beginnings in the mid 18th century and was named for the Massachusetts town whose battle sparked the revolution. The rustle of "SILKS" past and present echo in the historic halls of Lexington as Alpha Nu chapters prepare for the convention of 1990. We welcome you to share history from the past and make history for the future.

Your hotel, the Hyatt-Regency, is within walking distance of adventures in history as well as exciting shopping! Victorian Square and Festival Market are right across Triangle Park from the Hyatt.

Two centuries of history unfold within two or three blocks of the hotel, the restored Mary Todd Lincoln Home where she resided until she was 29 and married Abraham, Henry Clay's first law office, the Hunt-Morgan House, Christ Church Cathedral where Henry Clay worshiped, the glittering opera house which echoed with the voice of the famed Jenny Lind are all there waiting for you to "oh" and "ah".

One block north we walk past the restored town houses built by early gentlefolk of the town all in Gratz Park with its quaint fountain and brick walks and surrounded by some grand and some modest but original homes in Lexington. On the north border of the park is the stately "Old Morrison" an original building of the first university west of the Appalachians when Lexington was the cultural and intellectual center of the world west of the Alleghenies.

Near here stands the home of Thomas Hunt Morgan geneticist and nobel laureate in medicine and there is the secret about General John Hunt Morgan's horse, Black Bess, on the court house lawn; you'll recognize it when you see it.

The lovely Bodley House (1814) with its walled formal garden and palladian window served as headquarters for both sides during the Civil War. Just a half block toward the hotel is Christ Church, home of the first Episcopal congregation in the "west" and St. Paul's Church, Roman Catholic, (1812) was a mission outpost just two blocks west.

There are many other sites in town, the Italianate "Ashland", home of Henry Clay with its formal walled garden is just east of downtown. To the southeast are the dazzling new buildings of the U.K. Medical Center, the College of Pharmacy, the recently completed new buildings of the Lucille Parker Markey Cancer Center and many other fine facilities common to all modern universities.

Over all of this Henry Clay looks out from his statue high in the Lexington Cemetery, renowned as one of the most beautiful cemeteries in the country. Henry Clay is buried here at the base of the column on which he stands which is reputed to be the tallest cemetery monument in the country.

For those who seek further historic adventure, Waveland State Shrine is a must. An outstanding example of Greek Revival Architecture built by the grand-nephew of Daniel Boone. The grounds boast an impres-

ive array of 19th century out houses, brick servants quarters, icehouse, smokehouse and furnishings of period pieces. There are also special exhibits highlighting household activities and crafts of the time.

No history account of Lexington is complete without mention of horse racing. Many of the dedicated streets in Lexington were once "straight tracks". Every large estate had a track on which the owner could wager on the superior speed of his favorite horse. "The Red Mile" harness track still in the middle of the city is a one mile oval track for trotters and pacers. Its red clay gives it its name and the reputation of being the fastest track in the world. Keeneland Race Course, six miles west of Lexington is a model track for thoroughbred racing. The setting for its turf and grass tracks make it one of the beautiful race courses in the world where racing is held the way it was meant to be.

Plan now to come to the blue grass. There is much to see and do in this beautiful setting surrounded by pastures which echo to the names of great racers, "Man of War", "Native Dancer", "Seattle Slew" and scores of others. By the way the city's most popular disco spot, "Breeders" is just across the street from the Hyatt in the heart of beautiful downtown Lexington.

Convention in Lexington is set for July 31 through August 5, 1990. Alpha Nu chapters are planning on your joining us for "SILKS - Off and Running."

GLORIA DOUGHTY, Alpha Nu

# Managing

BARBARA E. HAYES, Ph. D.  
*Assistant Professor of Pharmacology  
 Texas Southern University  
 College of Pharmacy and  
 Health Sciences  
 Houston, Texas*

(Unpublished manuscript of a Leadership Conference presentation at the Lambda Kappa Sigma Convention, Boston, August 6, 1988.)

Stress management is a timely and important topic for discussion. For better or for worse, stress is an undeniable fact of life and if handled improperly can lead to distress, burn-out and maybe even chemical dependency. Ellen Cassedy's summary of a recent article on three busy mothers entitled "Are You Making Yourself Sick?" was revealing. She wrote "It happened so gradually that they didn't see it coming. The stress built up slowly, until one day they were physically and emotionally on the brink of disaster. The typical victim of burnout is a woman with children and a job and more things to do than time to do them in". Stress affects everyone and represents a *serious* threat to an individual's physical and mental health. The phenomenon of stress will be discussed in this article and practical strategies will be recommended for alleviating excessive amounts of stress in your life.

Experts on the subject of stress admit that its study has been clouded by the fact that there is disagreement among researchers as to the definition of the word itself. Because stress research crosses several disciplines including, physiology, psychology, and

***The typical victim of burnout is a woman with children and a job and more things to do than time to do them in.***

sociology, definitions will vary according to the focus of that particular discipline. However, in all instances, experts agree that in a stress experience there is a stimulus which causes a person to make an adaptation response in order to restore equilibrium. For purposes of this discussion we will use Selye's (2) definition of stress. He defines stress as the nonspecific response of the body to any demand whether it is caused by, or results in, pleasant or unpleasant conditions. A stressor is an event or situation that may be physical, psychological or social that triggers a stress response. The stressor activates the cerebral cortex, limbic system, hypothalamus, pituitary and adrenal glands resulting in increased autonomic nervous system and endocrine activities. In the stress response plasma catecholamines, epinephrine and norepinephrine, are elevated along with plasma cortisol. Some of the psychological and physiological effects typical of those elicited in a stress response are shown in Table 1.

## ***Burnout appears to be a major risk factor for impairment among health professionals.***

TABLE 1. Psychological and physiological effects typical of those elicited in a stress response.

### **Psychological**

Anxiety  
 Fear  
 Irritability  
 Nervousness  
 Tension

### **Physiological**

Increased heart rate, blood pressure, stroke volume and cardiac output  
 Increased blood glucose  
 Increased blood flow to skeletal muscles  
 Increased neural excitability  
 Increased fat mobilization  
 Increased sodium retention  
 Dry mouth  
 Increased perspiration  
 Palpitations  
 Queasy stomach  
 Headache



Barbara Hayes, Ph. D.

# Stress



It is important to compare the unpleasant or harmful type of stress termed *distress* to the pleasant type of stress termed *eustress*. During both *eustress* and *distress*, the body undergoes virtually all of the same non-specific responses to various positive or negative stimuli acting upon it (2). The important consideration, however, is how the individual handles the stress that will ultimately determine whether an individual can adapt successfully to change (2). *Eustress* is involved in the adaptation to good situations such as winning at sports or getting a job promotion while *distress* is involved in the adaptation to bad situations such as the death of a loved one.

*Distress* usually arises when the stress response is elicited too intensely or too often and no suitable outlet is available. This is the point at which stress starts to overwhelm the biological system.

There are numerous behavioral, psychological, and medical consequences of stress (2-5). Some of these consequences are listed in Table 2. Too much work or frequent frustration at work can lead to a syndrome of physical and emotional exhaustion. The syndrome is called *burnout*. *Burnout* is an adverse stress

reaction that is characterized by emotional exhaustion, decreased interpersonal skills, multiple somatic complaints, self-medication and negative attitudes expressed to friends, family, patients and coworkers. *Burnout* appears to be a major risk factor for impairment among health professionals.

---

***The important consideration, however, is how the individual handles the stress that will ultimately determine whether an individual can adapt successfully to change.***

---

How does one minimize *distress*? Authors of books on stress generally cite at least six basic steps common to all successful stress management programs. They are 1) *recognition*, 2) *hardiness*, 3) *practice*, 4) *generalization*, 5) *action plan and audit* and 6) *extension*. *Recognition* is learning to identify and anticipate both internal and external sources and situations of stress. One activity that can be used to assist in the identification of potential stressors is keeping a stress diary or a stress journal (2-5). Experts agree that recording stressful life events and your reaction to these events is useful for recognizing constant sources of personal stress. It is generally recommended that the diaries be kept on a daily basis for a period of three to four weeks before content analysis (5). Greenberg (5) discourages focusing upon one occurrence or even one day when analyzing the contents of the diary. Instead he recommends identifying consistent features in the diary so as to provide insight into how you interact with stressors. Examples of the types of information that should be recorded in a stress diary or journal are shown in Table 3.

Keen awareness and recognition of organizational stressors is also important. A number of organizational stressors that have been consistently identified with pharmacy practice include (6-10):

#### Understaffing

##### Organizational climate

Role conflicts which appear to exist between traditional role of woman as mother, homemaker and wife and contemporary role as a professional.

Limited opportunity to engage in patient oriented activities.

Monotonous and routine nature of pharmacy practice.

Interpersonal environment – strained relations with boss and/or fellow employees.

Disruptive work schedules

Practice environment – poor lighting and layout and inadequate time for lunch and food breaks.

Lack of constructive feedback regarding job performance

Conflict with supervisor – about scheduling hours and time off and/or supervisor has poor interpersonal skills.

Dealing with angry or unappreciative clients.

Limited opportunities for promotion – flat nature of most pharmacy organizations offer few opportunities for advancement.

Pay Plateaus – pay not commensurate with level of experience.

The factors cited above translate into job dissatisfaction and represent prime sources of stress in pharmacy practice.

TABLE 2. Some consequences of stress.

#### **Behavioral**

Smoking  
Substance abuse  
Accident proneness  
Violence  
Appetite disorders

#### **Psychological**

Family and marital problems  
Sleep disturbances  
Sexual dysfunction  
Depression  
Psychosomatic disorder  
Burnout syndrome

#### **Medical**

Heart disease and stroke  
Backache and arthritis  
Ulcer disease  
Headache and migraine  
Diabetes mellitus  
Cancer  
Liver cirrhosis (secondary to alcoholism)  
Lung disease

TABLE 3. Examples of types of information to record in a stress diary.

Situation or event which leads to a stress response.  
When the event occurred.  
Where the event occurred.  
What happened.  
Your psychological reaction to the stressor.  
Your physiological reaction to the stressor.  
Your actions i.e., how you coped with stressor.  
Alternative or better strategies for coping with stressor. Illnesses that you might have experienced that day.

## Set aside a time to worry each day...

*Hardiness* refers to one's personal outlook on life. Developing an attitude of hardiness consists of commitment, acceptance of challenge and a sense that sources of stress can be controlled. *Practice* is engaging in the systematic repetition of any stress management technique which works for you. One should practice stress management as if it were an occupation requiring sensitivity and commitment. To *generalize* means becoming engaged in or continuing a lifestyle involving moderate aerobic activity, a nutritional diet, physical health, a serious involvement in career, and an equally involved and fulfilled personal and family life. Engaging in physical activity such as gardening, jogging, swimming, tennis and walking can be used to help break the chain reaction of stress as early as possible in its cycle. Exercise also serves as a preventative medicine to help get through times of high stress with less damage. Remember to consult your physician before starting any exercise program.

The nutritional contribution to physiological well-being has received a great deal of attention, however, a relationship between nutritional status and stress remains unclear. Certain substances that we consume may add to the stress that we are experiencing. For example, coffee and other beverages containing caffeine cause anxiety, irritability and decreased performance. Alcohol consumption and the indiscriminate intake of sweets (refined sugars) may cause sluggishness. So, it is generally recommended that fruits be used for snack food instead of candy.

Developing a realistic *action plan and audit* based upon your desired endpoint is also an important step for achieving effective stress management. Simply ask yourself what is it you want to accomplish and then list possible ways of accomplishing your objective. *Extension* refers to the development of methods to create relationships and environments which are supportive of the practices described previously such as exercise and good nutrition.

What factors influence an individual's perception of and reaction to a stressor? *Past experience, personal resources, amount of conflict and duration of a problem* (4). *Past experience* provides us with knowledge about the situation and puts us in a more predictable position. It aids us in developing effective coping mechanisms. A person who has dealt successfully with previous stress situations may have acquired the necessary resourcefulness and confidence for dealing with present situations. Individual characteristics

such as status, intelligence, health, specific skills and knowledge, that is, *personal resources*, will also affect one's ability to effectively cope with stress. Having a strong sense of purpose and involvement, and a feeling that your life is meaningful will also enable you to cope with stress better. However, it is important to note that despite the benefits of strong beliefs and goals, having a value system can also create *conflict* when a person encounters people who do not share these values. The *duration of problems* influences one's perception and reaction to stressors. It has been shown that people tend to cope more effectively with problems of shorter duration than they do with other events which are actually milder but also more prolonged. Prolonged stressors can be especially dangerous because they may have existed for so long that a person has come to accept them as a normal part of life and not a condition that is amenable to problem solving.

### Having a strong sense of purpose and involvement, and a feeling that your life is meaningful will also enable you to cope with stress better.

Some practical strategies for managing stress in your life are listed below (3-5 and 8):

Enlist the aid and support of others – consider establishing a support group.

Learn to share or delegate responsibility.

Learn to say no and thereby, avoid overloading stress situations.

Learn to relax.

Be punctual.

Be a team player.

Be assertive.

Plan ahead to avoid potentially stressful situations – don't procrastinate.

Maintain your integrity – do not engage in activities that go against your values and better judgement.

Develop as much latitude as possible in setting your own schedule.

Use positive confirmation to verbally acknowledge completion of a difficult task. Say out loud "WAY TO GO SUSAN".

Plan breaks at work.

Develop outside interests that break a pattern of daytime stress.

Set aside a time to worry each day (if you must worry) and when that time is up, put the problem aside.

Assess practice environment and make necessary adjustments.

Plan and take short vacations – long weekends.

Express feelings actively towards clients in a constructive manner.

Encourage your organization to establish a pharmacist wellness program if you don't already have one.

Allow transition time between emotionally charged workday and return home. Either walk part of the way home or take at least 20 minutes alone before going home.

Develop a personal and religious philosophy – Experts appear to agree that people with strong spiritual goals appear to be more resistant to stress and get along better in life than those with no spiritual goals.

Maintain a sense of humor at all costs. Find something funny about the person or event that is associated with the stress.

Attend stress management workshops.

Consult references provided at the end of this article for in-depth information on stress and its management.

In conclusion, because stress represents a serious threat to your physical and mental health, it is important that you take an active role in its management. Regardless of the types of strategies or techniques that you decide to utilize to help manage stress in your life, remember that it will require commitment, patience, and practice in order to be effective.

#### References

1. Cassedy, E. Are You Making Yourself Sick?. Redbook, 98-99 and 162, 165, March 1988.
2. Selye, H. The Stress of Life. (New York, NY: MacGraw Hill, 1978).
3. Girdano, D.A. and Everly, G.S. Controlling Stress and Tension: A Holistic Approach. (Englewood Cliff, NJ: Prentice-Hall, Inc., 1979).
4. Zales, Michael R. Stress in Health and Disease. (New York, NY: Brunnel/Mazel, 1985).
5. Greenberg, J.S. Comprehensive Stress Management. (Dubuque, Iowa: Wm. C. Brown Publishers, 1987).
6. Pfifferling, J. H. and Eckel, F.M. Promoting Pharmacist Well-Being. Amer. Pharmacy, 22, 16-19, 1982.
7. Pfifferling, J.H. The Well Being of Pharmacists-Part One. Michigan Pharmacist, 4-5 and 32-33, April 1985.
8. Pfifferling, J. H. The Well-Being of Pharmacists-Part Two. Michigan Pharmacist, 4-6, June 1985.
9. Curtiss, F. R., Hammel, R. J. and Johnson, C.A. Psychological Strain and Job Dissatisfaction In Pharmacy Practice: Institutional versus Community Practitioners. Am. J. Hosp. Pharm., 35, 1516-1520, 1978.
10. Noel, M. Job Satisfaction Among Hospital Pharmacy Personnel., Am J. Hosp. Pharm. 39, 600-606, 1982.

# CHAPTER NEWS

## ALPHA Boston, MA

We've been on cloud nine since we hosted the 75th Anniversary Celebration and we hope that everyone who attended had an *AWESOME* time. It was worth all the time and effort that was spent on planning the Convention. We would like to send our congratulations out to Donna Bucher, our Fraternity Advisor, who was elected to Grand Council as Region One Supervisor and also to Christine Perry, our Delegate, who was chosen as Outstanding Collegiate at the Convention.

September brought us more success when we held our "Welcome Back" Party for all new and returning students. We also held a sub sale, delivered Hallograms and held our 4th annual Halloween Party.

We've also been participating in interfraternal activities such as our annual Mortar Bowl football game with Phi Delta Chi and a softball game with Kappa Psi.

On Founder's Day we celebrated our 75th Anniversary with the traditional ceremony and afterwards the Alumni and ourselves got together and took part in a Lamb's Night Out on the great town of Boston.

CHRISTIE RUP

## BETA Albany, NY

Beta Chapter has started the academic year with a new fundraiser. LKS provides "birthday parties" for students, complete with cake, candles, balloons, and a rousing chorus of "Happy Birthday!" We are still continuing with our traditional sundae sales and bake sales. In the works for second semester is an LKS sponsored trip to Daytona Beach over Spring Break - it should prove to be a fun-filled way to raise money!!



Ashland, the Henry Clay Home, Lexington, Kentucky.

We are also keeping busy with our professional projects. LKS sponsored another successful Great American Smokeout in November, as well as an informative presentation on crime prevention and safety. The Lambs Against Drunk Driving program is still going strong, now entering its second year.

Beta Chapter held its second annual Family Tree Luncheon in October. We're in the process of re-establishing our Alumnae Chapter, so this is an enjoyable way to get acquainted with Beta Alumnae. We celebrated Founders' Day with a return visit to Hunter Mountain for a weekend getaway.

Beta Chapter held its annual Sub Party which gives the sisters a chance to get to know the freshmen and transfer women in a more informal atmosphere. 14 prospectives attended.

ELKE BLAETZ

## DELTA University of Pittsburgh

The Delta Chapter has initiated the Bear Drug Program, which is directed at the younger people in our community. This program is designed to develop an innate consciousness in young people to say no to drugs. We want to reach out a hand and help them understand why they're saying no. The slogan for the campaign is "Hugs, Not Drugs," and it has been quite successful throughout the Pittsburgh community.

Within our school, many events are taking place. Our chapter will be sponsoring an Academy of Students of Pharmacy lecture concerning a very interesting college topic. In the area of fundraising, we held a School of Pharmacy bumper sticker sale, proceeds of which went to Project HOPE. Other fundraisers included a Balfour mortar and pestle charm sale, a raffle ticket sale, and a hoagie and baked-goods sale.

Delta Chapter has been very active in the school. At the annual pharmacy picnic, the sisters supplied the desserts. We also assisted ASP with a pharmacy alumni tailgate before the Pitt-Notre Dame game. LKS donated their talents of baking. Homecoming was October 22 at the University of Pittsburgh. The sisters of LKS nominated a candidate for homecoming queen. Tracy Thomas represented the School of Pharmacy at the lower campus festivities. It was a good chance to promote the School of Pharmacy within the University, as well as gain recognition as a professional fraternity.

Our membership drive for the fall term went very well. Rush functions included an Ice-

Cream Social, a Mexican Night, and a Semi-formal Get Together. Founders Day was celebrated on October 15 with a mini-regional meeting between the University of Pittsburgh, Duquesne University, and West Virginia University. It took place at Duquesne and was a great time to make new friends and strengthen our Chapter with helpful ideas from others. We also enjoyed a visit from the Grand Council and our Regional Supervisor, Linda C. Wieloch. We are looking forward to another successful year.

MICHELLE SPINELLI

## LAMBDA Los Angeles, CA

Our Welcome Barbecue was a huge success this year with well over fifty actives and hopeful pledges in attendance. Our guest speaker was Dr. Kathy Johnson, our advisor and Lambda graduate. She spoke on the importance of LKS in terms of the role of women in pharmacy school as well as in the profession. She really inspired the pledges and reminded the actives about the purpose of LKS. Kathy will also be speaking at our Parent/Daughter dinner about how pharmacy differs around the world. She has been to a variety of countries and will be sharing her experiences with us.

The 1988-89 pledge class is excited about what LKS has in store for them. At thirty-two strong, they are ready for action. Pledge projects being planned include: blood pressure certification, a canned food drive, and tree-trimming at a convalescent home. To let the pledges and actives get to know each other, we had "Lambda Day" at the quad. Pledges and actives took a break from their busy schedules to "brown bag" it for lunch. This gave everyone a chance to mix and mingle in an informal setting.

Fund raising is a big part of our game plan for the year. In the works we have: candy sales, a USC mortar and pestle pin sale, t-shirt sales and bake sales. We will also be attending the taping of "Love Connection" to raise money. We'll only be in the audience though!

Two new committees we've set up are a Professional Affairs committee and a Year-in-Review group. The professional affairs committee is responsible for arranging guest speakers for our meetings as well as for the school. The year-in-review will be a wrap-up of all the events that took place throughout the year and arranged in newspaper or magazine form for everyone.

NOREEN FUJINO  
ANNE ROHDE

## OMICRON Detroit, MI

Omicron Chapter has planned many exciting events for the fall term. We started off our rush period with our traditional "Welcome Back Party". This function lets the incoming third year pharmacy students meet our members. Our second rush was a luncheon for our prospective pledges. We have nine women pledging LKS this term. Our "Help Night" was held October 21 and our Initiation Banquet October 25.

We just had our first bakesale of the semester. We are currently in the process of planning a Halloween Party with the men of Kappa Psi. Our other fundraisers planned for this semester include selling Spree books, selling sweat-shirts and bakesales.

Our first social function was a putt-putt golf outing so the new pledges could meet our other Sisters. Other events planned include horseback riding, ice skating, bowling night and movie night. We are considering doing medication counseling at a retirement home with our faculty advisors.

NANCY RUBINO

## PI Piscataway, NJ

Pi Chapter went "Back to the Future" to kick off the semester with a 1950's theme for our Date Night held on September 30th. Dressed accordingly, all attending sisters and their dates kept the jukebox playing at the "LKS Hop". Our thanks go to our Social Chairs Lisa Tambone and Debbie Gottfried for their efforts.

In keeping with the spirit of the 75th anniversary year, we included the Rededication Ceremony from the Boston Convention as part of our Founder's Day program on October 14th. An added plus was the reactivation of our Alumni Chapter. Thanks to all sisters, alumni and Professional Chair Jackie Mele who made this evening a success.

Homecoming '88 plans also included our alumni, inviting them back to help us celebrate and we extended our invitation to the Alpha Alpha Chapter at Temple University to join us as Rutgers matched up against Temple on October 29th. Our Homecoming fundraiser of Scarlet Knight tee shirts coincided with our annual Halloween-o-gram candy sales, helping us reach the entire Rutgers' community.

KATHY DEDES



Nu chapter members welcomed pledges by going miniature golfing after the ceremonies.

## NU Des Moines, IA

Last spring's visit from our Region 4 Supervisor, Susan Zetzl, really inspired us for this fall. Our Informal Rush was a Mexican Fiesta from "south of the border" and our Formal Rush was a dessert party. We now have eight new pledges, which is the largest pledge class in at least three years! To celebrate, Nu Chapter went miniature golfing.

For Halloween we reverse Trick or Treated at the Ramsey Home. We dressed up in costumes and handed out candy while we visited with the residents.

For our professional project during the fall semester we visit several area pre-schools and screen the vision of the children. It is fun to see such eager and willing kids.

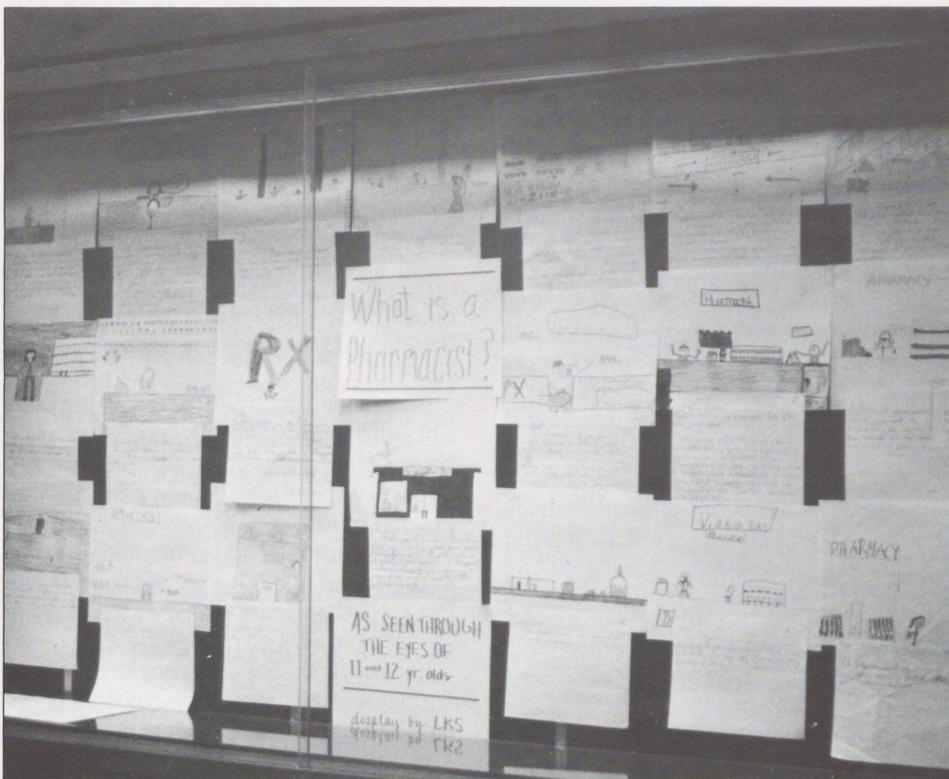
In October we sold Current products as a fund raiser. We got to keep 40% of the profits and made quite a lot.

One of our main goals this semester was to increase our number of social activities. Our last, and largest activity will be coming up in December. We will be having a formal dance with Alpha Kappa Psi, a professional business fraternity on campus.

STEPHANIE F. SEMLER



Pi Chapter went "Back to the Future" to kick off the semester with a 1950's theme for Date Night.



After a recent presentation of "What Is a Pharmacist?" Tau Chapter made a window display of posters made by local 10 to 12 year olds. They have shared this successful program with our chapters. The slide/tape presentation may be ordered through the International Office.

## PHI Indianapolis, IN

Phi chapter was fortunate enough to have four of its members present at the Biennial Convention this summer. What a wonderful opportunity it was to renew the LKS spirit in us all and to make new friends from all over the world. A big thank you goes to Alpha chapters for all their efforts. Also, special congratulations to the Phi alumnae on earning the Efficiency Gavel for the past biennium.

Speaking of our Phi Alumnae, they were of great assistance to us with our fall rush program. They provided the food for our annual fondue rush party. Overall, our rush was a great success. We extended bids to 33 of Butler University's finest women in pharmacy.

Many service projects are planned for the remainder of the fall semester, including speakers on women's health issues, a drug-of-the-month display, a food drive to aid a local food bank, and caroling at a local nursing home. Social activities include a Halloween party with Kappa Psi, our annual Christmas gift exchange, and the Rx-Travaganza Dance, co-sponsored with Phi Delta Chi, Kappa Psi, and ASP.

BETH ROWLEN

## TAU Pittsburgh, PA

Tau Chapter would like to thank Alpha Chapter for the wonderful time we had in Boston. It was very interesting meeting alumni and other sisters. It was especially interesting meeting the Grand Council officers. We are extremely excited about Boston because we won the Efficiency Cup! Dr. Marilyn Harris was elected the Vice President of Alumni while in Boston. We also won first place in the poster contest, donated over \$600.00 to Project Hope, and had five Ethel J. Heath Key recipients.

When we got back to school we had a picnic celebrating the Efficiency Cup. We played frisbee, and ate a delicious cake.

Pledging started on October 10th. There was a Boxer Short rush and a Formal rush. There were eight pledges.

Intramural Sports just started and we are playing football and volleyball, of which we have two teams.

On October 15-16 we hosted a mini-regional with West Virginia University and the University of Pittsburgh. Activities included discussions on pledging and chapter activities. Dr. Harris gave a speech on Project HOPE. We then held a Founder's Day ceremony and a Rededication ceremony. The Grand Council came to Duquesne on October 20th and sat in on one of our meetings.

Berni Brezinski, a fifth year sister, is heading a committee that is redoing the slide show for our "What is a Pharmacist?" program which we show at elementary schools and Girl Scout troops around the area. It gives children a chance to learn what a pharmacist does and ask a few questions. We are doing this with the aid of the money awarded to us from the Merck Foundation.

Thankyou to all the Tau Alumni who showed up at the Alumni Picnic, we thoroughly enjoyed playing "Win-Lose-or-Draw" with you. Also, thankyou for the "Fan-Flex" tickets. We used them on September 28th and cheered on the Pirates as best we could.

LISA DINGLE

## ALPHA ALPHA Philadelphia, PA

We started the school year by hosting a party and our annual luncheon. Other rush functions included an ice cream party and a wine and cheese social to celebrate the 40th year anniversary of our chapter. The celebration included a small ceremony involving the sisters, which was followed by a wine and cheese social for all prospective pledges and the sisters.

In the area of fundraisers, we held several bake sales, one of which was conducted by the pledges, and we sold boxer shorts, pharmacy pins, bumper stickers, and candy.

Our pledge period lasted for the whole month of November. During this period, some of our functions included: a bake sale, a Thanksgiving Dinner for the pledges, and a pledge party which was co-hosted with Kappa Psi, our brother fraternity.

MARIA VAKIOS



Grand Secretary Susan Zetzi joined Alpha Zeta Alumnae (l. to r.) Chris Grass, Barb Hauck, (Zetzi), and Jean Kozlowski at a recent chapter meeting in St. Louis.

## **ALPHA GAMMA Birmingham, AL**

Alpha Gamma Chapter at Samford University has hosted many functions for their fall rush. The gatherings serve as a means to show how great an organization Lambda Kappa Sigma is, the purposes and how an individual would benefit by joining. It is also a great way to meet other members of the pharmacy school.

Our first event was a pizza party held at a local pizza eatery. A taco party was held at the Hoover Lake House where tacos and all the trimmings were served. A piñata was hung on the porch and it was fun to watch people trying to knock it down. The Tacky Tourist party was held in conjunction with Kappa Psi Fraternity. Guests dressed up in their tackiest outfits. A banana split party was held at a local apartment clubhouse. After stuffing on icecream and banana splits, our version of "Win, Lose, or Draw" was played. One of our biggest events is the casino party. Lambda Kappa Sigma members and some of our big brothers dressed up in casino attire. Games were played.

These functions served as a means of making new students into the School of Pharmacy aware of Lambda Kappa Sigma but most important many of us made new friends!

TERRI B. GREEN

## **ALPHA ZETA St. Louis, MO**

We started the year off with our annual Bar-B-Q and then to get everyone back in the school spirit we gave a "Back to School" party. Both events were very successful.

As one of our professional projects we sponsor the "Drug Information Board". On our bulletin board we feature a new drug each week. We give information on the featured drug including everything from the therapeutic and investigational use of the drug to the color of the tablet.

As a civil project many of us have volunteered time to help the Ronald McDonald House project. This semester we're trying something new for Project HOPE. We're sponsoring "Hostage for HOPE". We'll take hostages and have people donate pledges to free the hostages.

We've also been very busy with rush functions including a SPUDS potato luncheon, hay ride, and a Christmas party.

We would like to extend our congratulations to Wanda Moll who was awarded the Parke-Davis Consumer Health Products Scholarship.

JUDI ALEXANDER

## **ALPHA THETA Albany, NY**

The Alpha Theta chapter at SUNY Buffalo is in the process of pledging, along with being involved in many activities! For Founder's Day, our members held the traditional ceremony, and then we and the pledges went to a nice dinner and movie. Current fundraisers are a bake sale, Hospital Formulary, book sale, and School of Pharmacy Button sale. We are also raising money to help support the Rho Chi Honor Society library by collecting empty soda cans for deposit. Last October, the Alpha Theta chapter initiated an alumni chapter in Toronto. During the convention in Boston this summer, the Toronto chapter invited us to help them start a collegiate chapter there. We're all excited and looking forward to going.

## **ALPHA IOTA Big Rapids, MI**

Last spring, at our annual Panhellenic Banquet, we received awards for the sorority with the highest grade point average and the Joan E. Nelson Sports Award, for our participation in intramural sports at Ferris State University.

Fall term is keeping us busy with numerous

activities. We started rushing the week after school started. Our rush parties included an informational tea, an "Olympic" theme, with the sisters wearing their favorite sports attire, a "Suds and Spuds" rush, complete with root beer and baked potatoes with all the fixings, and finally a "Malt Shop 50's Hop" with the men of Phi Delta Chi. Overall, we had a fun time and gained seven new pledges.

Homecoming events included a dinner and dance with Kappa Psi and our Annual Mum Sale, in which all the proceeds go to Project HOPE.

Once again we helped the men of Phi Delta Chi with their Red Cross Blood Drive for two days. Other professional activities we are involved with are taking turns working in the Pharmacy Building's library two nights a week and opening the Antique Pharmacy one day a week. One of our new activities at Maple Ridge Nursing Home, is an exercise program we anticipate will go over well.

Planning is already underway for our Winter Formal, which is always the highlight of our long and cold winters in Michigan.

Fundraising projects this quarter included selling sweatshirts and T-shirts with a "Pharmasaurus" logo on them. We also hold a morning concession stand in the pharmacy building.

JILL A. KOLEHMAINEN



**Susan Zetzi, Grand Secretary, was recently elected as a Director of the Professional Fraternity Association. Susan (left) was installed with other officers at the September St. Louis convention of PFA.**

## ALPHA KAPPA Athens, GA

The Alpha Kappa Chapter at the University of Georgia College of Pharmacy began the school year with five new initiates, three new big brothers, and a new beau.

Faculty and students participated in our clothes drive by donating several carloads of old clothing. The clothing was given to a local orphanage. Our annual schoolwide ice cream social was once again very popular. The winner of the legs contest was announced at the social. Students voted for the best male legs by penny vote, and the legs that collected the most money won.

We held our fall rush party at Lake Herrick Beach. The sisters enjoyed meeting our 48 new pledges during Lamb Bingo and volleyball.

Our annual Halloween party raised money for Project HOPE. We also sold Goblins for Halloween. For a small charge, a student could purchase a small bag of Halloween candy and send it to his or her favorite goblin.

Once again, we sold Current products for our fundraiser. This has always been a fun and relatively easy project. Our intramural football team also had a good season. Good luck to the Killer lambs basketball team next season.

Alpha Kappa is looking forward to winter quarter. We will elect our new officers and we will have our winter formal in January.

ANSLEY SARTAIN



What's wrong with this picture?

## ALPHA NU Lexington, Kentucky

We threw two rush parties which were a hit. Our annual 50's sockhop had girls dragging out their mother's poodle skirts and saddle shoes and had guys greasing up their hair and rolling up their sleeves. A new addition to our rush program was our My Tie party. Everyone wore their wildest ties, and prizes were given for the most absurd neckwear. We also served pseudo Mai Tais. Our informational was held before the party and was well attended.

To get acquainted with our new sisters, we lunched at a local pizza place. Shortly thereafter, we held our pledge induction and chose lil' sisters. We are introducing a new pledge-ship program so that our new members learn and appreciate all that LKS pharmacy fraternity stands for. The pledges will initiate their own pledge project and will take part in our Founder's Day celebration.

We've had a bakesale and a T-shirt/sweatshirt sale. The pharasaurus sweatshirts and T-shirts went over well and were great fundraisers. We are planning to sell tumblers later in the semester and will sell mortar and pestle charms for more money making projects.

Our next big event is our annual Christmas Dance, the Mistletoe Mingle, which will be held in early December.

WENDY K. HOH

## ALPHA ZETA ALUMNAE St. Louis, MO

The Alpha Zeta Alumnae Chapter had its first meeting of the biennium on September 18th. We were honored by the presence of Mary Grear and Susan Zetzl. We discussed the events of the national convention and Mary filled us in on the plans she has made for the Regional meeting to be held in St. Louis in 1989.

We elected new officers for the biennium. They are President Chris Grass, Vice-President Jean Kozlowski, Secretary Avis Ericson, Treasurer Barb Hauck.

At the end of the meeting, Barb Hauck (the new Region 5 Supervisor) surprised Mary Grear by presenting her with a Ruth Davies Flaherty Award.

We are all looking forward to helping the collegiates with their professional projects and rush functions this year.

JEAN MANN KOZLOWSKI

## Attention Beta Alumnae!

Beta Alumnae Chapter is in the process of re-activating. However, the Alumnae Charter is missing! If you happen to know where we can locate the Charter, please notify Sandra Preston, Alumnae Corresponding Secretary, 14 Quadrini Dr., Albany, NY 12208.

Also, Beta Chapter is working on a scrapbook, except that we have no input from past years. If you would care to donate any photos or other items for our scrapbook, you can contact Elke Blaetz, Historian, 369B Partridge St., Albany, NY 12208.

The sisters of Beta Chapter appreciate any and all input. Thank you!

## In Memoriam DR. ARTHUR OSOL

Dr. Arthur Osol, Patron of Eta Chapters, President Emeritus of the Philadelphia College of Pharmacy and Science and husband of late past Grand President of Lambda Kappa Sigma, Virginia Osol, died October 22, 1988. Contributions in his memory may be made to the Lambda Kappa Sigma Educational Trust.



Alpha Nu sister's skits have been a real asset to their rush program.

# 1988-1990 GRAND COUNCIL OF LAMBDA KAPPA SIGMA

## GRAND PRESIDENT

Ruth A. Brown, 520 Bartlett Ave., Ridley Park, PA 19078 (215) 461-6273

## GRAND VICE PRESIDENT FOR ALUMNI

Marilyn Harris, 5340 Pocusset St., Pittsburgh, PA 15217 (412) 521-2484

## GRAND VICE PRESIDENT FOR COLLEGIATES

Donna Dancer, 13030 Appletree Ln. #11, DeWitt, MI 48820 (517) 669-5184

## GRAND SECRETARY

Susan E. Zetzi, 4949 Battery Lane, Apt. 515, Bethesda, MD 20814 (301) 926-1494

## GRAND TREASURER

Luanne Betz, 6710 NW 22nd Terrace, Ft. Lauderdale, FL 33309 (305) 973-8101

## REGION 1 SUPERVISOR

Donna M. Bucher, 38 Walnut St., Belmont, MA 02178 (617) 484-3150

## REGION 2 SUPERVISOR

Lynne F. Soltis, 886 Joan Drive, N. Versailles, PA 15137 (412) 672-4281

## REGION 3 SUPERVISOR

Linda C. Wieloch, 211 Ruxton Street, Pittsburgh, PA 15211 (412) 431-4572

## REGION 4 SUPERVISOR

Denise Schrickel, 1261 Westfield Drive, Maumee, OH 43537 (419) 893-0798

## REGION 5 SUPERVISOR

Barbara Hauck, 4188 Robert Koch Hosp. Rd., St. Louis, MO 63129 (314) 892-7861

## REGION 6 SUPERVISOR

Pam Hill, 10121 Vixen Place, Pensacola, FL 32514 (904) 479-7232

## REGION 7 SUPERVISOR

Marijo Kraisinger, 308 Copperstone Cir., Casselberry, FL 32707 (407) 699-2182

## REGION 8 SUPERVISOR

Joyce Hahn, 1405 Inis, Altus, OK 73521 (405) 482-5539

## GRAND COUNCIL ADVISOR

Marilyn Haberle, 12543 Elaine Drive, Des Peres, MO 63131 (314) 822-9643

## GRAND COUNCIL ADVISOR

Patricia C. Kienle, 106 Elmwood Drive, Laffin, PA 18702 (717) 655-3571

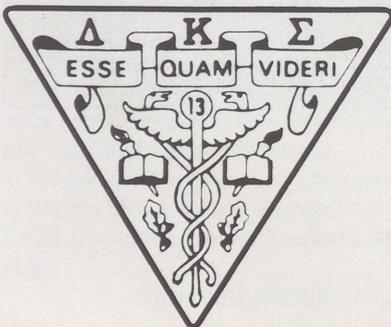
## GRAND COUNCIL ADVISOR

Judy Riffes, Rt. 1, Box 360, Cedar Creek, TX 78612 (512) 321-3789

## EXECUTIVE DIRECTOR—

## INTERNATIONAL OFFICE OF LAMBDA KAPPA SIGMA

Mary Grear, 6250 Mountain Vista, Suite H6, Henderson, NV 89014 (702) 456-3186



Address Correction Requested

**LAMBDA KAPPA SIGMA**  
**International Pharmacy Fraternity**  
**6250 Mountain Vista, Suite H-6**  
**Henderson, NV 89014**

Non-Profit Organization  
U.S. Postage  
**PAID**  
Kalamazoo, MI  
Permit No. 3