

# MEMBERSHIP DIRECTORY 2022



TO ADVANCE THE ART AND SCIENCE  
OF HAIR RESTORATION



**THE INTERNATIONAL SOCIETY OF HAIR RESTORATION SURGERY is an international, non-profit medical association comprised of over 1,000 members specializing in hair restoration surgery representing over 70 countries. The ISHRS is dedicated to promulgating the highest standards of medical practice and medical ethics. The ISHRS provides continuing medical education to physicians specializing in hair transplant surgery and gives the public the latest information on medical and surgical treatments for hair loss.**

#### MISSION STATEMENT

*A global society of physicians committed to improving patient outcomes by promoting member education, collegiality, research, ethics and public awareness.*

#### CORE PURPOSE

*Improving quality of life for people with hair loss.*

#### CORE VALUES

- Ethical conduct
- Free exchange of knowledge
- Pursuit of excellence
- Honesty and integrity
- Diversity

#### ISHRS Headquarters

1932 S. Halsted St., Suite 413  
Chicago, IL 60608 USA  
TELEPHONE 1-630-262-5399  
U.S. DOMESTIC TOLL FREE 1-800-444-2737  
FAX 1-630-262-1520  
E-MAIL [info@ishrs.org](mailto:info@ishrs.org)  
[www.ISHRS.org](http://www.ISHRS.org)

## International Society of Hair Restoration Surgery

#### HISTORY

The modern concept of hair restoration surgery (HRS) was introduced by Norman Orentreich, MD, in 1959. His new procedure provided a reliable method for restoring hair growth in bald areas of the scalp; however, his technique remained essentially unchanged for more than 20 years, with only modest advancements and refinements. By 1990, the value of an international professional society was recognized by leaders in hair restoration surgery around the world: a society that would help hair restoration specialists share scientific and clinical knowledge and assure that scientific, clinical and ethical standards of HRS are maintained at the highest professional level. From this recognized need, the idea of ISHRS was born.

The Society was launched and incorporated on April 29, 1993, as the International Society of Hair Surgeons. The Society changed its name in May 1994, to the present, International Society of Hair Restoration Surgery (ISHRS).

The three pillars of the ISHRS are education, research, and collegiality. The annual world congress, live surgical workshops, and the *Hair Transplant Forum International* publication (a.k.a., the Forum) continue to flourish. These activities provide an international forum for information exchange and rapid diffusion of new and innovative surgical techniques and instrumentation technology.

The *Forum* was conceived and privately published by O'Tar T. Norwood, MD, of Oklahoma City in September 1990. Dr. Norwood sold the *Forum* to the ISHRS in 1995 and generously gifted back the purchase price to the Society to establish a Foundation Fund. This fund is used to help finance education and hair research projects.

A renaissance in hair transplantation surgery was set into motion by the ISHRS. The multidisciplinary, international membership of the ISHRS became a critical mass for an explosion of innovation in hair transplantation surgery. The creation of the natural and virtually undetectable hair transplant by use of microsurgery techniques is one of the developments that emerged from this period of ISHRS growth.

We salute the members, volunteer leaders, staff, industry partners and corporate supporters for their dedication and hard work over the years...**in advancing the art and science of hair restoration surgery!**

#### BENEFITS

##### of ISHRS membership include:

- **Reduced registration fees** for ISHRS world congresses, live surgery workshops, and other educational programs and products
- Subscription to the bi-monthly newsletter, ***Hair Transplant Forum International***
- Access to the **Access to FORUM ePUB**
- Subscription to the peer-reviewed journal, ***Dermatologic Surgery*** and electronic journal, ***Journal of Drugs in Dermatology*** (physicians only)
- Access to the online Members Only website including **surgical video library**, recorded sessions and workshops from past annual meetings, **hair loss diagnostic course**, **webinars**, and more
- Opportunities to earn **continuing medical education credits** (CME) – *AMA PRA Category 1 Credits™* – with certificate suitable for framing
- Eligibility for **research grants**
- **[www.ISHRS.org](http://www.ISHRS.org)** – A comprehensive informational website on hair loss and restoration. Free listing with Physician Profile for physician full Members and Fellow Members.
- Invitation to exclusive **Official ISHRS Members Only Facebook group**
- Full Members are authorized to display the members only logo; Fellow Members are authorized to display the FISHRS logo
- **Unified public relations** effort to increase the public's perception and awareness of hair restoration surgery
- A team of leaders, volunteers and staff dedicated to making the ISHRS a valuable resource for the profession.

## ISHRS ADMINISTRATION

### Executive Director

Victoria Ceh, MPA, Medical Society Management, Inc.

### HQ & Administrative Manager & Registration Manager

Kimberly Miller, Technical Registration Experts, Inc.

### Administrator

Margaret Bengtson, Medical Society Management, Inc.

### Programs Director

Melanie Stancampiano, Medical Society Management, Inc.

### Meeting and Exhibits Manager

Jule Uddfolk, CMP, Meeting Management Solutions, inc.

### Membership Manager & HQ Support

Katie Masini, Technical Registration Experts, Inc.

### Project Managers

Rita Kaufman, Medical Society Management, Inc.

Lori Skurka, M.Ed., Medical Society Management, Inc.

Sheri Valskis, Medical Society Management, Inc.

### Bookkeeper & HQ Support

Sue Reed, Technical Registration Experts, Inc.

### Project Assistant

Ridhima Shaw, Technical Registration Experts, Inc.

### Database & Technical Support

Jeffrey Miller, Technical Registration Experts, Inc.

### Finance, Accounting, Investments

Melinda Urbas, CPA, Desmond & Ahern, Ltd.,

Paul Betlinkski, CPA, Desmond & Ahern, Ltd.

Steve Weinberg, CPA – auditor

Daniel H. Pepoon, CRCP, Merrill Lynch

### Managing Editor, Forum & Advertising Sales

Cheryl Duckler, Independent

### Integrated Communications Manager

Blanca Mejia, Independent

### Webmaster

Lee Hodson

### PR Consultant

Karen Sideris, K Communications, Inc.

### Graphic Design

Dawn Holler Wisher, New Day Creative

### Survey Researcher

Ron Hazen, Relevant Research, Inc.

## INTERNATIONAL SOCIETY OF HAIR RESTORATION SURGERY HEADQUARTERS

1932 S. Halsted St., Suite 413.  
Chicago, IL 60608 USA

Phone: 1-630-262-5399  
1-800-444-2737

Fax: 1-630-262-1520

E-mail: [info@ishrs.org](mailto:info@ishrs.org)

Website: [www.ISHRS.org](http://www.ISHRS.org)



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## President's Message

Dear ISHRS Members,

Welcome to this year's Membership Directory which is for your personal use. Please use it to not only keep in touch with your international colleagues of over 1000 members but to also see current committee lists, board members, directors of ISHRS Fellowship Training Programs, past awardees, and special-named lecturers. There is other useful information about our society such as the ISHRS Bylaws and Code of Ethics.

As this year's President it is my privilege to serve this special society as we prepare for the 30th annual world congress in Panama City in October 2022. The founding members incorporated the ISHRS as a non-profit society on April 29, 1993, with the first meeting the following month in Dallas, Texas. The aim was to openly share knowledge amongst physicians from around the world who were practicing hair restoration. Irrespective of medical background, the founders gathered to educate experienced and novice doctors, and to encourage research, ethics, and public education. The founders had incredible foresight as this inaugural meeting was so successful that in the 1993-94 subscription year there were 270 physicians and 63 surgical assistants who joined representing 26 countries.

Currently, the representation is from 69 countries. Over the years, partnerships with more than 20 national hair transplant societies have been made which together make up the Global Council of Hair Restoration Surgery Societies. This collegiality has made the ISHRS feel more like a family than an organization.

Uniquely the ISHRS has ACCME accreditation so it can provide approved CME activities. Academically we now have ongoing learning opportunities throughout the year through our workshops, webinars and online courses. The annual meeting though is the main opportunity to network with your colleagues and learn those special tips and discuss challenges.

Thank you all for helping to maintain this prestigious academic organization as the leader in the field of hair restoration.

Best regards,

Nilpfer Farjo, MBChB, FISHRS  
President



## ISHRS WORLD CONGRESS SCHEDULE

**2022**

30TH WORLD CONGRESS

October 27-29, 2022

PANAMA CITY  
PANAMA

**2023**

31ST WORLD CONGRESS

November 1-4, 2023

DELHI  
INDIA

**2024**

32ND WORLD CONGRESS

October 16-19, 2024

DENVER  
COLORADO

# Contribute to the Forum

forumeditors@ishrs.org



The Hair Transplant Forum International has its own dynamic journal website. The Forum has moved to an ePublishing platform with a robust and user-friendly search function of past articles. ISHRS members have easier access to past issues, the current issue, and other exciting new features.

<https://www.ishrs-htforum.org/>

## 2021-2022 ISHRS Officers and Board of Governors

### PRESIDENT

Nilofer P. Farjo, MBChB, FISHRS  
Manchester, United Kingdom

### VICE PRESIDENT

Kapil Dua, MBBS, MS, FISHRS  
Ludhiana, India

### SECRETARY

Bradley R. Wolf, MD, FISHRS  
Cincinnati, OH, USA

### TREASURER

Ricardo Mejia, MD  
Jupiter, FL, USA

### IMMEDIATE PAST-PRESIDENT

Paul J. McAndrews, MD, FISHRS  
Pasadena, CA, USA

### BOARD MEMBERS

Gholamali Abbasi, MD, FISHRS  
Tehran, Iran

Conradin von Albertini, MD, FISHRS  
Zürich, Switzerland

Shady El-Maghraby, MD, MSc, FISHRS  
Cairo, Egypt

Marcelo Pitchon, MD  
Belo Horizonte, Brazil

Mauro Speranzini, MD, FISHRS  
São Paulo, Brazil

Robin Unger, MD  
New York, NY, USA

Sara Wasserbauer, MD, FISHRS  
Walnut Creek, CA, USA

Gregory Williams, MBBS, FISHRS  
London, United Kingdom

Russell Knudsen, MBBS, FISHRS  
Sydney, Australia

Robert T. Leonard, Jr., DO, FISHRS  
Narragansett, RI, USA

Robert S. Haber, MD, FISHRS  
Beachwood, OH, USA Non-Voting

Ken Washenik, MD, PhD, FISHRS  
Beverly Hills, CA, USA Non-Voting

## Past-Presidents, Forum Editors, Award Winners, and Fellowship Training Programs

### PAST-PRESIDENTS

|                                |           |
|--------------------------------|-----------|
| Paul J. McAndrews, MD, FISHRS  | 2020-2021 |
| Francisco Jimenez, MD, FISHRS  | 2019-2020 |
| Arthur Tykocinski, MD, FISHRS  | 2018-2019 |
| Sungjoo Hwang, MD, PhD, FISHRS | 2017-2018 |
| Ken Washenik, MD, PhD, FISHRS  | 2016-2017 |
| Kuniyoshi Yagyu, MD, FISHRS    | 2015-2016 |
| Sharon A. Keene, MD, FISHRS    | 2014-2015 |
| Vincenzo Gambino, MD, FISHRS   | 2013-2014 |
| Carlos J. Puig, DO             | 2012-2013 |
| Jennifer H. Martinick, MBBS    | 2011-2012 |
| Jerry E. Cooley, MD            | 2010-2011 |
| Edwin S. Epstein, MD           | 2009-2010 |
| William M. Parsley, MD         | 2008-2009 |
| Bessam K. Farjo, MBChB         | 2007-2008 |
| Paul C. Cotterill, MD          | 2006-2007 |
| Paul T. Rose, MD, JD           | 2005-2006 |
| E. Antonio Mangubat, MD        | 2004-2005 |
| Mario Marzola, MBBS            | 2003-2004 |
| Robert S. Haber, MD            | 2002-2003 |
| Bobby L. Limmer, MD            | 2001-2002 |
| Marcelo Gandelman, MD          | 2000-2001 |
| Daniel E. Rousso, MD           | 1999-2000 |
| Sheldon S. Kabaker, MD         | 1998-1999 |
| Russell Knudsen, MBBS          | 1997-1998 |
| James E. Vogel, MD             | 1996-1997 |
| Robert T. Leonard, Jr., DO     | 1995-1996 |
| Paul M. Straub, MD             | 1994-1995 |
| Dow B. Stough, MD              | 1993-1994 |

### HAIR TRANSPLANT FORUM INTERNATIONAL EDITORS

|                                  |           |
|----------------------------------|-----------|
| Jeffrey S. Epstein, MD, FISHRS   | 2020-2021 |
| Aditya K. Gupta, MD, PhD, FISHRS | 2020-2021 |
| Andreas Finner, MD               | 2017-2019 |
| Bradley R. Wolf, MD, FISHRS      | 2017-2019 |
| Mario Marzola, MBBS              | 2014-2016 |
| Robert H. True, MD, MPH, FISHRS  | 2014-2016 |
| Nilofer P. Farjo, MBChB          | 2011-2013 |
| William H. Reed, II, MD          | 2011-2013 |
| Francisco Jimenez, MD            | 2008-2010 |
| Bernard P. Nusbaum, MD           | 2008-2010 |
| Jerry E. Cooley, MD              | 2005-2007 |
| Robert S. Haber, MD              | 2005-2007 |
| Michael L. Beehner, MD           | 2002-2004 |
| William M. Parsley, MD           | 2002-2004 |
| Russell Knudsen, MBBS            | 1999-2001 |
| Dow B. Stough, MD                | 1999-2001 |
| Richard C. Shiell, MBBS          | 1996-1998 |
| O'Tar T. Norwood, MD             | 1990-1995 |

### SURGICAL ASSISTANTS CORNER EDITORS

|                         |                 |
|-------------------------|-----------------|
| Ailene Russell, NCMA    | 2013-2014       |
| Patrick Tafoya          | 2011-2012       |
| Laureen Gorham, RN      | 2008-2010       |
| Betsy Shea, LPN         | 2008            |
| Heather Hunter, MA      | 2006            |
| Shanee Courtney, RN     | 2002-2003       |
| Cheryl J. Pomerantz, RN | 1998-2001, 2004 |
| Helen Marzola, RN       | 1996-1998       |

### MANFRED LUCAS LIFETIME ACHIEVEMENT AWARDEES

|                                  |      |
|----------------------------------|------|
| Mario Marzola, MBBS              | 2018 |
| Paul M. Straub, MD, FISHRS       | 2016 |
| Dr. Shoji Okuda                  | 2015 |
| Russell G. Knudsen, MBBS, FISHRS | 2014 |
| Marcelo Gandelman, MD            | 2012 |
| William M. Parsley, MD           | 2011 |
| Dowling B. Stough, IV, MD        | 2010 |
| Michael L. Beehner, MD           | 2007 |
| Bobby L. Limmer, MD              | 2006 |
| James Arnold, MD                 | 2004 |
| Walter P. Unger, MD              | 2003 |
| Sheldon S. Kabaker, MD           | 2000 |
| Richard C. Shiell, MBBS          | 1999 |
| O 'Tar T. Norwood, MD            | 1998 |
| Norman Orentreich, MD            | 1997 |

### GOLDEN FOLLICLE AWARDEES

|                                    |      |
|------------------------------------|------|
| Marcelo Pitchon, MD                | 2021 |
| Robert T. Leonard, Jr., DO, FISHRS | 2020 |
| Robert H. True, MD, MPH, FISHRS    | 2019 |
| Paul C. Cotterill, MD, FISHRS      | 2018 |
| Edwin S. Epstein, MD, FISHRS       | 2017 |
| James E. Vogel, MD, FISHRS         | 2016 |
| Bernard P. Nusbaum, MD, FISHRS     | 2015 |
| James A. Harris, MD, FISHRS        | 2014 |
| John P. Cole, MD                   | 2013 |
| Carlos J. Puig, DO                 | 2012 |
| Jerry Wong, MD                     | 2011 |
| Damkereng Pathomvanich, MD         | 2010 |
| Robert S. Haber, MD                | 2009 |
| Paul T. Rose, MD, JD               | 2008 |
| E. Antonio Mangubat, MD            | 2007 |
| Mario Marzola, MBBS                | 2006 |
| Ronald L. Shapiro, MD              | 2005 |
| William R. Rassman, MD             | 2004 |
| William M. Parsley, MD             | 2003 |
| Matt L. Leavitt, DO                | 2002 |
| David J. Seager, MD                | 2001 |
| Russell Knudsen, MBBS              | 2000 |
| Dow B. Stough, MD                  | 1999 |
| O 'Tar T. Norwood, MD              | 1998 |
| Richard C. Shiell, MBBS            | 1997 |
| James Arnold, MD                   | 1996 |
| Walter P. Unger, MD                | 1995 |
| Patrick Frechet, MD                | 1994 |

### PLATINUM FOLLICLE AWARDEES

|                                            |      |
|--------------------------------------------|------|
| Luis Roberto Trivellini, Sr., MD, FISHRS   | 2021 |
| Moon-Kyu Kim, MD, PhD, FISHRS              | 2020 |
| Ratchathorn Panchaprateep, MD, PhD, FISHRS | 2019 |
| Jerzy R. Kolasinski, MD, PhD, FISHRS       | 2018 |
| Jean M. Devroye, MD, FISHRS                | 2017 |
| Gholamali Abbasi, MD                       | 2016 |
| Pierre Bouhanna, MD, FISHRS                | 2015 |
| Kenneth J. Washenik, MD, PhD, FISHRS       | 2014 |
| Sharon A. Keene, MD                        | 2013 |
| Bessam K. Farjo, MBChB                     | 2012 |
| Nilofer P. Farjo, MBChB                    | 2012 |
| Francisco Jimenez, MD                      | 2011 |
| William H. Reed, II, MD                    | 2010 |
| Bernard H. Cohen, MD                       | 2009 |
| Jerry E. Cooley, MD                        | 2008 |
| David Perez-Meza, MD                       | 2007 |
| Sungjoo "Tommy" Hwang, MD, PhD             | 2006 |
| Walter Krugluger, MD, PhD                  | 2005 |
| Melvin L. Mayer, MD                        | 2004 |
| Jennifer H. Martinick, MBBS                | 2003 |
| Gerard Seery, MD                           | 2002 |
| Robert M. Bernstein, MD                    | 2001 |
| Carlos O. Uebel, MD                        | 2000 |
| Michael L. Beehner, MD                     | 1999 |
| Marcelo Gandelman, MD                      | 1998 |
| Rolf Nordstrom, MD                         | 1997 |
| Bobby L. Limmer, MD                        | 1996 |
| Masumi Inaba, MD                           | 1995 |
| Jung Chul Kim, MD, PhD                     | 1994 |

### DISTINGUISHED ASSISTANT AWARDEES

|                         |      |
|-------------------------|------|
| Aileen R. Ullrich       | 2019 |
| Sara Roberts, RN        | 2018 |
| Anne Knudsen, RN        | 2017 |
| Brandi Burgess          | 2016 |
| Janna E. Shafer         | 2015 |
| Laureen Gorham, RN      | 2014 |
| Ailene Russell, NCMA    | 2013 |
| Tina M. Lardner         | 2012 |
| Kathryn Morgan          | 2011 |
| Emina Karamanovski, MD  | 2010 |
| Patrick A. Tafoya       | 2009 |
| Betsy Shea, LPN         | 2007 |
| MaryAnn Parsley, RN     | 2005 |
| Helen Marzola, RGN      | 2004 |
| Carol Rosanelli, RN, JD | 2004 |
| Marilynne Gillespie, RN | 2003 |
| Cheryl J. Pomerantz, RN | 2003 |

### ISHRS APPROVED FELLOWSHIP TRAINING DIRECTORS/PROGRAMS

Formalized policies, procedures and guidelines have been developed for ISHRS Fellowship Training Programs. The Guidelines document and an application can be obtained via the ISHRS website at <http://www.ishrs.org/member-fellowship-training.htm> or by contacting the ISHRS Headquarters office.

|                               |                       |
|-------------------------------|-----------------------|
| Marc R. Avram, MD, FISHRS     | New York, NY, USA     |
| Francisco Jimenez, MD, FISHRS | Canary Islands, Spain |
| Matt L. Leavitt DO            | Maitland, FL, USA     |
| Parsa Mohebi, MD, FISHRS      | Encino, CA, USA       |

|                                               |                    |
|-----------------------------------------------|--------------------|
| Ratchathorn Panchaprateep, MD, PhD, FISHRS    | Bangkok, Thailand  |
| (Faculty: Kongkiat Laorwong, MD, FISHRS)      | Bangkok, Thailand) |
| Damkereng Pathomvanich, MD, FISHRS            | Bangkok, Thailand  |
| Carlos J. Puig, DO, FISHRS                    | Houston, TX, USA   |
| (Faculty: Taleb Bargouthi, MD, Amman, Jordan) |                    |
| Robin Unger, MD                               | New York, NY USA   |

# Research Grant Recipients and Special Named Lecturers

## RESEARCH GRANT RECIPIENTS *(Team Leaders Listed)*

- 2021**  
Bessam Farjo, MBChB, FISHRS  
Nilofer Farjo, MBChB, FISHRS  
Jae Hyun Park, MD, PhD
- 2020**  
James Harris, MD, FISHRS  
Gregory Williams, MBBS, FISHRS
- 2019**  
Gorana Kuka Epstein, MD  
Ratchathorn Panchaprateep, MD, FISHRS  
Marie Andrée Schambach, MD, FISHRS  
Bobby Sreenivasan, MD  
Greg Williams, MBBS, FISHRS
- 2018**  
Bessam K. Farjo, MBChB, FISHRS  
Aditya K. Gupta, MD, PhD, FISHRS  
Francisco Jimenez, MD, FISHRS  
Ratchathorn Panchaprateep, MD, PhD  
Chinmanat Tangjaturonrusamee, MD  
Greg Williams, MBBS, FISHRS
- 2017**  
Robert S. Haber, MD, FISHRS  
Walter Krugluger, MD  
Anastasios Vekris, MD  
Gregory Williams, MBBS, FISHRS  
Ken L. Williams, Jr., DO, FISHRS
- 2016**  
Paul Shapiro, MD, FISHRS  
Greg Williams, MBBS, FISHRS  
Ken L. Williams, Jr., DO, FISHRS  
Bradley Wolf, MD, FISHRS
- 2015**  
Kavish Chouhan, MD  
John Cole, MD  
Kapil Dua, MD  
David Josephitis, DO, FISHRS  
Parsa Mohebi, MD, FISHRS  
Paul T. Rose MD, JD, FISHRS
- 2014**  
Arika Bansal, MD  
John P. Cole, MD  
Francisco Jimenez, MD, FISHRS  
Ratchathorn Panchaprateep, MD, PhD  
Damkerng Pathomvanich, MD, FISHRS  
Marie Andree Schambach, MD
- 2013**  
James A. Harris, MD  
Sang W. Kim, MD  
Rattapon Thuangtong, MD  
Federica Zanzottera, MSc
- 2012**  
Jeffrey Donovan, MD, PhD  
Jocelyn Theresa P. Navalta, MD, DPDS  
Ratchathorn Panchaprateep, MD  
Soo Ho Park, MD  
Damkerng Pathomvanich, MD, FACS  
David Perez-Meza, MD  
Carlos J. Puig, DO  
Sara Wasserbauer, MD
- 2011**  
Bessam K. Farjo, MBChB  
Mats Ingers, MD  
Mysore Venkataram, MD  
Mohammad Ali Nilfroushzadeh, MD
- 2010**  
Francisco Jimenez, MD  
Narendra G. Patwardhan, MD  
Kuniyoshi Yagyu, MD  
ISHRS/IHRF Joint Research Grant - Francisco Jimenez, MD
- 2009**  
Nilofer Farjo, MBChB  
Andreas Finner, MD  
Gabriel H. Krenitsky, MD  
Rodney Sinclair, MBBS  
ISHRS/IHRF Joint Research Grant – William H. Lindsey, MD  
ISHRS/IHRF Joint Research Grant – Nicole E. Rogers, MD
- 2008**  
Narendra Patwardhan, MD  
David Perez-Meza, MD  
Rodney Sinclair, MBBS, MD  
ISHRS/IHRF Joint Research Grant – Joseph F. Greco, PhD, PA-C
- 2007**  
Gholamali Abbasi, MD  
Jorge Gaviria, MD  
Joseph F. Greco, PhD  
Walter Krugluger, MD
- 2006**  
Wyn Andrews, MD  
Jerry E. Cooley, MD  
Jerzy Kolasinski, MD, PhD  
David Perez-Meza, MD
- 2005**  
Sungjoo “Tommy” Hwang, MD, PhD  
Walter Krugluger, MD  
David Perez-Meza, MD (x 2 grants)
- 2004**  
Ergin Er, MD  
Nilofer Farjo, MD  
Patrick Frechet, MD,  
Michael Beehner, MD,  
& Sharon Keene, MD  
Walter Krugluger, MD  
Melike Kuelahci, MD  
Thomas Nakatsui, MD
- 2003**  
Joerg Hugeneck, MD & Walter Krugluger, MD  
A. Arthur Katona, MD  
Jennifer H. Martinick, MBBS  
David Perez-Meza, MD
- 2002**  
John P. Cole, MD  
Jerry E. Cooley, MD  
Joerg Hugeneck, MD  
Paul T. Rose, MD
- 2001**  
Jung Chul Kim, MD & Sungjoo “Tommy” Hwang, MD, PhD
- 2000**  
Michael L. Beehner, MD  
Melvin L. Mayer, MD
- 1999**  
Marco N. Barusco, MD  
John P. Cole, MD  
Jennifer H. Martinick, MBBS  
David Perez-Meza, MD  
Jerry Shapiro, MD
- 1998**  
Robert S. Haber, MD  
Guillermo Blugerman, MD
- 1997**  
Michael L. Beehner, MD  
Melvin L. Mayer, MD  
William H. Reed, II, MD
- 1996**  
Joseph Greco, PhD  
Rainer Sachse, MD  
James M. Swinehart, MD  
Ramon Vila-Rovira, MD  
Bradley R. Wolf, MD
- 1995**  
Jerry E. Cooley, MD  
Thomas S. Potter, MD  
Edoardo Raposio, MD
- 1994**  
Robert S. Haber, MD  
Kenneth A. Kern, MD  
Jung Chul Kim, MD  
David Mobley, MD & Daniel E. Rousso, MD  
James E. Vogel, MD
- 
- ## ADVANCES IN HAIR BIOLOGY LECTURERS
- 2021** Paul Kemp, PhD  
*The Evolution of the Promise of Hair Cloning: How Hair Cell Cloning Will Fit into Your Practice*
- 2020** Maksim Plikus, PhD  
*Groups of Hair Follicles Regenerate as a Spreading Wave*
- 2019** Ramon Grimalt, MD  
*Managing Androgenetic Alopecia with Medical Therapy / Platelet-Rich Plasma for the Treatment of Androgenetic Alopecia.*
- 2018** Cheng-Ming Chuong, MD, PhD  
*Pulling Hair and Hair Restoration*
- 2017** Claire Higgins, PhD  
*Hair Follicle Neof ormation (Hair Cloning): Past, Present, and Future*
- 2016** Rodney Sinclair, MBBS, MD  
*Advancing Our Understanding of the Biology of Androgenetic Alopecia and Changing the Way We Use Minoxidil to Treat It*
- 2015** Valerie Horsley, PhD  
*Extrinsic Regulation of Hair Follicle Stem Cells*
- 2014** Desmond J. Tobin, PhD, FSB, FRCPath  
*The Aging Scalp and its Hallmark Gray Hair*
- 2013** Cheng-Ming Chuong, MD, PhD  
*Extra-follicular Environmental Modulation of Hair Regeneration*
- 2012** Bruce A. Morgan, PhD  
*From Stem to Hair: Deciphering and Exploiting the Instruction Set that Guides Follicle Regeneration*
- 2011** Marty E. Sawaya, MD, PhD  
*Inflammasome Regulation in Hair Disorder & Disease*
- 2010** Bruno A. Bernard, PhD, Dr.és Sci.  
*New Insights into Human Hair Growth, Shape, and Whitening*
- 2009** Michael R. Hamblin, PhD  
*The Mechanism of Action of Low Level Light Therapy*
- 2008** Victoria Holloway Barbosa, MD, MPH, MBA  
*The Influence of Hair Care Techniques on the Development of Alopecia*
- 2007** Mike Philpott, PhD  
*Comparing Dermal Papilla Cells from Balding versus Non-Balding Scalp*
- 2006** Ralf Paus, MD  
*Controversies in Hair Molecular Biology*
- 2005** Satoshi Itami, MD  
*Androgen Action in Human Hair Follicles*
- 2004** George Cotsarelis, MD  
*Hair Follicle Stem Cells*

## NORWOOD LECTURERS

- 2021** Natasha Mesinkovska, MD, PhD  
*Computed Tomography for Hair Count*
- 2020** Angela M. Christiano, PhD  
*3-D Bioprinting and In-Vitro Hair Follicle Formation*
- 2019** Gillian Westgate, PhD  
*Adipose Derived Stem Cells: Where Are They From and What Are They Doing for the Hair Follicle?*
- 2018** Apostolos Pappas, PhD  
*Understanding the Importance of Lipid Pathways for the Existence, Health, and Development of the Hair Follicle*
- 2017** Dominique Van Neste, MD, PhD  
*Initiation and Modulation of Hair Growth with Medical Treatment: Changing the Paradigms of a Stochastic System in the Context of Scalp Hair Transplantation.*
- 2016** Angela Christiano, PhD  
*JAK Inhibitors, Hair Regeneration and Genetic Testing.*
- 2015** Andrew G. Messenger, MD, FRCP  
*Androgens, Genetics and Female Pattern Hair Loss*
- 2014** Valerie A. Randall, PhD  
*Is a Glaucoma Drug the Next Treatment for Hair Loss?*
- 2013** Colin Jahoda, MD, PhD  
*Hair Follicle Cloning, Regeneration, and Other Prospective Developments for the Transplant Clinic – Where Are We Now?*
- 2012** Ralf Paus, MD  
*The Hair Follicle - Wound Healing Connection*
- 2011** William D. Ehringer, PhD  
*New Horizons in Storage Solutions and Additive Agents in Organ Transplantation*
- 2010** Kurt Stenn, MD  
*Perspectives of Bioengineering of the Hair Follicle*
- 2009** Dominique Van Neste, MD, PhD  
*Dynamic Aspects of Scalp Hair Growth and Replacement in Male Pattern Hair Loss*
- 2008** J. Kevin Thompson, PhD  
*Body Dysmorphic Disorder: How to Identify and Deal with Such Patients*
- 2007** Maria Siemionow, MD, PhD, DSc  
*Immunology and Chimerisation of Scalp Allografts and Medical Immunosuppression*
- 2006** Maria Siemionow, MD, PhD, DSc  
*Composite Total Face and Scalp Allograft Transplantation and the Impact of Ischemia Reperfusion Injury in Free Tissue Transfers*

## STOUGH LECTURERS

- 2021** Mohammad Jafferany, MD  
*Psychotrichology: Psychiatric Aspects of Hair Disease*
- 2020** Danielle Ofri, MD, PhD  
*What Patients Say, What Doctors Hear*
- 2019** Ohsang Kwon, MD, PhD  
*Allogeneic Hair Transplantation: Current Status.*

## 2021-2022 Committees

### STANDING COMMITTEES

#### 2022 WORLD CONGRESS SCIENTIFIC PLANNING COMMITTEE

- Sara Wasserbauer, MD, FISHRS | USA  
Chair
- Jae-Hyun Park, MD, PhD | Korea  
Focused Session Chair
- Christopher M. D'Souza, MBBS | United Kingdom  
M&M Chair
- Nestor A. Pissano, MD | Spain  
M&M Co-Chair
- Henrique N. Radwanski, MD | Brazil  
Live Patient Viewing Chair
- Sebastián Yriart, MD | Argentina  
Live Patient Viewing Co-Chair
- Georgios Zontos, MD, MSc, PhD, FISHRS | Denmark  
Advanced/Board Review Course Chair
- Steven Gabel, MD, FISHRS | USA  
Advanced/Board Review Course Co-Chair
- Jennifer Krejci, MD | USA  
Basics Course Chair
- Otávio Boaventura, MD | Brazil  
Basics Course Co-Chair
- Marcio Crisostomo, MD, FISHRS | Brazil  
Newcomers Chair
- Lauren Gorham, RN | USA  
Surgical Assistants Co-Chair
- Laura Krysz, RN | Spain  
Surgical Assistants Co-Chair
- Marie A. Schambach, FISHRS, MD | Guatemala  
Immediate Past Chair
- David Perez-Meza, Lt Col Ret, MD, FISHRS | Mexico  
Chief COVID Officer
- Ken Washenik, MD, PhD, FISHRS | USA  
COVID Officer

#### AMERICAN MEDICAL ASSOCIATION (AMA) HOUSE OF DELEGATES (HOD) & SPECIALTY & SERVICE SOCIETY (SSS) REPRESENTATIVE

- (appointed by Past-Presidents Cmt)
- Delegate: Carlos J. Puig, DO, FISHRS  
Term: 12/31/20-12/31/23
- Alternate Delegate: Sara M. Wasserbauer, MD, FISHRS  
Term: 12/31/20-12/31/23 (Board Liaison)

#### ANNUAL GIVING FUND CHAIR

- John D. N. Gillespie, MD, FISHRS

#### AUDIT COMMITTEE

- 2023 | Venkataram Mysore, MD, FISHRS, Chair
- 2022 | vacant
- 2023 | Hossein Yavari, MD
- 2023 | Ricardo Mejia, MD (Treasurer) (Board Liaison)

#### COMMUNICATIONS & PUBLIC EDUCATION COMMITTEE

- 2023 | Ricardo Mejia, MD, Chair
- 2023 | Paul T. Rose, MD, JD, FISHRS, Co-Chair
- 2022 | Timothy P. Carman, MD, FISHRS
- 2022 | Rachael L. Kay, MBChB
- 2023 | Michael Markou, DO  
Ambassadors for Patient Safety Subcommittee Chair
- 2022 | Marwan Noureldin, MSc
- VICE PRESIDENT: Kapil Dua, MBBS, MS, FISHRS (Board Liaison)

#### FIGHT THE FIGHT SUBCOMMITTEE

- 2023 | Ricardo Mejia, MD, Chair (Board Liaison)
- 2024 | Muhammad Jawad Chaudhry, MBBS
- 2023 | Shady El-Maghraby, MD, MSc, FISHRS
- 2022 | Jennifer H. Martinick, MBBS, FISHRS
- 2023 | Ozgur Oztan, MD

#### ISHRS AMBASSADORS FOR PATIENT SAFETY SUBCOMMITTEE

- 2023 | Michael Markou, DO, Chair
- 2022 | Konstantinos Anastassakis, MD, PhD, FISHRS
- 2022 | Blake Bloxham, DO
- 2023 | Scott L. Darling, DO
- 2023 | Rana M. Irfan, MBBS, FISHRS
- 2024 | Jinran Lin, MD, PhD
- 2024 | Emorane C. Lapanzula, MD
- 2023 | Ruban S. Nathan, MBBCh
- Board Liaison: Shady El-Maghraby, MD, MSc, FISHRS

#### CME COMMITTEE

- 2024 | Ratchathorn Panchapateep, MD, PhD, FISHRS, Chair
- 2024 | Waris Anwar, MBBS, FISHRS
- 2023 | James A. Harris, MD, FISHRS
- 2024 | Conradin von Albertini, MD, FISHRS (Board Liaison)
- 2024 | Steven Gabel, MD, FISHRS
- 2024 | Mark A. Waldman, MD

#### CME WEBINARS SUBCOMMITTEE

- 2024 | Marie A. Schambach, MD, FISHRS, Chair
- 2024 | Bruno F. Ferreira, MD
- 2024 | Matt Lopresti, DO
- Board Liaison: Robert S. Haber, MD, FISHRS

#### REGIONAL WORKSHOPS SUBCOMMITTEE

- 2023 | Conradin von Albertini, MD, FISHRS, Chair (Board Liaison)
- 2024 | David Perez-Meza, MD, FISHRS
- 2024 | Piero Tesaro, MD
- 2024 | Luis Roberto Trivellini, MD

#### ETHICS COMMITTEE

- 2023 | Scott A. Boden, MD, FISHRS, Chair
- 2022 | David P. Deutsch, MD
- 2022 | Robert T. Leonard, Jr., DO, FISHRS (Board Liaison)
- 2022 | Allan J. Parungao, MD
- 2023 | Anthony J. Mollura, MD

#### EXHIBITS & ADVERTISING REVIEW COMMITTEE

- 2022 | Vikram Jayaprakash, BM, Chair
- 2023 | Hossein Yavari, MD
- 2024 | Rahil Roopani, MD
- Board Liaison: Paul J. McAndrews, MD, FISHRS

#### FELLOWSHIP TRAINING COMMITTEE

- 2024 | Mohammad Humayun Mohmand, MD, FISHRS, Chair
- 2023 | Taleb Barghouthi, MD
- 2022 | Seema Garg, MBBS, MSc, FISHRS
- 2022 | Francisco Jimenez, MD, FISHRS
- 2023 | David S. Josephitis, DO, FISHRS
- 2024 | Natalie Kash, MD
- 2024 | Kongkiat Laorwong, MD, FISHRS
- 2022 | Patrick Mwamba, MD
- 2023 | Masahisa Nagai, MD, FISHRS
- 2022 | Robin Unger, MD (Board Liaison)
- 2024 | Anastasios Vekris, MD

#### FINANCE COMMITTEE

- Ricardo Mejia, MD, Chair (Treasurer) (Board Liaison)
- Nilofer Farjo, MBChB, FISHRS (President)
- Kapil Dua, MBBS, MS, FISHRS (Vice President)
- Robert T. Leonard, Jr., DO, FISHRS (Board member)
- Robin Unger, MD (Board member)
- Melinda Urbas, CPA, ISHRS Accountant (Non-voting)

#### GLOBAL COUNCIL OF HAIR RESTORATION SURGERY SOCIETIES

Comprised of presidents, immediate past-presidents, and president-elects of national hair restoration surgery societies.

## 2021-2022 Committees

### STANDING COMMITTEES (continued)

#### **GUIDELINES OVERSIGHT COMMITTEE**

2023 | Greg Williams, MBBS, FISHRS, Chair (Board Liaison)  
2022 | Steven Gabel, MD, FISHRS  
2023 | Hanieh Erdmann, MD  
2024 | David S. Josephitis, DO, FISHRS  
2024 | Ken Washenik, MD, PhD, FISHRS

#### **INTERNATIONAL RELATIONS COMMITTEE (ISHRS AMBASSADORS)**

2022 | Russell G. Knudsen, MBBS, FISHRS (Board Liaison)  
2023 | Vincenzo Gambino, MD, FISHRS  
2024 | Paul C. Cotterill, MD, BSc, FISHRS

#### **ISHRS EUROPE COUNCIL (IEC)**

2023 | Bessam Farjo, MBChB, FISHRS (Chair/exp. 2022)  
2022 | Francisco Jimenez, MD, FISHRS  
2022 | Vincenzo Gambino, MD, FISHRS  
2022 | Andreas Finner, MD, FISHRS  
2023 | George Zontos, MD, MSc, PhD, FISHRS  
2024 | Asim Shahmalak, MBBS, FISHRS  
2024 | Geza Sikos, MD  
2024 | Conradin von Albertini, MD, FISHRS (Board Liaison)

#### **SUBCOMMITTEE ON EUROPEAN STANDARDS**

Greg Williams, MBBS, FISHRS – Chair,  
and ISHRS Representative to CEN/TC 403 (Board Liaison)  
Jean Devroye, MD, FISHRS  
Russell Knudsen, MBBS, FISHRS, Lead Ambassador

#### **MEMBERSHIP COMMITTEE**

2023 | Luis A. Nader, MD, Chair | Mexico  
2023 | David Deutsch, MD | USA  
2023 | Mark S. DiStefano, MD, FISHRS | USA  
2023 | Andrei Doroshkevich, MD | Russia  
2024 | Bruno Pinto Goncalves, MD, MSc | Portugal  
2022 | Ozgur Oztan, MD | Turkey  
2024 | Mayank Singh, MBBS, MS, MCh | India  
2022 | Mauro Speranzini, MD, FISHRS | Brazil  
2022 | Piero Tesaro, MD | Italy  
2024 | Rattapon Thuangtong, MD | Thailand  
2023 | Luis Roberto Trivellini Sr., MD, FISHRS | Paraguay  
2024 | Ummer Yaseen, MD | India  
2022 | Hossein Yavari, MD | UAE  
SECRETARY: Bradley R. Wolf, MD, FISHRS (Board Liaison)  
GC LIAISON: Russell Knudsen, MBBS, FISHRS

#### **NOMINATING COMMITTEE**

PRESIDENT: Nilofer Farjo, MBChB, FISHRS, Chair  
(Board Liaison)  
VICE PRESIDENT: Kapil Dua, MBBS, MS, FISHRS  
IMM PAST PRESIDENT: Paul J. McAndrews, MD, FISHRS  
PAST PRESIDENT: Paul T. Rose, MD, JD, FISHRS  
PAST PRESIDENT: Ken Washenik, MD, PhD, FISHRS  
PAST PRESIDENT: Francisco Jimenez, MD, FISHRS  
PAST PRESIDENT: Sharon A. Keene, MD, FISHRS

#### **PAST-PRESIDENTS COMMITTEE**

|                                               |           |
|-----------------------------------------------|-----------|
| Francisco Jimenez, MD, FISHRS, Chair          | 2019-2020 |
| Paul McAndrews, MD, FISHRS                    | 2020-2021 |
| Arthur Tykocinski, MD, FISHRS                 | 2018-2019 |
| Ken Washenik, MD, PhD, FISHRS (Board Liaison) | 2016-2017 |
| Kuniyoshi Yagyu, MD, FISHRS                   | 2015-2016 |
| Sharon A. Keene, MD, FISHRS                   | 2014-2015 |
| Vincenzo Gambino, MD, FISHRS                  | 2013-2014 |
| Carlos J. Puig, DO, FISHRS                    | 2012-2013 |
| Jennifer H. Martinick, MBBS                   | 2011-2012 |
| Jerry E. Cooley, MD                           | 2010-2011 |
| William M. Parsley, MD, FISHRS                | 2008-2009 |
| Bessam K. Farjo, MBChB, FISHRS                | 2007-2008 |
| Paul C. Cotterill, MD, FISHRS                 | 2006-2007 |
| Paul T. Rose, MD, JD, FISHRS                  | 2005-2006 |
| E. Antonio Mangubat, MD                       | 2004-2005 |
| Robert S. Haber, MD, FISHRS                   | 2002-2003 |
| Russell Knudsen, MBBS, FISHRS                 | 1997-1998 |
| Robert T. Leonard, Jr., DO, FISHRS            | 1995-1996 |
| Dow B. Stough, MD                             | 1993-1994 |

#### **PRO BONO COMMITTEE**

2024 | Felix M. Popescu, MD, Chair  
2022 | Mark S. DiStefano, MD, FISHRS  
2023 | Vikram Jayaprakash, BM  
2024 | Malgorzata Kolenda, MD PhD, FISHRS  
2024 | Ganesh Krishnan, MD, FISHRS  
2024 | Daniel J. Lee, MD  
2023 | Julieta Peralta Arambulo, MD, FISHRS  
2024 | Arvind Poswal, MBBS  
2023 | Salome Vadachkoria, MD  
Board Liaison: Ali Abbasi, MD, FISHRS

#### **SCIENTIFIC RESEARCH, GRANTS, & AWARDS COMMITTEE**

2024 | Francisco Jimenez, MD, FISHRS, Chair  
2022 | Jean Devroye, MD, FISHRS  
2023 | James Harris, MD, FISHRS  
2023 | Moonkyu Kim, MD, PhD, FISHRS  
2022 | Jerzy Kolasinski, MD, PhD, FISHRS  
2022 | Ronald L. Shapiro, MD, FISHRS  
2024 | Robert H. True, MD, MPH, FISHRS  
Board Liaison: Marcelo Pitchon, MD

#### **SURGICAL ASSISTANTS COMMITTEE**

2024 | Laureen Gorham, RN, Co-Chair  
2022 | Laura Krys, RN, Co-Chair  
2022 | Tina M. Lardner  
2024 | Kathryn M. Morgan  
2022 | Sara Roberts, RN  
Board Liaison: Mauro Speranzini, MD, FISHRS

### AD HOC COMMITTEES

#### **AD HOC COMMITTEE ON PRECEPTORSHIPS**

Anil K. Garg, MBBS, MS, MCh, FISHRS, Chair  
Marco N. Barusco, MD, FISHRS  
Alex Ginzburg, MD, FISHRS  
Patrick Mwamba, MD  
Jae-Hyun Park, MD, PhD  
Geza Sikos, MD  
Robin Unger, MD (Board Liaison)  
Sebastian Yriart, MD

#### **FUT GUIDELINES TASK FORCE**

Robin Unger, MD, Chair (Board Liaison)  
Andreas M. Finner, MD, FISHRS  
Ali Emre Karadeniz, MD, FISHRS  
Damkereng Pathomvanich, MD, FISHRS  
Arthur Tykocinski, MD, FISHRS  
Craig L. Ziering, DO, FISHRS

#### **FUT & FUE TERMINOLOGY WORK GROUP**

Gregory Williams, MBBS, FISHRS, Chair (Board Liaison)  
Timothy P. Carman, MD, FISHRS  
Paul J. McAndrews, MD, FISHRS  
Robin Unger, MD

#### **WOMEN IN ISHRS TASK FORCE (WISHRS)**

Aman Dua, MBBS, MD, FISHRS, Chair  
Seema Garg, MBBS, MSc, FISHRS  
Rachael L. Kay, MBChB  
Nicole E. Rogers, MD, FISHRS  
Sara L. Salas, MD  
Marie A. Schambach, MD, FISHRS  
Board Liaison: Nilofer Farjo, MBChB, FISHRS



|                                                                                                                     |                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| American Board of Hair Restoration Surgery                                                                          | Hair Restoration Society of Pakistan                                                                                      |
| American Society of Hair Restoration Surgery                                                                        | Hellenic Academy of Hair Restoration Surgery                                                                              |
| Arab Association of Hair Transplantation                                                                            | Ibero Latin American Society of Hair Transplantation<br>(Sociedad Ibero-latinoamericana de Trasplante de Cabello- SILATC) |
| Argentine Society of Hair Recovery<br>(Asociacion Argentina de Recuperacion Capilar)                                | International Society of Hair Restoration Surgery                                                                         |
| Asian Association of Hair Restoration Surgeons                                                                      | Italian Society for Hair Science and Restoration                                                                          |
| Association of Hair Restoration Surgeons-India                                                                      | Japanese Society of Clinical Hair Restoration                                                                             |
| Australasian Society of Hair Restoration Surgery                                                                    | Korean Society of Hair Restoration Surgery                                                                                |
| Brazilian Society of Hair Restoration Surgery<br>(Associação Brasileira de Cirurgia de Restauração Capilar – ABCRC) | Mexican Association of Trichology and Hair Transplantation                                                                |
| British Association of Hair Restoration Surgery                                                                     | Paraguayan Society of Hair Restoration Surgery                                                                            |
| China Association of Hair Restoration Surgery                                                                       | Polish Society of Hair Restoration Surgery                                                                                |
| French Hair Restoration Surgery Society                                                                             | Swiss Society for Hair Restoration Surgery                                                                                |
| German Society of Hair Restoration<br>(Verband Deutscher Haarchirurgen)                                             | Thai Society of Hair Restoration Surgery                                                                                  |



House of Delegates

## HELP THE ISHRS KEEP ITS VOICE IN MEDICINE POLICY

### All ISHRS U.S. Members Urged to Join the AMA

**We Urgently Need Your Help!**

During our recent 5-year review by the AMA, we fell short of the 100 U.S. members required to keep our AMA HOD seat by thirteen (13) members.

The American Medical Association's (AMA) House of Delegates is considered THE house of medicine in the United States. All specialties are represented. Resolutions are proposed and debated. Those accepted become principles and can help affect legislation. We find commonalities with other specialties facing similar issues and can join together to stand up and effect change.

Having a voice with the AMA is critical—more important than ever due to our specialty's issues with the unlicensed practice of medicine. For the past 10 years, the ISHRS has held one voting seat in the AMA House of Delegates permitting the ISHRS to propose and vote on resolutions and align with organizations to support important initiatives.

Because we did not meet our membership minimum, currently the ISHRS is on probation in the AMA house of delegates. We are trying to regain our seat! We need at least 100 members of the ISHRS to be AMA members—**we are only 13 members short!**

#### Why join the AMA?

I have been an AMA member since medical school. You got the JAMA for free, and financial perks like discount rental cars and insurance. I loved the policy debates. They seemed to have the pulse of the medical world.

Then, for a while there, the AMA became less of a presence in my solo practice. I was consumed with staffing and specialty concerns—but along came COVID.

Suddenly the AMA was my go-to source for so many things—providing reliable sources of PPE, new and ACCURATE data. I had exclusive video chats with Anthony Fauci and the experts at the CDC. I checked their website often, and they emailed me with updates.

So now “eyes are opened” once again to the benefits of being a part of the larger medical picture. Sometimes it takes a catastrophe to see how much we need our team, and this is a team worth having.

Join today and get on the team with the ISHRS and the AMA!

Warm Regards,  
Sara Wasserbauer MD, FISHS

Membership in the AMA comes with many membership benefits designed especially for physicians!

Your prompt action is appreciated:

<https://commerce.ama-assn.org/membership/>

To join or renew AMA Membership:

<https://member.ama-assn.org/join-renew/member-search>

To download an AMA Member Benefits brochure:

<https://www.ama-assn.org/system/files/2020-09/physician-member-benefits-brochure.pdf>

# WORLDWIDE HAIR RESTORATION TRENDS

## 2022 ISHRS Practice Census Results

### What's Trending

More than **2.2 million** hair restoration patients were treated in 2021 – a **7% increase** since 2019



Over **703,000** hair restoration procedures worldwide in **2021**



The total market size **\$4.5 billion USD** in 2021  
This is a slight decrease of **1.5%** since 2019



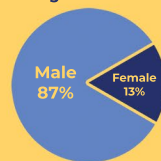
**37%** of ISHRS members reported an **increase in** transgender hair transplants in 2021



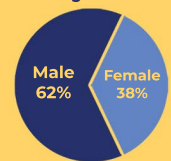
**81%** of hair restoration patients sought treatment due to **genetic hair loss** in 2021

**68%** of ISHRS members reported performing an average of **one procedure** to achieve the desired hair restoration result

Surgical Patients



Non-Surgical Patients



### Body Hair Transplantation Remains Popular

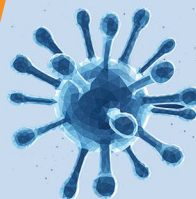
After scalp, the next highest percentage of transplantation to recipient area for females was **eyebrows**, at **11%**



After scalp, the next highest percentage of transplantation to recipient area for males was **moustache/beards**, at **4%**

### Impact of COVID-19 Pandemic

**56%** of ISHRS members who performed webcam consults felt that **in-person consults** were more effective



In the age of Zoom and looking good for the camera, **25%** of ISHRS members reported **that the majority of their new patients** indicated regular Zoom/video meetings influenced their decision to seek treatment for their hair loss

**54%** of ISHRS members said the overall effect of the COVID-19 pandemic resulted in an **increase in demand** for hair transplants, platelet-rich plasma and other hair-related surgeries and procedures in 2021

### Impact of Black Market

**5.4%** of hair restoration patients sought treatment to repair previous surgery from another physician/black market hair transplant, up from **4.2%** in 2019



**51%** of ISHRS members reported there are Black Market hair transplant clinics in their cities

**16%** of ISHRS members changed their pricing structure as a result of the Black Market



### Other Trends

#### Off-label

26% always or often prescribed **oral minoxidil** in 2021, up from 10% in 2019  
12% always or often prescribed **dutasteride** in 2021, up from 6% in 2019  
17% always or often prescribed **topical finasteride** in 2021, up from 14% in 2019



The top three most commonly prescribed non-surgical treatments in 2021 included **oral finasteride**, **topical minoxidil** and **platelet-rich plasma (PRP)**



## On-Demand Advanced/Board Review Course Bundle

- Includes 39 intermediate/advanced lectures, and mock written and oral exams.
- Designed as a stand-alone course, the bundle compliments the 2022 Advanced/Board Review Course at the ISHRS World Congress.

*Refresh your knowledge or prepare for the ABHRS exams.*

**Register Today**  
**[ISHRS.org/advanced-course](https://ISHRS.org/advanced-course)**



## On-Demand Basics Bundle

- Learn practical tips, current techniques and core concepts of hair restoration in this comprehensive course.
- Includes 24 hours of lectures and discussion panels taught by the most seasoned and knowledgeable international faculty.
- See how hair transplant combines both artistry and technology to improve the lives of patients.

*24 hours of lectures and discussion panels*

**Registration opens soon!**  
**[ISHRS.org/basics-course](https://ISHRS.org/basics-course)**

**#ISHRSEducation**

13th Annual

**JULY 22-23 | 2022**

ST. LOUIS, MISSOURI, USA

# **Hair Transplant 360** WORKSHOP

**Comprehensive Hair Transplant Course: LSE & FUE Hands-on Course**

**Two Parallel Courses for Physicians & Staff**

*Sign Up Your Staff for The Intensive Hands-On Assistant Course!*

Course Director:

Samuel M. Lam, MD, FACS, FISHRS

Course Co-Director:

Steven Gabel, MD, FACS, FISHRS

Assistant Course Director:

Aileen Ullrich

Honored Guest Speakers:

Jennifer Krejci, MD, FAAD

Marc Dauer, MD

Robert T. Leonard, Jr., DO, FISHRS, FAACS

And:

International World-Class Faculty



In collaboration with



## **ISHRS 2022**

# **Virtual Surgical Assistants Program**

Date: Saturday, October 1, 2022

Time: 8:00AM CDT (Chicago)

Live Meeting via Zoom

Chair: Laureen Gorham, RN

Take a holistic look at hair transplantation from pre- to post-surgery, emphasizing quality assurance and customer satisfaction.

Expand your knowledge from experts around the world and renew your excitement!



# ISHRS 2022 CME WEBINAR SERIES

## Live and On Demand

Available for CME credit, the ISHRS 2022 CME Webinar Series will cover topics of interest to those in the field of hair restoration surgery. Webinars may include presentations selected from the 2021 World Congress, new presentations, panel discussions, and live discussions between participants and faculty.

Watch on demand at your convenience through December 31, 2022.

The current webinar schedule, registration information, and additional details may be found at the following link:

<https://ishrs.org/2022-cme-webinars/>

### UPCOMING WEBINARS

#### Hair Transplant in Special Areas and Conditions

Wednesday/September 7

6:00PM Central Time

Moderator: Samuel M. Lam | USA

Co-Moderator: Mark A. Waldman | USA

### AVAILABLE ON DEMAND

#### Complications in Hair Restoration Surgery

Moderator: Shady El-Maghraby | Egypt

Co-Moderator: Anil Garg | India

(January 12, 2022)

#### Anesthesia Complications

Moderator: Aman Dua | India

Co-Moderator: Marie A. Schambach | Guatemala

(April 13, 2022)

#### Consultation & Evaluation

Moderator: Nina Otberg | Germany

Co-Moderator: Bruno Ferreira | Portugal

(February 12, 2022)

#### Hair Transplantation: Overcoming Challenges and Achieving Aesthetic Goals

Moderator: Scott A. Boden | USA

Co-Moderator: Emorane C. Lupanzula | Belgium

(June 11, 2022)

### REGISTRATION FEES PER WEBINAR

- Physician Attendee of ISHRS 2021 World Congress, \$0 USD
- ISHRS Physician Member, Non-Attendee of ISHRS 2021 World Congress, \$50.00 USD
- ISHRS Physician Pending-Member, Non-Attendee of ISHRS 2021 World Congress, \$75.00 USD
- Physician Non-Member, Non-Attendee of ISHRS 2021 World Congress, \$100.00 USD

The International Society of Hair Restoration Surgery is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians.

The International Society of Hair Restoration Surgery designates this Other Activity (blended synchronous and enduring) for a maximum of 2.00AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Note: CME Credit may only be claimed one time for each webinar.



**Customize media materials for your practice  
and share with your local community**

SCAN ME FOR  
MEDIA KIT



- Download press kit & media materials: [ISHRS.org/mediakit](https://ishrs.org/mediakit)
- Add your name to the consumer landing page - [HairRepairDay.org](https://HairRepairDay.org)
- Request your "I am Participating" custom image
- Send the Global Council Unified Letter & ISHRS Position Statement on the Qualifications for Scalp Surgery to your local ministry of health

**Contact:** [fightthefight@ishrs.org](mailto:fightthefight@ishrs.org)

**If you are unable to participate, see media kit for resources on  
how you can help to raise awareness and spread the message.**

**#FighttheFIGHT    [HairRepairDay.org](https://HairRepairDay.org)    #HairTransplantRepairDay**

**Fight  
The  
FIGHT**  
Fight the Fraudulent, Illicit Global Hair Transplants

**11.11**

**ISHRS World**

**Hair Transplant Repair Day**

**Participate and help spread the mission of the  
ISHRS Fight the FIGHT campaign.**



**Over \$900,000 in value of Pro-Bono Surgeries  
90 patients treated | 105 volunteer physicians**

**This program is for patients in financial need who have hair loss due to scarring.  
Scarring may be a result of trauma, surgical scarring, radiation, burns or  
inflammatory cicatricial alopecias.**

**Download application:** <https://bit.ly/operationrestoreapplication>  
[ISHRS.org/about/operation-restore/](https://ishrs.org/about/operation-restore/)



Third time's a charm! Join us for our (hopefully) virus-free 30th World Congress in the beautiful country of Panama.

The International Society of Hair Restoration's annual world congress is the most important meeting in the specialty, bringing together the top minds from around the world.

Please mark your calendars and plan to attend. You may want to book a pre- or post-trip in this magnificent part of the world.

# ISHRS 30TH WORLD CONGRESS

# PANAMA

OCTOBER 27-29, 2022 · WESTIN PLAYA BONITA · PANAMA CITY

SAVE THE DATE [30THANNUAL.ORG](https://30thannual.org)



**The first European city on the Pacific Ocean side of the Americas was built in Panama.**

On August 15, 1516, Pedro Arias Davila founded the city of Nuestra Señora de la Asuncion in Panama.

**The inventor of "Murphy's Law" was born in Panama.**  
Edward Murphy Jr., best known for the Murphy's law, which is said to state that "anything that can go wrong will go wrong", was born in the Panama Canal Zone in 1918.

**Panama is the only place in the world where you can see the sun rise on the Pacific and set on the Atlantic.**

**Panama was the first country outside the United States in which Coca Cola was sold.** Coca Cola was first sold in Panama in 1906.

## PANAMA FUN FACTS

**The emergence of the Isthmus of Panama contributed to human evolution.** Homo sapiens exist because of the change in climate patterns caused by the emergence of the Isthmus of Panama. Without Panama, humans would still live on trees!

**The lowest toll ever paid to transit the Panama Canal was 36 cents** (equivalent to \$5.13 in 2017), by American Richard Halliburton who swam across the isthmus in 1928.



International Society of Hair Restoration Surgery  
1932 S. Halsted Street, Suite 413 | Chicago, IL 60608 USA  
TEL +1-630-262-5399 | U.S. DOMESTIC TOLLFREE +1-800-444-2737  
FAX +1-630-262-1520 | E-MAIL [info@ishrs.org](mailto:info@ishrs.org) | [www.ishrs.org](http://www.ishrs.org)



Source: <https://www.embassyofpanama.org/fun-facts>

ANCILLARY MEETING • OCT 24-25, 2022 • PANAMA • SILATC & AMETREC CONGRESS & LSW

[www.silatc.org](http://www.silatc.org)

[www.ametrec.org](http://www.ametrec.org)



CONTACT  
Lt Col Ret David Perez-Meza, MD, FISHS  
Luis Nader, MD  
[silatcametrec2022@gmail.com](mailto:silatcametrec2022@gmail.com)

INTERNATIONAL SOCIETY OF HAIR RESTORATION SURGERY

# 31ST WORLD CONGRESS

NOVEMBER 1-4, 2023 • DELHI, INDIA



**SAVE THE DATE**  
**The ISHRS 2023 Big Onë will land in India!**

Start planning your incredible trip  
to India with the ISHRS.  
We look forward to welcoming you.  
Namaste!

**31STANNUAL.ORG**

**INCREDIBLE INDIA!** India's rich culture and history will inspire and amaze you. You will be treated to daily encounters and special moments that will create lasting memories. The local planning committee will weave Indian hospitality and traditions into the conference for a truly unique experience.

**We will have pre- and post-trips available** that you may wish to join to visit the highlights of the famous Golden Triangle - the cities of Delhi, Jaipur and Agra - where among the sites is the Taj Mahal. If you have not been to Taj Mahal, it is an enlightening and mesmerizing experience that you should not miss.

International Society of Hair Restoration Surgery 1932 S. Halsted Street, Suite 413 | Chicago, IL 60608 USA  
TEL +1-630-262-5399 | U.S. DOMESTIC TOLLFREE +1-800-444-2737 | FAX +1-630-262-1520 | E-MAIL [info@ishrs.org](mailto:info@ishrs.org) | [www.ishrs.org](http://www.ishrs.org)





# ISHRS Annual Giving Fund 2022 Donation Form

*We ask that you consider joining us at the Leadership Circle.*



## Become a valuable carrier of the AGF torch— Please Join Us!

We need your help and support to accomplish the many projects and initiatives of the ISHRS.  
**Consider joining the existing proud AGF donors.** Please contribute to the Annual Giving Fund – there is a giving level for everyone. Pledge \$2,000, \$1,000, \$500, \$250 or another amount that you can commit.

☐ \$2,000    ☐ \$1,000    ☐ \$500    ☐ \$250    ☐ Other \$ \_\_\_\_\_

☐ Earmark my donation for the ISHRS Black Market Campaign

Name \_\_\_\_\_ Member Number \_\_\_\_\_

Full Address \_\_\_\_\_

☐ **CONTACT ISHRS HQ at 630-262-5399**, or for further information go to:  
<https://ishrs.org/make-a-donation/>

☐ **MAIL CHECK (U.S. currency) payable to:**  
***International Society of Hair Restoration Surgery***  
1932 S. Halsted St., Suite 413, Chicago, IL 60608 USA  
*Include this donation form and make a copy for your records.*

☐ **CHARGE THIS GIFT to:**    ☐ MasterCard    ☐ Visa    ☐ American Express

Card number \_\_\_\_\_ Exp. Date \_\_\_\_\_

Name on card (print) \_\_\_\_\_

Signature \_\_\_\_\_ Name \_\_\_\_\_

Telephone \_\_\_\_\_ E-mail \_\_\_\_\_

*\*We can also accept wire transfer pledges, please contact us for details.*

**This completed form serves as your financial commitment to this program.  
Thank you for your gift to the Annual Giving Fund, it is greatly appreciated!**

**PLEASE E-MAIL OR FAX THIS FORM TO**  
info@ishrs.org • FAX 630-262-1520

**OR MAIL TO**  
ISHRS, 1932 S. Halsted St., Suite 413, Chicago, IL 60608 USA  
TELEPHONE 630-262-5399 • WEBSITE [www.ishrs.org](http://www.ishrs.org)

# ISHRS Fellow Category

In effect as of October 18, 2012

## PROCESS TO ELEVATE TO FELLOW CATEGORY

The "Fellow" category requirements include:

1. Must achieve 50 points or more on Scorecard, and
2. Minimum 5 years ISHRS physician Member in good standing, and
3. Minimum 5 ISHRS Annual Scientific Meetings attended.

SEE SAMPLE SCORECARD  
ON PAGE 20

## Scorecard Categories

1. ISHRS Physician Member in good standing (1 point per year. 5 points minimum required, 15 points maximum.)
2. ISHRS Annual Scientific Meetings attended (2 points per meeting. 10 points minimum required, 20 points maximum.)
3. Completion of ISHRS Fellowship Program (10 points)
4. ABHRS Certification (12 points)
5. Article in Peer-Reviewed Publication (2 points per article. 12 points maximum.)
6. Article in ISHRS's Hair Transplant Forum International (1 point per article. 10 points maximum.)
7. Attendance at Other Hair-Related Conference certified with AMA PRA Category 1 Credit (1 point per meeting. 5 points maximum.)
8. Presentation at Hair-Related Conference certified with AMA PRA Category 1 Credit (2 points per presentation. 10 points maximum.)
9. Attendance at Global Council Society regional scientific meeting (1 points per meeting. 3 points maximum.)
10. Presentation (Lecture) at Global Council Society regional scientific meeting. (Only 1 lecture per meeting qualifies. 2 points per presentation. 8 points maximum.)
11. Teaching a University Course Related to Hair (2 points per year. 10 points maximum.)
12. ISHRS Committee or ISHRS Board of Governors Service (2 points per years. 8 points maximum.)
13. Director of an ISHRS Fellowship Training Program (8 points per 5 years. 16 points maximum.)
14. President of ISHRS or any Global Council Society (3 points per society. 6 points maximum.)
15. Chairman of ISHRS Annual Meeting or any Global Council society's annual meeting, or ISHRS Regional Workshop (3 points per meeting. 6 points maximum.)
16. Editor of Forum or Peer-Reviewed Journal or Textbook (3 points per year. 9 points maximum.)

*Maximum score of 160 potential points.*

*Must score at least 50 points.*

## Process

- a. Member must track their points and complete and sign the Scorecard.
- b. Submit Scorecard electronically to ISHRS Membership Committee via ISHRS HQ, [info@ishrs.org](mailto:info@ishrs.org). By submitting the Scorecard, the member is requesting to elevate to this status.
- c. Pay the non-refundable application fee of \$150.00 USD by check (made payable to ISHRS) or enter your credit card details on the scorecard.
- d. Membership Committee verifies that claimed points look accurate. If questionable, Membership Committee may request further documentation/support.
- e. Once per year, Membership Committee will forward list of accepted candidates to Board of Governors. The Board of Governors to ratify the list.
- f. After ratification, the ISHRS will notify the approved candidates of their elevation to Fellow category and will change the category in the member's ISHRS database record and online "Find a Doctor" search.
- g. If approved, Fellow will receive one (1) PDF certificate by email and one (1) hard copy certificate by mail. Additional hard copy certificates may be purchased for \$75.00 USD each, plus shipping.

## Maintenance Requirements

In order to maintain Fellow status, the member must attend at least one ISHRS approved meeting every three years.

Sample Scorecard for Fellowship Category

1

2

3

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7

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10

11

ISHSRS Scorecard of Eligibility for Fellow Category of Membership

Instructions: Fill in your name, join month/year, and list of detailed activity, i.e., all items in green. Purple cells will auto-populate. Sign at bottom (type in your name). Submit the form electronically (Excel) to ISHSRS HQ: info@ishrs.org with Application Fee.

Application Fee: \$150 USD non-refundable. If you are accepted, you will receive 1 PDF certificate by e-mail and 1 hard copy certificate in the mail suitable for framing. Additional hard copy certificates may be purchased for \$75 each plus shipping.

Process: Scorecards will be reviewed and vetted by the Membership Committee. You will be contacted if additional information is required. The Membership Committee will forward to the Board of Governors those who meet the criteria, with recommendation to approve. Voting will occur at the annual Board meeting that takes place at the World Congress. You will be notified after the meeting as to the action on your application. Approved Fellows may use the designation, FISHSRS, after their names as well as the Fellows logo on business cards and websites.

Physicians Name: Joe Smith, MD

Joined ISHSRS: Oct. 1999

Eligibility Score: 66 (Score will auto-populate)

Activities & Categories

|    | ISHSRS Physician Member in Good Standing   | ISHSRS Annual Meeting Attended (List Year & City) | Completion of ISHSRS Fellowship Program | ABHSRS Certification (list year) | Peer Review Publications (Text & Journals) | Forum Publications (full articles) | Attendance at Other Hair-Related Conferences (certified with AUA PRA Category 1 Credit) | Presentations at Hair-Related Conferences (certified with AUA PRA Category 1 Credit) | Attendance at Society Council scientific meeting | Presentations (Lecture) at Global Council Society regional scientific meeting. Only 1 lecture per meeting qualifies. | Teaching a University Course Related to Hair | ISHSRS Committee or ISHSRS Board of Governors Service | Director for an ISHSRS Fellowship Training Program | President of ISHSRS Society Global Council Society | Chairman of ISHSRS Annual Meeting or any ISHSRS Council meeting or ISHSRS Regional Workshop | Editor of Forum or Peer-Reviewed Journal or Textbook | Potential Points |
|----|--------------------------------------------|---------------------------------------------------|-----------------------------------------|----------------------------------|--------------------------------------------|------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------------------------------------------------|----------------------------------------------------|----------------------------------------------------|---------------------------------------------------------------------------------------------|------------------------------------------------------|------------------|
| 12 |                                            |                                                   |                                         |                                  |                                            |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 13 | Points Per Activity                        | 1 pt/year                                         | 2 pt/mtg                                |                                  | 2 pt/pub                                   | 1 pt/pub                           | 1 pt/mtg                                                                                | 2 pt/pres                                                                            | 1 pt/mtg                                         | 2 pt/pres                                                                                                            | 2 pt/yr                                      | 2 pt/year                                             | 8 pts/5 yr                                         | 3 pts/                                             | 3 pts/yr                                                                                    |                                                      |                  |
| 14 | Min/Max Required/Allowed                   | 5/15                                              | 10/20                                   | 10                               | 12                                         | 10                                 | 5                                                                                       | 10                                                                                   | 3                                                | 8                                                                                                                    | 10                                           | 8                                                     | 16                                                 | 6                                                  | 6                                                                                           | 9                                                    | 160              |
| 15 | Total/Category (Totals will auto-populate) | 13                                                | 6                                       | 0                                | 12                                         | 6                                  | 2                                                                                       | 5                                                                                    | 0                                                | 0                                                                                                                    | 0                                            | 8                                                     | 8                                                  | 0                                                  | 3                                                                                           | 0                                                    | 66               |
| 16 | List details of activity:                  |                                                   |                                         |                                  |                                            |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 17 | 2000-2012                                  |                                                   |                                         |                                  |                                            |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 18 | ISHSRS Amsterdam 2009                      | 13                                                | 2                                       |                                  |                                            |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 19 | ISHSRS Boston 2010                         | 2                                                 | 2                                       |                                  |                                            |                                    |                                                                                         | 2                                                                                    |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 20 | ISHSRS Anchorage 2011                      | 2                                                 | 2                                       |                                  |                                            |                                    |                                                                                         | 3                                                                                    |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 21 | ABHSRS Certification 2006                  |                                                   |                                         | 12                               |                                            |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       | 8                                                  |                                                    |                                                                                             |                                                      |                  |
| 22 | Director Fellow Training Program 2006-2011 |                                                   |                                         |                                  |                                            |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 23 | Forum April 2009, article "xxxxxxx"        |                                                   |                                         |                                  |                                            | 1                                  |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 24 | Forum Sept 2010, article "xxxxxxx"         |                                                   |                                         |                                  |                                            | 1                                  |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 25 | Forum April 2011, article "xxxxxxx"        |                                                   |                                         |                                  |                                            | 1                                  |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 26 | Lams Book 2012                             |                                                   |                                         |                                  | 2                                          |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 27 | Ungers Book 2010                           |                                                   |                                         |                                  | 2                                          |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 28 | Derm Surg XXX XXXX XXXXXX 2010             |                                                   |                                         |                                  | 2                                          |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 29 | Orlando Live Surgery Workshop 2011         |                                                   |                                         |                                  |                                            |                                    | 1                                                                                       |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 30 | St Louis Univ Cadaver HRS Workshop 2010    |                                                   |                                         |                                  |                                            |                                    | 1                                                                                       |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    |                                                                                             |                                                      |                  |
| 31 | ISHSRS BoG 2005-2012                       |                                                   |                                         |                                  |                                            |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              | 8                                                     |                                                    |                                                    |                                                                                             |                                                      |                  |
| 32 | ISHSRS Cowgill Workshop 2010               |                                                   |                                         |                                  |                                            |                                    |                                                                                         |                                                                                      |                                                  |                                                                                                                      |                                              |                                                       |                                                    |                                                    | 3                                                                                           |                                                      |                  |

Signature (type in name): Joe Smith

July 15, 2013

Date:

Application Fee: \$150.00 USD

Payment in U.S. Dollars must accompany application. Indicate method of payment below

Check enclosed: ☐

Check payable to: International Society of Hair Restoration Surgery, 303 W. State St., Geneva, IL, 60134, USA.

Credit card: Visa ☒ MasterCard ☐ American Express ☐

Card Number: 5555-5555-5555

Expiration Date: 7/15

Name on Card: Joseph Smith

Signature (type in name): Joe Smith

Submit to ISHSRS: E-mail your completed Excel Scorecard to info@ishrs.org.

Ver 9/28/16

# International Society of Hair Restoration Surgery Membership Agreement

By becoming an International Society of Hair Restoration Surgery ("ISHRS") member, you agree to be bound by this Membership Agreement which forms a legally enforceable contract between the ISHRS and you. If you do not wish to be bound or intend to abide by this Agreement, you should not sign this Agreement. However, if you do not sign this Agreement, you will not be permitted to become or continue as an ISHRS member.

The ISHRS is a nonprofit corporation, exempt from U.S. federal income tax pursuant to Internal Revenue Code Section 501(c)(3), organized and operated exclusively for charitable, educational, literary, and scientific purposes. As further explained by its Bylaws, the ISHRS's purpose is to advance the art and science of hair restoration by licensed, experienced physicians who are qualified to practice this type of medicine and who will do so with the highest degree of skill and artistry; to encourage the free interchange of ideas, knowledge, and experience among its members in order to maintain the skills and artistry of those members at the highest possible level of skill and knowledge; to encourage professional excellence and to promote amicable relations among the members; and to encourage continuing medical education in hair restoration surgery ("Exempt Purpose"),

In consideration for being granted membership in the ISHRS, you agree as follows:

**1. Membership.** As an ISHRS member, you will enjoy the rights and privileges identified in the ISHRS's Articles of Incorporation, Bylaws, and/or other policies. The ISHRS may alter member rights, privileges, and responsibilities in its discretion and without any liability to you.

**2. Dues.** You agree to pay all dues established by the ISHRS in the manner and within the time specified by the ISHRS.

**3. Governing Documents Adherence.** You agree to abide by the ISHRS's Articles of Incorporation, Bylaws, Code of Ethics, Code of Ethics Disciplinary Procedures, Alert Regarding Misleading and Improper Messaging, and other ISHRS policies, procedures, and rules (collectively "Governing Documents"). Without limiting the foregoing, you agree the ISHRS may discipline you as provided in the Governing Documents.

**4. Disclaimer.** You agree your ISHRS membership and any goods and services provided by the ISHRS in connection therewith (collectively "Services") are provided AS-IS without any representations or warranties of any kind or nature express, implied, or statutory. The ISHRS disclaims all representations and warranties, express, implied, and statutory, including, but not limited to, any implied warranties of merchantability, fitness for a particular purpose, workmanship, and non-infringement to the fullest extent permitted by applicable law.

**5. Defense, Indemnification, and hold harmless.** You shall defend, indemnify, and hold harmless the ISHRS and its directors, governors, officers, employees, volunteers, agents, and other representatives and contractors (collectively "Indemnified Parties") against all claims, demands, actions, causes of action, losses, damages, costs, and expenses of any kind (including, without limitation, legal fees and costs), directly or indirectly resulting from, arising out of, or in any way related to your ISHRS membership.

**6. Waiver of Liability.** YOU HEREBY WAIVE ANY AND ALL CLAIMS, ACTIONS, CAUSES OF ACTION, LOSSES, AND DAMAGES OF ANY KIND OR NATURE, YOU MAY HAVE AGAINST THE ISHRS AND/OR THE INDEMNIFIED PARTIES DIRECTLY OR INDIRECTLY RESULTING FROM, ARISING OUT OF, OR IN ANY WAY RELATED TO YOUR MEMBERSHIP IN THE ISHRS INCLUDING, BUT NOT LIMITED TO, ANY DISCIPLINE IMPOSED ON YOU BY THE ISHRS. THIS WAIVER OF LIABILITY APPLIES TO ALL CLAIMS, ACTIONS, CAUSES OF ACTION, LOSSES, AND DAMAGES OF ANY KIND OR NATURE WHATSOEVER, INCLUDING, BUT NOT LIMITED TO, DIRECT, INDIRECT, GENERAL, SPECIAL, INCIDENTAL, CONSEQUENTIAL, EXEMPLARY, STATUTORY, CONTRACTUAL, OR DAMAGES OR LOSSES OF ANY OTHER KIND OR TYPE. THIS WAIVER OF LIABILITY APPLIES WHETHER THE ALLEGED LIABILITY IS BASED ON CONTRACT, NEGLIGENCE, TORT, STRICT LIABILITY, OR ANY OTHER BASIS AND EVEN IF THE INDEMNIFIED PARTIES KNEW OR SHOULD HAVE KNOWN OF THE POSSIBILITY OF SUCH DAMAGES. THIS WAIVER OF LIABILITY SHALL BE ENFORCEABLE TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW.

**7. Attorney's Fees and Costs.** Should the ISHRS require an attorney to: (i) defend any claim, action, or cause of action brought by you or by a third party regarding your ISHRS membership or conduct; and/or (ii) enforce the ISHRS's rights under this Agreement, the ISHRS shall be entitled to recover reasonable attorney's fees and any related fees and costs incurred by the ISHRS in connection therewith.

**8. Governing Law and Choice of Forum.** This Agreement was entered into in the State of Illinois, and shall be governed by and construed in accordance with the substantive laws of the State of Illinois, excluding its choice of law rules. Any dispute arising out of this Agreement shall reside in either Cook County Circuit Court or the United States District Court for Northern Illinois.

**9. Miscellaneous.** If any provision of this Agreement is unenforceable, the unenforceability of that provision shall not affect the enforceability of any other provision. If the ISHRS agrees to waive its right in a particular instance to enforce any term of this Agreement, it does not waive its right to enforce such term at any other time. This Agreement constitutes the entire agreement between the ISHRS and you regarding the subject matter hereof. There are no representations, understandings, or agreements that are not fully expressed in this Agreement. All prior agreements, verbal or written, are no longer effective. Provisions 4 through 9 shall survive the termination of your ISHRS membership.

**You represent that: you read this ISHRS Membership Agreement; you know its contents; you entered into it as a free and voluntary act; and you agree to abide by its terms as a condition of your ISHRS membership.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

---

## APPENDIX 1

In furtherance of its Exempt purpose, the ISHRS has also adopted the “[ISHRS Position Statement on Qualifications for Scalp Surgery](#)” (inserted below) in an effort to encourage professional excellence and patient safety in hair restoration surgery.

### ISHRS Position Statement on Qualifications for Scalp Surgery

The position of the International Society of Hair Restoration Surgery is that any procedure involving a skin incision for the purpose of tissue removal from the scalp or body, or to prepare the scalp or body to receive tissue, (e.g., incising the FUE graft, excising the donor strip, creating recipient sites) by any means, including robotics, is a surgical procedure. Such procedures must be performed by a properly trained and licensed physician. All FUE harvesting tools, including robotic devices, are considered extensions of the hand of the operator, and as such, all operators of these devices must be physicians.

Physicians who perform hair restoration surgery must possess the education, training, and current competency in the field of hair restoration surgery.

The ISHRS believes the following aspects of hair restoration surgery should only be performed by a licensed physician:

- Preoperative diagnostic evaluation
- Surgery planning
- Surgery execution including: Donor hair harvesting, Hairline design, Recipient site creation, and Management of other patient medical issues and possible adverse reactions
- Post-operative care

The ISHRS recognizes the delegation of the listed aspects of hair restoration procedures as follows: in some countries, accredited health professional groups, for example, Physician Assistants (U.S.), Physician Associates (U.K.), Nurse Practitioners (U.S. and U.K), Surgical Care Practitioners (U.K.), are licensed to perform medical and surgical procedures under specific criteria. These health professionals are accountable to their licensing authority for unethical conduct. In these countries, the ISHRS recognizes that such professional groups are practicing legally, and the ISHRS approves of this as long as they are practicing within the scope of their license and under the supervision of a licensed physician who performs hair surgery and possesses the education, training, and current competency in the field of hair restoration surgery.

The ISHRS believes it is unethical for an individual to travel to a state and/or country in which he or she is not licensed and perform the surgical aspects of hair restoration.

The ISHRS also believes it is unethical for a doctor to train an individual to perform surgery who is not an accredited health professional licensed to do so.

ISHRS members are required to agree to and abide by the ISHRS Code of Ethics and ISHRS Position Statement on Qualifications for Scalp Surgery. Violators will be subject to disciplinary actions.

*Adopted by the Board of Governors, 11/13/2019*

**By signing, you represent that you acknowledge the ISHRS Position Statement on Qualifications for Scalp Surgery establishing the “best practices” standard of the ISHRS; and that you are conducting your own medical practice consistent with this standard.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

---

## APPENDIX 2

In furtherance of its Exempt purpose, the ISHRS has also adopted guidelines to help members avoid what can be universally considered as misleading and improper messages. **The following are considered misleading and improper. Websites and marketing materials will be reviewed to assure these are not included.**

### ALERT REGARDING MISLEADING AND IMPROPER MESSAGING

The International Society of Hair Restoration Surgery (“ISHRS”) understands the importance of the public being informed about hair restoration surgery and the causes and scientifically proven therapies for hair loss, and recognizes many patients are misled by false or confusing messages marketed by hair restoration surgeons.

Accordingly, the ISHRS developed the Improper Messaging list below to help: (i) protect patients seeking hair restoration surgery by providing a list of items that should raise red flags; and (ii) its members avoid prohibited, improper, potentially misleading, and/or confusing messages and advertisements.

#### IMPROPER MESSAGING

**A. Misrepresenting Credentials and Violating Intellectual Property Rights.** The following publications are fraudulent, mislead the public, and violate various state and federal laws:

1. **Inaccurate Credentials.** Incorrectly claiming to be certified by the American Board of Hair Restoration Surgery (“ABHRS”) or claiming to be a member or Fellow of the ISHRS, and otherwise stating or suggesting any expertise in hair restoration surgery that is false.
2. **Misrepresenting Board Certification.** Members should identify their specific medical specialty certifying board when marketing their board certification in the public domain. Members may not claim to be board certified by the ISHRS, or to make an inference of the same. Language such as “board certified hair restoration surgeon” is not acceptable.
3. **Misrepresenting Photographs.** Publishing photographs of other physicians’ patients in any manner that states or suggests they are patients of the publishing practice.
4. **Copyright/Trademark Violations in General.** Republishing or otherwise representing the photographs, publications, tradenames, logos, or other trademarks of another practitioner without permission in violation of the owner’s copyrights and/or trademarks.
5. **ISHRS Trademark Violations.** Republishing or otherwise representing the ISHRS’s photographs, publications, name, logos and other trademarks in any manner inconsistent with the ISHRS’s Trademark Use Policy (e.g., use of Fellows Logo by non-Fellow members; use of Members Logo by anyone other than Full Members; any individual using the ISHRS’s Logo).

**B. Improper Use of Staff.** The following practice may mislead the public and violate various state and federal laws.

6. **Unauthorized Practice of Medicine.** Unlicensed, non-physicians performing surgical procedures.
7. **Lack of Informed Consent.** Non-physicians participating in hair restoration procedures without the patient’s informed consent.

**C. Misleading Language.** Use of the following terms and phrases in marketing by a hair restoration surgeon may mislead the public and violate various state and federal laws.

8. “Scarless surgery”
9. “No incision”
10. “No touch”
11. “No cutting”
12. “Cloning”
13. “Hair multiplication”
14. “Non-invasive”
15. “Eliminates the need for additional procedures”
16. “Pain free”
17. “Guaranteed results”
18. “Unlimited grafts”
19. “No risk”

**By signing, you represent that you have read, understand, and agree to avoid prohibited, improper, potentially misleading, and/or confusing messages and advertisements.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Rev. 12/04/19

# ISHRS Membership Categories

## ASSOCIATE MEMBER

Associate Members shall be physicians (MD, DO, or Non-U.S. equivalent) of good moral character and standing in the community who are fully licensed to practice medicine, and have an interest in hair restoration and scalp surgery. Applicants for Associate Membership must complete the application and submit it along with the following: a copy of current medical license for the jurisdiction in which the person practices medicine and one letter of recommendation. [One letter of recommendation is required from an ISHRS Member or Fellow Member. The letter must be submitted on the clinic letterhead of the recommending physician and signed.] Associate Members cannot vote or hold office in the Society, and they may not use the ISHRS Members Only logo on their websites or in any other promotional materials.

A \$150 non-refundable application fee is due upon application submittal. Upon admission to membership, Associate Members shall be assessed the annual or pro-rated dues fee. Once the dues fee is paid, Associate Members shall receive a subscription to the bimonthly publication *Hair Transplant Forum International*, the monthly journal, *Dermatologic Surgery*, and periodic e-journals, and *Journal of Drugs in Dermatology*.

## MEMBER

Members shall be physicians (MD, DO, or Non-U.S. equivalent) of good moral character and standing in the community who are fully licensed to practice medicine, have an interest in hair restoration and scalp surgery, and meet the additional minimum educational requirements (Minimum Educational Commitment). Applicants for Member must complete the application and submit it along with the following: a copy of current medical license for the jurisdiction in which the person will be listed on the ISHRS website, a completed Minimum Educational Commitment form and one letter of recommendation (if the applicant is not already an Associate Member). The letter must be submitted on the clinic letterhead of the recommending physician and signed.

Associate Members applying for Member category must submit the completed application, and one letter of recommendation from a Member or Fellow Member of the ISHRS stating that they recommend the applicant for full Member status. The letter should be submitted on the clinic letterhead of the recommending physician and signed. There is no application fee for Associate Members to apply for Member category.

To meet the Minimum Educational Commitment, applicants must either earn certification by the American Board of Hair Restoration Surgery (ABHRS) and attend at least two ISHRS approved meetings or attend at least four ISHRS approved meetings. See the ISHRS website for the list of approved meetings. Applicants for Member category may, but need not be, Associate Members. In order to maintain Member status, the Member must attend at least one ISHRS approved meeting every three years. Failure to attend at least one ISHRS approved meeting every three years will result in the automatic change of membership status to Associate Member.

Reinstatement to Member status requires attendance at least one ISHRS approved meeting. Such reinstatement will take place at the next ISHRS annual meeting by recommendation of the Membership Committee. Members may vote and hold office in the Society, and they may use the ISHRS Members Only logo on their websites and in other promotional materials.

A \$150 non-refundable application fee is due upon application submittal. Upon admission to membership, Members shall be assessed the annual or pro-rated dues fee. Once the dues fee is paid, Members shall receive a subscription to the bimonthly publication *Hair Transplant Forum International*, the monthly journal, *Dermatologic Surgery*, and periodic e-journals, and *Journal of Drugs in Dermatology*.

## FELLOW MEMBER

Fellows shall be Members in good standing who demonstrate support of the purposes and activities of the Society and dedication to the field of hair restoration surgery through the satisfaction of additional criteria as set forth on the Society's Scorecard of Eligibility for Fellow Category. Members must earn the stated number of points or more on the Scorecard to be eligible for Fellow status. The Scorecard may be found in the Members Only section of the ISHRS website.

In order to maintain Fellow status, the Member must attend at least one ISHRS approved meeting every three years. Failure to attend at least one ISHRS approved meeting every three years will result in the automatic change of membership status to Associate Member. Reinstatement to Fellow status requires attendance at least one ISHRS approved meeting. Such reinstatement will take place at the next ISHRS annual meeting by recommendation of the Membership Committee. Applicants for Fellow must complete the Scorecard. Fellows may vote and hold office in the Society, and they may use the ISHRS Fellows logo on their websites and in other promotional materials.

A \$150 non-refundable application fee is due upon Scorecard submittal. Upon admission to Fellow category, Fellows shall receive the same publications they received as Members and shall be assessed the annual dues. Fellow Members are authorized to use the ISHRS Fellow Member logo and are listed in the Find a Doctor database on ISHRS.org.

## ISHRS Membership Categories (continued)

### EMERITUS MEMBER

Emeritus Members shall be individuals who have been Members or Fellows in good standing for at least five (5) years who have attained the age of 65, and who are no longer engaged in active practice for more than fifty (50) days per year. Applicants for Emeritus membership must complete and submit the application along with a copy of a passport, birth certificate or other evidence of birthdate. Emeritus Members cannot vote or hold office in the Society, and they may not use the ISHRS Members Only logo on their websites or in any other promotional materials.

Request for Emeritus Membership should be made in writing to the Board of Governors attesting to the requirements as described above. There is no fee for application. Upon acceptance, Emeritus Members shall receive the same publications they received as Members and shall be assessed annual dues of \$0.

### ADJUNCT MEMBER

Adjunct Members shall be individuals who: (i) hold a doctorate (PhD or the equivalent) in a biomedical-related area; (ii) devote the majority of their professional activities to hair research in an academic setting; and (iii) are of good moral character as attested to, in writing, by a Member or Fellow Member of the Society. Applicants for Adjunct Membership must complete the application and submit it along with the following: a letter of attestation of good moral character from a Member or Fellow Member of the Society, evidence of doctorate from degree granting institution; and a detailed statement outlining current academic activities in hair research. Adjunct members cannot vote or hold office in the Society, and they may not use the ISHRS Members Only logo on their websites or in any other promotional materials.

A \$150 non-refundable application fee is due upon application submittal. Upon admission to membership, Adjunct members shall be assessed the annual or pro-rated dues fee. Once the dues fee is paid, Adjunct Members shall receive a subscription to the bimonthly publication *Hair Transplant Forum International*, the monthly journal, *Dermatologic Surgery*, and periodic e-journals, and *Journal of Drugs in Dermatology*.

### RESIDENT MEMBER

Resident Members shall be physicians (MD, DO, or Non-U.S. equivalent) of good moral character and standing in the community who are actively enrolled in a recognized and accredited formal residency teaching program. Applicants for Resident Member status must present a letter from the Chief of Service or Program Director attesting to their moral character, their enrollment in the residency program, and recommending them for Resident Membership status in the Society. They must submit one letter of recommendation from an ISHRS Member or Fellow Member. The letter must be submitted on the clinic letterhead of the recommending physician and signed. Resident Members cannot vote or hold office in the Society, and they may not use the ISHRS Members Only logo on their websites or in any other promotional materials.

A \$75 non-refundable application fee is due upon application submittal. Upon admission to membership, Resident Members shall be assessed the annual or pro-rated dues fee. Once the dues fee is paid, Resident Members shall receive a subscription to the bimonthly publication *Hair Transplant Forum International*, the monthly journal, *Dermatologic Surgery*, and periodic e-journals, and *Journal of Drugs in Dermatology*.

### SURGICAL ASSISTANT MEMBER

Applicants for the Surgical Assistant Member category must submit a letter attesting to employment from an Associate Member, Member, or Fellow Member of the Society who has a clinical hair restoration practice and performs hair restoration surgery, and who is the current employer of the applicant. The letter should attest that the surgical assistant assists in surgery and is a licensed healthcare professional in the same jurisdiction as the employing physician. If and when the employer of a Surgical Assistant Member ceases to be an Associate Member, Member, or Fellow Member of the Society, the Surgical Assistant's membership will terminate automatically at the end of the current dues year unless the Surgical Assistant gains employment with another Associate Member, Member, or Fellow Member of the Society. Any Surgical Assistant whose employer ceases to be a Society member must notify the Membership Chairman within 60 days of the change. Surgical Assistant Members cannot vote or hold office in the Society, and they may not use the ISHRS Members Only logo on websites or in any other promotional materials.

A \$75 non-refundable application fee is due upon application submittal. Upon admission to membership, Surgical Assistants shall be assessed the annual or pro-rated dues fee. Once the dues fee is paid, Surgical Assistant members shall receive a subscription to the bimonthly publication *Hair Transplant Forum International*.

# INTERNATIONAL SOCIETY OF HAIR RESTORATION SURGERY

## BYLAWS

### ARTICLE I – NAME

The name of this Society shall be the International Society of Hair Restoration Surgery. Hereinafter it shall be referred to as the Society.

### ARTICLE II – PURPOSE

The purposes of this Society are for charitable, educational, literary, and scientific purposes. Further:

- A. To advance the art and science of hair restoration by licensed, experienced physicians who are qualified to practice this type of medicine, and who will do so with the highest degree of skill and artistry.
- B. To encourage the free interchange of ideas, knowledge, and experience among its members in order to maintain the skills and artistry, of those members, at the highest possible level of skill and knowledge.
- C. To encourage professional excellence and to promote amicable relations among the members.
- D. To encourage continuing medical education in hair restoration surgery.

The Society is not intended to earn profits, nor shall it do so. The Society shall not promulgate propaganda as a substantial part of its activities. It shall not have, as a major goal, an attempt to influence legislation, nor shall it participate in any political campaigning on behalf of any candidate for public office.

### ARTICLE III – MEMBERSHIP

- A. The Society shall be composed of seven classes of membership: Fellows; Members; Associate Members; Resident Members; Emeritus Members; Adjunct Members; and Surgical Assistant Members.

1. Fellows.

Fellows of the Society shall be Members in good standing, who demonstrate support of the purposes and activities of the Society and dedication to the field of hair restoration surgery through the satisfaction of additional criteria, as determined from time to time by the Board of Governors ("Board").

2. Members.

Members of the Society shall be physicians (MD, DO, or Non-U.S. equivalent) of good moral character and standing in the community who are fully licensed to practice medicine, have an interest in hair restoration and scalp surgery, and meet additional minimum educational requirements as determined from time to time by the Board. The determination of whether a physician's degree is "Non-U.S. equivalent" is designated to the Board in its sole discretion.

3. Associate Members.

Associate Members of the Society shall be physicians (MD, DO, or Non-U.S. equivalent) of good moral character and standing in the community, who are fully licensed to practice medicine and have an interest in hair restoration and scalp surgery. Upon demonstrating completion of the additional minimum educational requirements and payment of Membership dues, an Associate Member may apply for full Member of the Society. The determination of whether a physician's degree is "Non-U.S. equivalent" is designated to the Board in its sole discretion.

4. Resident Members.

Resident Members shall be physicians (MD, DO, or Non-U.S. equivalent) of good moral character and standing in the community, who are actively enrolled in a recognized and accredited formal residency teaching program. Upon completion of a residency program and payment of Associate Member annual dues, a Resident Member shall automatically become an Associate Member of the Society without further application.

5. Emeritus Members.

A Fellow or Member of the Society in good standing, who has attained the age of 65 years, who has been an active Fellow or Member for at least five (5) years shall be eligible for Emeritus Membership if he/she is no longer engaged in active medical practice for more than fifty (50) days per year.

6. Adjunct Members.

Adjunct Members shall be individuals who: (i) hold a doctorate (PhD or the equivalent) in a biomedical-related area; (ii) devote the majority of their professional activities to hair research in an academic setting; and (iii) are of good moral character as attested to, in writing, by a Fellow, Member, or Associate Member of the Society.

7. Surgical Assistant Members.

Surgical Assistant Members must: (i) be employed by Fellows, Members, or Associate Members of the Society who have a clinical hair restoration practice and perform hair restoration surgery; (ii) assist in surgery; and (iii) be licensed health care professionals, e.g., Registered Nurse (RN), Licensed Practical Nurse (LPN), Physician Assistant (PA), Nurse Practitioner (NP). The Surgical Assistant Member must be located in the same state/location as the physician who must be licensed in that state/location.

- B. Application for Membership. Upon initial application for membership in the Society, each applicant shall be given a copy of these Bylaws as well as the Code of Ethics, Code of Ethics Disciplinary Procedures, and other ISHRS policies, procedures, alerts, and rules (collectively "Governing Documents"). As a prerequisite to membership, the applicant must sign a Membership Agreement pursuant to which, among other things, members agree to abide by all Governing Documents, which may be amended by the Society from time to time. Application for specific classes of membership shall be made as follows:

1. Application for Fellow Membership. A Member in good standing may make written application for Fellow Membership to the Secretary of the Society, in the format prescribed by the Board or its designee.

2. Application for Membership. Any physician whose medical license(s) (where applicable) is/are in good standing and who meets additional minimum educational requirements may make written application for Membership to the Secretary of the Society, in the format prescribed by the Board or its designee.
3. Application for Associate Membership. Except as set forth in Section III(A)(4) above, any physician whose medical license(s) (where applicable) is/are in good standing may make written application for Associate Membership to the Secretary of the Society, in the format prescribed by the Board or its designee.
4. Application for Resident Membership. An applicant for Resident Membership must submit to the Secretary of the Society a letter from the Chief of Service or Program Director, in which the Chief or Program Director attests to the resident's moral character and enrollment in the residency program, and recommends the resident for Resident Membership in the Society.
5. Application for Emeritus Membership. An eligible Fellow or Member may apply for Emeritus Membership, in writing, to the Board if he/she is no longer engaged in active medical practice for more than fifty (50) days per year.
6. Application for Adjunct Membership. Applicants for Adjunct Membership may make written application to the Secretary of the Society, in the format prescribed by the Board or its designee.
7. Application for Surgical Assistant Membership. Applicants for Surgical Assistant Membership may make written application to the Secretary of the Society, in the format prescribed by the Board or its designee.

Application for Surgical Assistant membership must be accompanied by a letter attesting employment from a Fellow, Member, or Associate Member of the Society who is the current employer of the applicant and a copy of the Surgical Assistant's healthcare license. When the employer of a Surgical Assistant Member ceases to be a member of the Society, the assistant's membership will continue only until the end of the current dues year, unless the Surgical Assistant Member gains employment with another Fellow, Member, or Associate Member of the Society. The Surgical Assistant Member must notify the Membership Chairman within sixty (60) days of a change.

- C. Processing Applications. After receipt of an application for membership, the Secretary of the Society shall notify the applicant of any deficiency in the application. If an application remains incomplete for six (6) months, it shall be deemed to be delinquent, and the applicant must make a new application, if consideration of the application is still desired. After receipt of an application, the Society shall process any complaints regarding the applicant in accordance with the Society's Code of Ethics Disciplinary Procedures.

D. Election.

1. Election to Resident, Emeritus, Adjunct Membership, and Surgical Assistant Membership. All completed applications for Resident, Emeritus, Adjunct Membership, and Surgical Assistant Membership shall be reviewed, and applicants shall be elected, in accordance with procedures established by the Board.
2. Election to Associate Membership, Membership and Fellow Membership. All completed applications shall be submitted to the Membership Committee for its review. Not less than thirty (30) days prior to a regularly called meeting of the Board, the Chairman of the Membership Committee shall submit a report to the Board for its action with recommendations for election of those who qualify for the subject membership class and whose applications are complete. An affirmative vote of three fifths (3/5) of the Board, present at a meeting at which a quorum is present, shall be necessary for election. Any individual whose application is denied must wait one (1) year before making re-application.

E. Rights and Duties of Membership.

1. All members of the Society, who are in good standing, may attend meetings of the membership and take part in the proceedings, receive publications, and serve on committees of the Society. Only Fellows and Members of the Society (collectively, "Voting Members"), whose memberships are in good standing, may vote and hold elective office in the Society. Voting Members are required to attend at least one (1) ISHRS approved meeting every three (3) years.
2. From time to time, members serving on the Board, committees, or other task groups may participate in the development of policies, statements, standards, surveys, tag lines, logos, or other works for the Society. Any such works shall be considered "works made for hire" as defined under federal copyright law. If such works are inappropriate for characterization as "works made for hire", the member(s) participating in such activities transfer to the Society any and all rights, including, without limitation, copyrights and trademark rights, they may have in and to such works.
3. Members are to be listed only for locations where they possess a valid, unrestricted medical license. The member must notify the Secretary within sixty (60) days if there is an error or change in their listing, as it relates to where they possess a valid medical license.
4. If any action is taken (e.g., limitation, probation, suspension, revocation, forfeiture, or any action) concerning a member's (i) right to practice medicine in any state, province, or country; or (ii) membership in an international, national, or local medical society, the member shall notify the Secretary of the Society within sixty (60) days of such action.
5. Leave of Absence (Military). Members in good standing who are called to active duty, may make written request to the Secretary for a one (1) year leave of absence, in which dues will be waived.
6. Leave of Absence (Missionary and Other). Members in good standing may make written request to the Secretary for a one (1) year leave of absence, with approval on a case-by-case basis.

F. Automatic Termination or Conversion of Membership.

1. Any member who is in default in the payment of dues or assessments for a period of sixty (60) days or otherwise becomes ineligible for membership shall be terminated automatically, unless such termination is delayed by the Board. The member will be notified of the termination by mail, in a timely fashion, by the Secretary of the Society.
2. Any former member whose membership has been terminated pursuant to Article III, Section F(1) of these Bylaws and who submits payment of all delinquent dues and other assessments within two (2) years of the date of termination, shall automatically be reinstated to the same class of membership to which he or she belonged, prior to termination, assuming one still qualifies for membership. Any former member whose dues and other assessments remain unpaid for more than two (2) years must submit a new application and meet all the criteria for membership in place at that time.
3. In order to maintain Fellow or Member status, the Fellow or Member must attend at least one (1) ISHRS approved meeting every three (3) years. Failure to attend at least one (1) ISHRS approved meeting every three (3) years will result in the automatic change of membership status to Associate Member.

Upon meeting the attendance requirement, the individual will be reinstated at the next ISHRS annual meeting by recommendation of the Membership Committee, to the same class of membership to which he or she belonged, prior to the conversion.

## **ARTICLE IV – OFFICERS, TERMS, AND DUTIES**

Officers. The officers of the Society are the President, the Vice President, the Secretary, the Treasurer, and the Immediate Past-President.

### **A. Elections.**

The election process for the officers is specified in Article VI, Section B.4.

### **B. Terms of Office.**

1. **President.** The term of office of the President is one (1) year commencing at the end of the annual meeting at which his or her predecessor's term as President ends and continuing until the President's resignation, removal, death, or until the President's term expires and his or her successor takes office.
2. **Vice President.** The term of office of the Vice President is one (1) year. The Vice President's term commences at the end of the annual meeting at which he or she is elected and continues until the Vice President's resignation, removal, death, or until his or her term expires and his or her successor is elected and qualified.
3. **Secretary/Treasurer.** The terms of office of the Secretary and the Treasurer are two (2) years. The Secretary is elected on even years (1990, 1992, etc.) and the Treasurer is elected on odd years (1991, 1993, etc.). A Secretary's or Treasurer's term commences at the end of the annual meeting at which he or she is elected and continues until his or her resignation, removal, death, or until his or her term expires and his or her successor is elected and qualified.
4. **Immediate Past-President.** The term of office of the Immediate Past-President is one (1) year. The Immediate Past-President's term commences at the end of the annual meeting at the end of his or her term of office as President and continues until his or her resignation, removal, death, or until the his or her term expires and his or her successor takes office.

### **C. Vacancies.**

1. **President.** If a vacancy occurs in the office of President, the Vice President assumes the office of President and serves the remainder of the vacating President's term and then continues to serve another complete one (1) year term of office, as President.
2. **Other Offices.** If a vacancy occurs in the office of Vice President, Secretary, Treasurer, or Immediate Past-President, the Board shall appoint a Voting Member for the unexpired term of the vacant office.

### **D. Duties of the Office.**

1. The President shall preside at all meetings. He/she shall also be Chairman of the Board of the Society and a member ex-officio of all committees, of the Society.

The President with approval of the Board shall, at his/her discretion, have the power to create committees, to designate a chair of any committee so created, and to designate members of such committees from among the membership of the Society. See Article VI – Committees.

In the event the President is unable to carry out his/her duties, the next highest ranking member of the Executive Committee shall assume such duties. The rank order of the members of the Executive Committee is: President, Vice President, Secretary, Treasurer, Immediate Past-President.

2. The Vice President shall preside at all Voting Member meetings in the absence of the President; likewise, he/she shall preside at all meetings of the Board, in the absence of the President.
3. The Secretary or a designate shall keep minutes and records of decision at all meetings of the Society. The Secretary shall be the custodian of all records and papers of the Society, except the financial records. The Secretary shall keep a correct list of all members of the Society, and shall be responsible for disseminating news of the Society's activities and meetings to the membership. The Secretary shall count the ballots from each election and shall inform the Board and the membership of the results.
4. The Treasurer of the Society shall demand and receive all funds, bequests, and donations due the Society and shall deposit them in an appropriate bank account. He/she shall disburse such funds from the treasury as the Board shall direct. He/she shall make a report of the state of the treasury to the Board, at the annual meeting of the Society, and at such other times as may be necessary. The Treasurer shall inform the Secretary of the delinquency of any member for failure to pay dues and/or assessments.
5. No member of the Board of Governors may continue to serve on the Board if he or she fails to attend three (3) consecutive Board meetings, except where such absence is for good reason as determined by the Board of Governors or its designee(s).

### **E. Resignation and Removal.**

An officer may resign, at any time, by delivering notice to the Society. The Board may remove any officer, at any time, with or without cause.

## **ARTICLE V – BOARD OF GOVERNORS**

### **A. Composition.**

1. The Board will have a total of fifteen (15) voting (Board) members who must be ISHRS Voting Members: (i) the President, Vice President, Secretary, Treasurer, and the Immediate Past-President; (ii) eight (8) elected Governors; and (iii) two (2) past-president Governors. The President of the Society serves as Chairperson of the Board. In addition, the Board will have two (2) non-voting past-president Governors.
2. The composition of the Board is to be international, and every effort is to be made to achieve a diversified Board.
3. The officers serve as ex-officio Governors. The eight (8) elected Governors are nominated and elected as specified in Article VI, Section B.4. Of the two (2) voting past-president Governors, one is nominated by the Past-Presidents Committee and elected as specified in Article VI, Section B.6., and one is nominated and elected by the incoming President. Of the two (2) non-voting past-president Governors, one is nominated and elected by the Past-Presidents Committee and one is nominated and elected by the incoming President.

4. If a vacancy occurs in one (1) of the eight (8) elected Governor positions or one (1) of the two (2) voting past-president Governor positions, or one (1) of the two (2) non-voting past president Governor positions, it is filled by appointment by the Board, for the unexpired term of the vacant elected Governor or voting or non-voting past-president Governor position.

**B. Powers.**

1. The Board shall have charge and control of all property and funds belonging to the Society.
2. Approval of the Board must be obtained by three-fifths (3/5) affirmative vote, before making any significant expenditure or disposition of money in excess of \$20,000 or property of the Society and before assuming any financial obligation in the name of the Society, outside of the approved annual budget and investment policy/plan.
3. The Board shall not authorize any funds for action that advocate a group boycott by members, nor violation of any federal or state antitrust or other law. The Board shall not sponsor nor approve any action by the Society nor its members that knowingly violates any federal or state antitrust or other law.
4. The Board, at Society expense, shall provide fidelity bond coverage or equivalent for the Officers, Governors and employees of the Society in an amount deemed appropriate by the Board.

**C. Meeting and Reports.**

1. The Board shall hold meetings at such times and places as they shall determine but not less than twice (2) per year. At least one (1) of the meetings of the Board shall coincide with the annual meeting of the Society.
2. Notice of any meeting of the Board shall state the time, date, and place of the meeting and shall be delivered at least five (5) days prior to the date of such meeting, provided that notice of any special meeting held by telephone conference call is delivered at least twenty-four (24) hours prior to the call. Attendance of a director, at any meeting, shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called and convened.
3. A majority of the Board shall constitute a quorum for the transaction of business at any duly called meeting thereof; provided, that, if less than a quorum is present at said meeting, a majority of the Board members present may adjourn the meeting from time to time without further notice. Only voting members of the Board are counted in determining the number of members present or required to take action at any Board meeting.
4. The act of a majority of the Board members present at a duly called meeting, at which a quorum is present, is the act of the Board, unless the act of a greater number is required by law, the Articles of Incorporation, or these Bylaws.
5. The Board shall make a report to the members, at the regular annual meeting of the Society.

**D. Term of office.**

Each of the eight (8) elected Governors are elected to a three (3) year term. The eight (8) elected Governors are divided into three (3) roughly equal classes. The terms of the three (3) classes are staggered so that approximately one-third (1/3) of the eight (8) elected Governors stand for election each year. An elected Governor's term commences at the end of the annual meeting, at which he or she is elected, and continues until his or her resignation, removal, death, or term expires and his or her successor is elected and qualified. Each of the eight (8) elected Governors is limited to two (2) consecutive, full three (3) year terms. Service on the Board as an officer, filling the unexpired term of an elected Governor, or as a past-president Governor is not considered service for purposes of the foregoing term limit.

One (1) elected voting past-president Governor is nominated by the Past-Presidents Committee and elected by the Voting Members for a one (1) year term. One (1) elected voting past-president Governor is nominated by the incoming President for a one (1) year term.

One (1) elected non-voting past-president Governor is nominated and elected by the Past-Presidents Committee for a one (1) year term. One (1) elected non-voting past-president Governor is nominated by the incoming President for a one (1) year term.

**E. Resignation and Removal.**

An elected Governor or past-president Governor may resign at any time by delivering notice to the Society. An elected Governor or past-president Governor may be removed by two-thirds (2/3) of the remaining members of the Board at any meeting thereof, whenever, in their judgment, the Society's purposes are best advanced by the removal.

**ARTICLE VI – COMMITTEES**

**A. Committees.**

In addition to the standing committees identified in Section B of this Article VI, the President may designate one (1) or more committees, task forces, and/or other advisory bodies (collectively, "committees"). Unless specifically designated by these Bylaws, or by the Board in writing (via resolution, meeting minutes, or unanimous written consent), committees shall not have or exercise the authority of the Board. Other than as specified in these Bylaws, committees shall consist of such persons as the President designates.

**B. Standing Committees.**

Subject to the preceding Section A of this Article VI, the Society shall have the following standing committees:

1. Executive Committee. The Executive Committee shall consist of the Officers of the Society. Subject only to the limitations set forth in this Section B of Article VI, and the applicable law, the Executive Committee shall act on behalf of the Board when a situation demands timely action by the Society, and it is not practicable to call a meeting of the Board. The Executive Committee shall determine, in its sole discretion, whether such a situation exists. The

Executive Committee shall notify the Board of the situation and inform the Board of its actions as soon as possible. The Executive Committee shall also: (i) serve as a resource for the Executive Director; and (ii) perform such other duties and responsibilities as may be assigned by the Board.

2. Finance Committee. The Finance Committee shall consist of the: (i) Treasurer, who will serve as the Committee Chair; (ii) President; (iii) Vice President; (iv) two (2) additional Board members appointed by the President; and (v) Society's accountant. The Society accountant serving on the Finance Committee shall be non-voting. The Finance Committee shall: (i) ensure the Society's financial resources are used to advance the Society's Exempt Purposes; (ii) make modifications to the investment plan (i.e., percent allocations), as necessary; (iii) make recommendations to the Board on revisions to the Investment Policy and on the investment advisor's performance; (iv) review investment reports and meet regularly to review and discuss reports; and (v) perform such other duties and responsibilities as may be assigned by the Board.
3. Membership Committee. The Membership Committee shall consist of the Secretary and other members appointed by the President. The Committee shall receive and review all membership applications. Not less than thirty (30) days prior to a regularly called meeting of the Board, the Chair of the Membership Committee shall submit a report to the Board with recommendations for election, in accordance with the nomination and election policies and procedures adopted by the Society.
4. Nominating Committee. The Nominating Committee consists of the President, Vice President, Immediate Past President, and four (4) past-presidents selected by and serving on the Past-Presidents Committee. Unless removed from office, or unable or unwilling to serve, following their respective terms: (i) the Vice-President automatically becomes the President; and (ii) the President automatically becomes the Immediate Past-President. Otherwise, the Nominating Committee shall solicit, qualify, and nominate individuals for election as officers and elected Governors. No member of the Nominating Committee is eligible for election as an officer or elected Governor. In making each nomination, the Committee shall seek individuals who possess the backgrounds, education, training, and experience that will best advance the Society's purpose. Prior to making a nomination, the Nominating Committee shall: (i) at least one-hundred and fifty (150) days before an election, request the names of potential nominees from the Voting Members; (ii) between 120 days and ninety (90) days before the election: (a) consider the names of potential nominees received from the Voting Members as well as other potential nominees; (b) confirm the qualifications of any potential nominee; (c) make available to all potential nominees copies of the Society's governing documents, including the Society's Articles of Incorporation, Bylaws, Code of Ethics, and Conflict of Interest Policy; (d) inform potential nominees of the duties of the positions for which they are being considered; and (e) obtain from potential nominees a signed acknowledgement stating: (1) they reviewed and understand the duties of the position for which they are being considered; (2) they are qualified and willing to serve in the position for which they are being considered; (3) they will, if elected, perform to the best of their abilities, the duties of the position for which they are being considered; (4) they have reviewed and understand the Society's governing documents, including the Society's Articles of Incorporation, Bylaws, Code of Ethics, and Conflict of Interest Policy and shall abide by the same; and (5) they shall complete and return to the Society the Conflict of Interest Disclosure Statement by the due date established by the Board, and, if they fail to do so, they knowingly and voluntarily resign.

The Nominating Committee shall recommend a slate of candidates ("**Slate**") to the Board on or before ninety (90) days before an election for its consideration and approval. After the Slate is approved by the Board, but not later than sixty (60) days before the election, the Nominating Committee shall submit the Slate to the Voting Members for consideration.

Alternate nomination petitions, including the names of proposed alternate candidates to any or all of those contained in the Slate, signed by no less than twenty percent (20%) of the total number of Voting Members, will be accepted between sixty (60) and thirty (30) days before the election. For purposes of this paragraph, the total number of Voting Members is determined as of thirty (30) days before the election. Alternate nomination petitions must be submitted to the Society's headquarters, in the form designated by the Nominating Committee. The Society shall maintain the form for alternate nomination petitions at the Society's headquarters. The Society shall make alternate nomination petitions available to a Voting Member upon request.

If a valid alternate nomination petition is timely received by the Society, a contested election is held at the annual meeting of the Voting Members for each office and Governor position for which at least one (1) individual was nominated by the Slate and one (1) individual was nominated by a valid alternate nomination petition.

An uncontested election is held at the annual meeting of Voting Members if no valid alternate nomination petitions are timely received, or if a valid alternate nomination petition is received, for any officer or Governor position for which there is only one nominee. Floor nominations are not permitted. The meeting chair shall ask the Voting Members to elect all uncontested nominees by acclamation.

5. Ethics Committee. The Ethics Committee shall consist of five (5) members. The number of Committee members may be increased or decreased from time to time by the Board, but in no event shall the Committee be less than three (3) members. The Committee shall receive and address ethics complaints against Society members and pending members in accordance with the Society's Code of Ethics Disciplinary Procedures. "Pending members" are individuals who submitted a completed application to the Society but the Board has not yet voted on their election. The Committee's duties, responsibilities, and manner of action will be set forth in, and governed by, the Code of Ethics Disciplinary Procedures.
6. Past-Presidents Committee. The Past-Presidents Committee consists of past-presidents of the Society, who have retained their membership, and opt-in to the Committee in a given year. The past-president who served most recently as Immediate Past-President serves as the Past-Presidents Committee Chair. The Past-Presidents Committee shall: (i) provide recommendations on specific matters, as requested by the Board; (ii) nominate the past-president Governors; (iii) select four (4) past-presidents to serve on the Nominating Committee; (iv) advise on member memorials; and (v) perform such other duties and responsibilities as may be assigned by the Board.

An uncontested election is held at the annual meeting of the Voting Members for each individual nominated as a past-president Governor. Floor nominations are not permitted. The meeting chair shall ask the Voting Members to elect the past-president nominee by acclamation.

C. Governance Provisions Applicable to Committees.

1. Terms. Committee member terms shall commence on the date the committee member is appointed and end at the meeting of the Board, held in conjunction with the annual meeting of the members.
2. Resignation or Removal. A committee member may resign at any time by providing written notice to the Secretary of the Society. A committee member may be removed by the President or Board for any reason, or no reason, at any time. A committee member who fails to return to the Society a completed Committee Acceptance Form, by the due date established by the Board, or fails to attend two (2) consecutive committee meetings, without the subject

committee's approval, shall be deemed to have resigned from the committee.

3. Vacancies. Vacancies in the membership of any committee shall be filled by appointment by the President or the Board.
4. Chair. To the extent these Bylaws or the resolution establishing a committee does not identify a chair for the committee, the President shall designate the chair for the committee. In the absence of a designated chair, the committee members in attendance at a meeting of the committee shall select a chair for that meeting, from among those committee members present.
5. Meetings. Regular meetings of a committee may be established by the Board or the committee. Other committee meetings may also be called by the Board, the President, the committee chair, the Executive Director, or by a majority of the committee members.
6. Notice. Written notice of any committee meeting shall be delivered at least two (2) days in advance of any meeting.
7. Waiver of Notice. Notice of any committee meeting may be waived in writing, signed by the person or persons entitled to the notice, either before or after the time of the meeting. The attendance of an individual, at any meeting, shall constitute a waiver of notice of such meeting, except when the individual attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.
8. Quorum. A majority of a committee shall constitute a quorum, unless otherwise provided in these Bylaws or in a resolution establishing a committee.
9. Manner of Acting. The act of a majority of the committee members present at a meeting, at which there is a quorum, is the act of the committee, unless the act of a greater number is required by statute, these Bylaws, or the Articles of Incorporation.
10. Participation at Meetings by Telephone. A committee member may participate in and act at any meeting of a committee through the use of a telephone or other communications equipment, by means of which all persons participating in the meeting can communicate with each other. Participation in such meeting shall constitute attendance and presence in person at the meeting of the person or persons so participating.
11. No Proxy Voting. No committee member may act by proxy on any matter.
12. Presumption of Assent. A committee member present at a meeting at which action is taken is presumed to have assented to the action taken, unless his/her dissent is entered in the minutes of the meeting or unless he/she files a written dissent to such action with the person acting as the secretary of the meeting before the meeting's adjournment, or forwards the dissent by registered or certified mail to the Secretary of the Society immediately after the meeting. Such right to dissent shall not apply to a committee member who voted in favor of the action.
13. Minutes. Minutes shall be kept of each committee meeting as directed by the Board. The secretary of the meeting shall ensure that draft minutes for each meeting are prepared and distributed to each committee member in advance of the subsequent committee meeting. The committee shall review, if necessary, revise, and approve the minutes at the subsequent meeting of the committee. Once approved, a copy of the minutes shall be provided to the Secretary of the Society to be filed in the Society's corporate records.
14. Informal Action. Any action that is required or may otherwise be taken at a committee meeting, may be taken without a meeting if a consent in writing, setting forth the action so taken, is signed by all of the committee members. The consent shall be evidenced by one (1) or more written approvals, each of which sets forth the action taken and provides a written record of approval. All the approvals evidencing the consent shall be delivered to the Secretary of the Society to be filed in the corporate records. The action taken is effective when all of the committee members approve the consent, unless the consent specifies a different effective date.
15. Compensation. Except as otherwise expressly stated in these Bylaws, in a resolution establishing a committee, in a committee charter approved by the Board, or by separate Board resolution, committee members are not compensated for their services as a committee member.
16. Annual Board Report. At least annually, and in addition to any other reporting responsibilities of the committee, each committee shall provide a written report to the Board describing its activities during the previous year along with recommendations, if any, applicable to its activities.
17. Guidelines and Rules. The Board may adopt additional guidelines or rules for a committee as it deems necessary and appropriate. Each committee may adopt rules for its own governance, not inconsistent with the Articles of Incorporation, these Bylaws, a resolution establishing the committee, or any charter, guidelines, or rules adopted by the Board for the committee.
18. Authority of the Board. The Board may at any time dissolve, reconstitute, alter, remove a member of, or take any other action with regard to a committee, which the Board determines to be in the Society's best interest.

## ARTICLE VII – DISCIPLINE

- A. Grounds for Discipline. A member may be disciplined for any of the following reasons:
  1. Failure to comply with the Society's Governing Documents;
  2. Conviction of a felony or other crime related to, or arising out of, the practice of medicine or involving moral turpitude;
  3. Limitation, probation, suspension, revocation, forfeiture or any action by any state, province or country of the member's right to practice medicine;
  4. Unauthorized use of the Society's name, logo, or other symbols on symposia advertisements, publications, stationery, printed material, websites, or in any other manner;
  5. Failure to reasonably cooperate with any disciplinary proceedings brought against the member; and
  6. Immoral, dishonorable, or unprofessional conduct considered by the Board, in its sole discretion, to be prejudicial to the best interests of, or inconsistent with, the purposes of the Society.

B. Procedures.

1. Charges against members or pending members for violations of the Society's Code of Ethics shall be submitted, addressed, and governed by the Society's Code of Ethics Disciplinary Procedures. All other charges against a member must be in writing, must be specific, and must either be signed by an individual complainant, or initiated by the Board or its designee, and must comply with the policies and procedures adopted by the Board.
2. Other than with respect to discipline arising out of a member's or pending member's violation of the Society's Code of Ethics (which is governed by the Society's Code of Ethics Disciplinary Procedures), discipline, which shall include, but not be limited to, censure, suspension, and/or expulsion, shall be determined by the Board.
3. The Board may adopt procedural rules governing matters related to discipline.

**ARTICLE VIII – DUES AND FUNDS**

- A. Funds of the Society. These shall consist of monies raised by annual dues levied upon the members and the members of the surgical assistants auxiliary, as well as voluntary contributions to the Society and income from any other source that may be approved by the Board.
- B. Dues. The amount of annual dues for each class of membership shall be fixed by the Board. Dues shall become payable on the first day of each year.

**ARTICLE IX – MEMBERSHIP MEETINGS**

- A. All Voting Member meetings are conducted in the English language. All written presentations to the Society shall be in the English language. On any and all questions of procedure or protocol, the regulations in the most recent available edition of Robert's Rules of Order applies.
- B. Voting Member Meetings.
1. An annual meeting of the Voting Members of the Society shall be held at such time and place as determined by the Board. At each annual meeting of the Voting Members, the Voting Members elect the officers, elected Governors, and past-president Governors to succeed those whose terms expire at the end of the annual meeting.
  2. Special meetings of the Voting Members of the Society may be called at the request of the President or any five (5) members of the Board, or at the written request of one-hundred (100) Voting Members of the Society. The time and place for holding special meetings shall be determined by the Board.
  3. Notice of any annual or special meeting of the Voting Members shall state the time, date, place and, in the case of a special meeting, the purpose of the meeting. Notice of any annual or special meeting shall be delivered not more than sixty (60) and not less than ten (10) days prior to the date of such meeting, unless otherwise required by applicable law.
  4. Ten percent (10%) of the Voting Members of the Society constitute a quorum, for the transaction of business, at any duly called meeting of the Voting Members; provided that if less than a quorum is present, a majority of the Voting Members present may adjourn the meeting to another time without further notice.
  5. The act of a majority of the Voting Members present at a duly called meeting at which a quorum is present shall be the act of the Voting Members, unless the act of a greater number is required by law, the Articles of Incorporation, or these Bylaws.

**ARTICLE X – AMENDMENTS**

- A. These Bylaws may be altered, amended or repealed and new Bylaws may be adopted by the vote of at least three-fifths (3/5) of the votes cast by the voting members present and voting at a meeting, at which a quorum is present; provided, however, that the substance of the alteration, amendment or repeal has been approved by a three-fifths (3/5) majority vote of the Board and submitted in writing to the membership not more than sixty (60) days and not less than ten (10) days prior to the date by which the same is to be considered by the membership.

If any part or portion of these Bylaws shall be found to be unenforceable or unlawful under the laws of a state or of the United States of America, the remaining part or portion which is lawful shall remain in force.

**ARTICLE XI – USE OF ALTERNATIVE COMMUNICATION**

- A. Unless otherwise prohibited by law, (i) any action to be taken or notice delivered under these Bylaws may be taken or transmitted by electronic mail or other acceptable means; and (ii) any action or approval required to be written or in writing may be transmitted or received by electronic mail or other electronic means.

**ARTICLE XII – INTERPRETATION**

- A. Any ambiguity, uncertainty, confusion, and/or disagreement regarding the meaning, definition, and/or interpretation of any word, term, phrase, provision and/or section of these Bylaws, shall be resolved and/or determined by the Board in its sole discretion.

The Bylaws were last amended by the membership on October 18, 2020.

# CODE OF ETHICS

## of the International Society of Hair Restoration Surgery

PREAMBLE: Membership in the International Society of Hair Restoration Surgery ("ISHRS") is a privilege accorded to physicians of the highest moral and professional standards, it is not a right. The ethical principles adopted by the ISHRS define the essentials of honorable behavior for the hair restoration surgeon.

- I. The member recognizes that a greater moral responsibility is necessary in cosmetic surgery than in many other fields because of the often lack of oversight by government and/or peer review and the emotional involvement of the patient.
- II. The member acknowledges that he or she is in a position of trust and will not betray that trust.
- III. The member will not take emotional or financial advantage of patients.
- IV. The member acknowledges that he or she is in a position to affect each patient's appearance, self-confidence, and possibly the success of the patient for his or her entire life. With every treatment the lifelong effect is considered in light of continuing hair loss.
- V. The member will recommend treatment for each patient as the member would recommend for themselves or another family member under the same circumstances. This does not mean that the treatment cannot be modified to accommodate the desires of the patient.
- VI. Members will maintain truth and integrity in their advertising, always avoiding deceptive communications. If a member promotes a technique or an opinion which is not accepted by the majority of the profession as a whole, the member should acknowledge that this opinion or technique is the opinion or technique of the individual physician and not shared by the profession as a whole. Trademarking and copywriting names for common terms are discouraged.
- VII. Members will not denigrate their colleagues using false or misleading information with the intent of injuring the reputation or business of an ISHRS member or any other physician performing hair restoration surgery by any means, either directly or indirectly to include print, radio, television, Internet advertising, Internet website activity, or any other public statement made by the member or his/her representative. Violation of this code will not be tolerated and is grounds for disciplinary action.
- VIII. A member with knowledge of an illegal or improper act(s) by another physician should report such activity to the appropriate agency.
- IX. A member shall continue to study, apply and advance scientific knowledge. A member shall pass knowledge on to colleagues.
- X. The patient's confidences shall be kept private. Information will be divulged only with the permission of the patient, except as otherwise required by law.
- XI. Members will adhere to the codes of ethics of medical societies of their respective countries.
- XII. A member shall comply with: (i) all applicable laws; (ii) ISHRS's policies, procedures and governing documents including ISHRS's Bylaws, "Red Flags – Misleading & Inappropriate Messaging," "ISHRS Members Only Logo & ISHRS Meeting Logo Usage Policy", "ISHRS Membership Agreement", "ISHRS Position Statement on Qualifications for Scalp Surgery", and any other ISHRS governing documents including, without limitation, those hereafter adopted by ISHRS; (iii) the ethical codes of the medical societies, associations, and boards to which he/she belongs; and (iv) the medical staff bylaws, policies, and procedures of any facility or institution at which the member provides medical care. The foregoing compliance requirement applies to all amendments and addenda to said laws, policies, procedures, and ISHRS governing documents, and all policies, procedures, and governing documents hereafter adopted by ISHRS from time to time.
- XIII. Violation of this Code of Ethics shall be addressed in accordance with, and governed by, the Society's Code of Ethics Disciplinary Procedures.

The Code of Ethics was last amended by the membership on October 7, 2017.

# International Time Zones

Times denoted are when Daylight Saving Time is NOT in effect in U.S. and is in effect in Australia, e.g., in December. It is best to check an online time zone converter for accuracy, such as:  
[www.timezoneconverter.com](http://www.timezoneconverter.com).

| COUNTRY        | CITY                                             | TIME            |
|----------------|--------------------------------------------------|-----------------|
| Australia      | Sydney                                           | 4:00 a.m.*      |
| Brazil         | Rio de Janeiro                                   | 2:00 p.m.       |
| Canada         | Toronto                                          | 12:00 noon      |
| China          | Beijing                                          | 1:00 a.m.*      |
| Egypt          | Cairo                                            | 7:00 p.m.       |
| France         | Paris                                            | 6:00 p.m.       |
| Germany        | Berlin                                           | 6:00 p.m.       |
| Hong Kong      | Hong Kong                                        | 1:00 a.m.*      |
| Israel         | Jerusalem                                        | 7:00 p.m.       |
| Italy          | Rome                                             | 6:00 p.m.       |
| Japan          | Tokyo                                            | 2:00 a.m.*      |
| Korea          | Seoul                                            | 2:00 a.m.*      |
| Mexico         | Mexico City                                      | 11:00 a.m.      |
| Netherlands    | Amsterdam                                        | 6:00 p.m.       |
| Russia         | Moscow                                           | 8:00 p.m.       |
| Spain          | Madrid                                           | 6:00 p.m.       |
| Switzerland    | Zurich                                           | 6:00 p.m.       |
| Thailand       | Bangkok                                          | 12:00 midnight* |
| United Kingdom | London                                           | 5:00 p.m.       |
| United States  | Los Angeles                                      | 9:00 a.m.       |
| United States  | Chicago <i>(Geneva, IL – ISHRS Headquarters)</i> | 11:00 a.m.      |
| United States  | New York                                         | 12:00 noon      |

\* On the following day



MEMBERSHIP DIRECTORY  
**ALPHABETICAL**



## KEY

## Membership Categories

All persons listed in the Physicians section of this directory are regular physician members unless denoted with any of the following next to their entry. See the Bylaws for details of these categories.

- R** Resident Member
- E** Emeritus Member
- AM** Associate Member
- F** Fellow Member
- A** Adjunct Member

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