

2018

MEMBERSHIP DIRECTORY
INTERNATIONAL SOCIETY OF
HAIR RESTORATION SURGERY

EDUCATION | RESEARCH | COLLEGIALLY





THE INTERNATIONAL SOCIETY OF HAIR RESTORATION SURGERY is an international, non-profit medical association comprised of over 1,100 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

303 West State Street
Geneva, IL 60134, USA
TELEPHONE 1-630-262-5399
U.S. DOMESTIC TOLL FREE 1-800-444-2737
FAX 1-630-262-1520
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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 **Online Forum Article Archives Database**
- Subscription to the peer-reviewed journal, ***Dermatologic Surgery*** and electronic journals, *Human Trichology*, and *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**, and more
- Opportunities to earn **continuing medical education credits** (CME) – **AMA PRA Category 1 Credits™** – with certificate suitable for framing
- Eligibility for **research grants**
- Special rates on textbooks
- **www.ISHRS.org** – A comprehensive informational website on hair loss and restoration. Free listing with Physician Profile for physician members. Free downloadable patient brochure in multiple languages.
- 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

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Victoria Ceh, MPA, Medical Society Management, Inc.

HQ & Administrative Manager & Registration Manager

Kimberly Miller, Technical Registration Experts, Inc.

Meeting and Exhibits Manager

Jule Uddfolk, CMP, Meeting Management Solutions, inc.

Membership Manager & HQ Support

Katie Masini, Technical Registration Experts, Inc.

Program Manager

Melanie Stancampiano, Medical Society Management, Inc.

Project Manager

Sheri Valskis, Medical Society Management, Inc.

Bookkeeper & HQ Support

Sue Reed, Technical Registration Experts, Inc.

Administrative Assistant

Davin Ayarzagotia, Technical Registration Experts, Inc.

Database & Technical Support

Jeffrey Miller, Technical Registration Experts, Inc.

Finance, Accounting, Investments

Patrick Melvin, CPA, Desmond & Ahern, Ltd.

Melinda Urbas, CPA, Desmond & Ahern, Ltd.

Carol Cullinan, CPA, Desmond & Ahern, Ltd. – taxes

Steve Weinberg, CPA – auditor

Daniel Pepoon, Merrill Lynch

Managing Editor, Forum & Advertising Sales

Cheryl Duckler, Independent

Integrated Communications Manager/Website

Communication Strategies Group, Inc.:

Candice Warltier – Overall/Primary

Lynda Baldwin – General

Andy Busalacchi – SEO/Social Media/Web

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

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President's Message

Dear ISHRS Members,

The ISHRS was founded in 1993 and has a history of 25 years. With our long history, the ISHRS is the most prestigious academic organization in the field of hair transplantation. The membership of the society consists of more than 1,100 members in 77 countries around the world. Also, we have welcomed 95 new members this year. We have grown and developed significantly over the past 25 years with the participation and support of our members. I would like to sincerely thank all of you.

Our Membership Directory is for your personal use and will aid you in contacting your colleagues around the world. Also, you will be able to find current listings of committees, board members, directors of ISHRS Fellowship Training Programs, past awardees and special-named lecturers, the ISHRS Bylaws and Code of Ethics, and other useful information about our society.

Please make use of the Membership Directory and stay in touch with your colleagues.

Lastly, I look forward to seeing you at the World Congress in Hollywood, CA (Oct 10-14) this year. You will have the opportunity to meet many other colleagues from around the world in person.

Best regards,

Sungjoo "Tommy" Hwang, MD, PhD, FISHRS
President

International Society of Hair Restoration Surgery



ISHRS WORLD CONGRESS SCHEDULE

2018

26TH WORLD CONGRESS

October 10-14, 2018
HOLLYWOOD, CA., USA

2019

27TH WORLD CONGRESS

November 13-17, 2019
BANGKOK, THAILAND

2020

28TH WORLD CONGRESS

October 21-24, 2020
PANAMA CITY, PANAMA

Contribute to the Forum

forumeditors@ishrs.org



2017-2018 ISHRS Officers and Board of Governors

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Belo Horizonte, Brazil

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New York, NY, USA

Sharon A. Keene, MD, FISHRS
Tucson, AZ, USA

Paul C. Cotterill, MD, FISHRS
Toronto, Ontario, Canada

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Andreas Finner, MD | Germany
Bradley R. Wolf, MD, FISHRS | USA

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

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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

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 AWARDEES

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Dr. Shoji Okuda	2015
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Marcelo Gandelman, MD	2012
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James Arnold, MD	2004
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Sheldon S. Kabaker, MD	2000
Richard C. Shiell, MBBS	1999
O 'Tar T. Norwood, MD	1998
Norman Orentreich, MD	1997

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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
Damkerang 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

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

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

Marc R. Avram, MD, FISHRS New York, NY, USA	Carlos J. Puig, DO, FISHRS Houston, TX, USA
Francisco Jimenez, MD, FISHRS Canary Islands, Spain	Paul T. Rose, MD, JD, FISHRS & Bernard P. Nusbaum MD, FISHRS Coral Gables, FL, USA
Matt L. Leavitt DO Maitland, FL, USA	Daniel E. Rousso, MD, FISHRS Birmingham, AL, USA
Parsa Mohebi, MD, FISHRS Encino, CA, USA	Marwan Saifi, MD, FISHRS Wroclaw, Poland
Damkerang Pathomvanich, MD, FISHRS Bangkok, Thailand	Robin Unger, MD New York, NY USA

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.

Research Grant Recipients and Special Named Lecturers

RESEARCH GRANT RECIPIENTS *(Team Leaders Listed)*

2017 Robert S. Haber, MD, FISHRS Walter Krugluger, MD Anastasios Vekris, MD Gregory Williams, MBBS, FISHRS Ken L. Williams, Jr., DO, FISHRS	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	2007 Gholamali Abbasi, MD Jorge Gaviria, MD Joseph F. Greco, PhD Walter Krugluger, MD	2001 Jung Chul Kim, MD & Sungjoo "Tommy" Hwang, MD, PhD
2016 Paul Shapiro, MD, FISHRS Greg Williams, MBBS, FISHRS Ken L. Williams, Jr., DO, FISHRS Bradley Wolf, MD, FISHRS	2011 Bessam K. Farjo, MBChB Mats Ingers, MD Mysore Venkataram, MD Mohammad Ali Nilforoushzadeh, MD	2006 Wyn Andrews, MD Jerry E. Cooley, MD Jerzy Kolasinski, MD, PhD David Perez-Meza, MD	2000 Michael L. Beehner, MD Melvin L. Mayer, MD
2015 Kavish Chouhan, MD John Cole, MD Kapil Dua, MD David Josephitis, DO, FISHRS Parsa Mohebi, MD, FISHRS Paul T. Rose MD, JD, FISHRS	2010 Francisco Jimenez, MD Narendra G. Patwardhan, MD Kuniyoshi Yagyu, MD ISHRS/IHRF Joint Research Grant - Francisco Jimenez, MD	2005 Sungjoo "Tommy" Hwang, MD, PhD Walter Krugluger, MD David Perez-Meza, MD (x 2 grants)	1999 Marco N. Barusco, MD John P. Cole, MD Jennifer H. Martinick, MBBS David Perez-Meza, MD Jerry Shapiro, MD
2014 Arika Bansal, MD John P. Cole, MD Francisco Jimenez, MD, FISHRS Ratchathorn Panchaprateep, MD, PhD Damkerng Pathomvanich, MD, FISHRS Marie Andree Schambach, 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	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	1998 Robert S. Haber, MD Guillermo Blugerman, MD
2013 James A. Harris, MD Sang W. Kim, MD Rattapon Thuangtong, MD Federica Zanzottera, MSc	2008 Narendra Patwardhan, MD David Perez-Meza, MD Rodney Sinclair, MBBS, MD ISHRS/IHRF Joint Research Grant – Joseph F. Greco, PhD, PA-C	2003 Joerg Hugeneck, MD & Walter Krugluger, MD A. Arthur Katona, MD Jennifer H. Martinick, MBBS David Perez-Meza, MD	1997 Michael L. Beehner, MD Melvin L. Mayer, MD William H. Reed, II, MD
		2002 John P. Cole, MD Jerry E. Cooley, MD Joerg Hugeneck, MD Paul T. Rose, 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

2017 Claire Higgins, PhD <i>Hair Follicle Neoformation (Hair Cloning): Past, Present, and Future</i>	2010 Bruno A. Bernard, PhD, Dr.és Sci. <i>New Insights into Human Hair Growth, Shape, and Whitening</i>
2016 Rodney Sinclair, MBBS, MD <i>Advancing Our Understanding of the Biology of Androgenetic Alopecia and Changing the Way We Use Minoxidil to Treat It</i>	2009 Michael R. Hamblin, PhD <i>The Mechanism of Action of Low Level Light Therapy</i>
2015 Valerie Horsley, PhD <i>Extrinsic Regulation of Hair Follicle Stem Cells</i>	2008 Victoria Holloway Barbosa, MD, MPH, MBA <i>The Influence of Hair Care Techniques on the Development of Alopecia</i>
2014 Desmond J. Tobin, PhD, FSB, FRCPATH <i>The Aging Scalp and its Hallmark Gray Hair</i>	2007 Mike Philpott, PhD <i>Comparing Dermal Papilla Cells from Balding versus Non-Balding Scalp</i>
2013 Cheng-Ming Chuong, MD, PhD <i>Extra-follicular Environmental Modulation of Hair Regeneration</i>	2006 Ralf Paus, MD <i>Controversies in Hair Molecular Biology</i>
2012 Bruce A. Morgan, PhD <i>From Stem to Hair: Deciphering and Exploiting the Instruction Set that Guides Follicle Regeneration</i>	2005 Satoshi Itami, MD <i>Androgen Action in Human Hair Follicles</i>
2011 Marty E. Sawaya, MD, PhD <i>Inflammasome Regulation in Hair Disorder & Disease</i>	2004 George Cotsarelis, MD <i>Hair Follicle Stem Cells</i>

NORWOOD LECTURERS

2017 Dominique Van Neste, MD, PhD <i>Initiation and Modulation of Hair Growth with Medical Treatment: Changing the Paradigms of a Stochastic System in the Context of Scalp Hair Transplantation.</i>	2011 William D. Ehringer, PhD <i>New Horizons in Storage Solutions and Additive Agents in Organ Transplantation</i>
2016 Angela Christiano, PhD <i>JAK Inhibitors, Hair Regeneration and Genetic Testing.</i>	2010 Kurt Stenn, MD <i>Perspectives of Bioengineering of the Hair Follicle</i>
2015 Andrew G. Messenger, MD, FRCP <i>Androgens, Genetics and Female Pattern Hair Loss</i>	2009 Dominique Van Neste, MD, PhD <i>Dynamic Aspects of Scalp Hair Growth and Replacement in Male Pattern Hair Loss</i>
2014 Valerie A. Randall, PhD <i>Is a Glaucoma Drug the Next Treatment for Hair Loss?</i>	2008 J. Kevin Thompson, PhD <i>Body Dysmorphic Disorder: How to Identify and Deal with Such Patients</i>
2013 Colin Jahoda, MD, PhD <i>Hair Follicle Cloning, Regeneration, and Other Prospective Developments for the Transplant Clinic — Where Are We Now?</i>	2007 Maria Siemionow, MD, PhD, DSc <i>Immunology and Chimerisation of Scalp Allografts and Medical Immunosuppression</i>
2012 Ralf Paus, MD <i>The Hair Follicle - Wound Healing Connection</i>	2006 Maria Siemionow, MD, PhD, DSc <i>Composite Total Face and Scalp Allograft Transplantation and the Impact of Ischemia Reperfusion Injury in Free Tissue Transfers</i>

2017-2018 Committees

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Committee Member

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Committee Member

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Committee Member

Emorane C. Lupanzula, MD | Belgium
Committee Member

Ratchathorn Panchaprateep, MD, PhD, FISHRS | Thailand
Committee Member

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(appointed by Past-Presidents Cmt)

Delegate: Carlos J. Puig, DO, FISHRS

Term: 12/31/2017-12/31/2020

Alternate Delegate: Ricardo Mejia, MD and

Paul T. Rose, MD, JD

Term: 12/31/2017-12/31/2020

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2018 | Vincenzo Gambino, MD, FISHRS

2018 | Robert T. Leonard, Jr., DO, FISHRS

2018 | Nicole E. Rogers, MD, FISHRS

2019 | Robert S. Haber, MD, FISHRS

2019 | Ricardo Mejia, MD

2020 | Konstantinos Anastassakis, MD, PhD

2020 | Jeffrey S. Epstein, MD

2020 | Yaseen Ummer, MD

2020 | Shadi Zari, MD

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Bessam K. Farjo, MBChB, FISHRS, Regional Workshops
Subcommittee Chair

Robert S. Haber, MD, FISHRS

James A. Harris, MD, FISHRS

Sharon A. Keene, MD, FISHRS

Carlos J. Puig, DO, FISHRS

Ken J. Washenik, MD, PhD, FISHRS

Plus 2018 World Congress Planning Committee

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Conradin von Albertini, MD, FISHRS

Paul C. Cotterill, MD, FISHRS

Jerzy Kolasinski, MD, PhD, FISHRS

Matt L. Leavitt, DO

Carlos J. Puig, DO, FISHRS

SUBCOMMITTEE ON BEST PRACTICES PROJECT

Paul C. Cotterill, MD, FISHRS, Chair

Scott A. Boden, MD, FISHRS

Sharon A. Keene, MD, FISHRS

Matt L. Leavitt, DO

Carlos J. Puig, DO, FISHRS

Ken J. Washenik, MD, PhD, FISHRS

Gregory Williams, MBBS, FISHRS

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2018 | Carlos J. Puig, DO, FISHRS

2018 | Kuniyoshi Yagyu, MD, FISHRS

2019 | Glenn M. Charles, DO, FISHRS

2019 | Mohammad Humayun Mohmand, MD, FISHRS

2020 | Mark Distefano, MD, FISHRS

2020 | Aditya Gupta, MD, PhD, FISHRS

2020 | David Josephitis, DO, FISHRS

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2018 | Paul McAndrews, MD, FISHRS

2019 | Timothy P. Carman, MD, FISHRS

2019 | Marco Toscani, MD

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2019 | Paul J. McAndrews, MD, FISHRS

2020 | Robert J. Reese, DO, FISHRS

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2018 | Pierre Bouhanna, MD, FISHRS

2018 | David Perez-Meza, MD, FISHRS

2018 | Rajesh Rajput, MCh, FISHRS

2018 | Edwin Suddleson, MD, FISHRS

2019 | Carlos J. Puig, DO, FISHRS

2019 | Craig L. Ziering, DO, FISHRS

2020 | Kenneth Anderson, MD, FISHRS

2020 | Benjawan Butwong, MD

2020 | Kayihan Sahinoglu, MD, FISHRS

2020 | Georgios Zontos, MD, MSc, PhD, FISHRS

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

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American Board of Hair Restoration Surgery

American Society of Hair Restoration Surgery

Argentine Society of Hair Recovery
(Asociacion Argentina de Recuperacion Capilar)

Asian Association of Hair Restoration Surgeons

Association of Hair Restoration Surgeons-India

Australasian Society of Hair Restoration Surgery

Brazilian Society of Hair Restoration Surgery
(Associação Brasileira de Cirurgia de Restauração Capilar – ABCRC)

British Association of Hair Restoration Surgery

French Hair Restoration Surgery Society

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Paraguayan Society of Hair Restoration Surgery

Polish Society of Hair Restoration Surgery

Swiss Society for Hair Restoration Surgery

URGENT: CONSUMER ALERT!

Seeking Hair Restoration Surgery?

Be sure that a properly
trained licensed
physician* is responsible
for your treatment.



The International Society of Hair Restoration Surgery (ISHRS) is concerned about the growing risk to patients of unlicensed technicians performing substantial aspects of hair restoration surgery. The use of unlicensed technicians to perform aspects of hair restoration surgery which should only be performed by a properly trained and licensed physician places patients at risk of:*

*(I) misdiagnosis;
(II) failure to diagnose hair disorders and related systemic diseases; and
(III) the performance of unnecessary or ill advised surgery all of which jeopardizes patient safety and outcomes. There may also be a risk that unlicensed technicians may not be covered by malpractice insurance.*

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

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

FALSE ADVERTISING CLAIMS!

**There is no such thing as “scarless surgery”
in hair transplantation.**

Lastly, the ISHRS is concerned about false and exaggerated advertising claims related to hair restoration surgery such as “scarless surgery” or the claim that the surgery can be completely performed by a machine.

The fact is that any incision whether by machine or hand that enters the skin beyond the most superficial of depths causes a scar to form, and there is currently no machine capable of automatically performing all the aspects of the hair restoration surgery. Available technology can only assist trained surgeons performing hair restoration surgery.

To help ensure patients have information needed to make informed decisions about who performs their hair restoration surgery, **the ISHRS urges potential patients to ask the following questions** as well as questions regarding costs, risks, and short and long-term benefits and planning:

Patients Should Ask These Questions

1. Who will evaluate my hair loss and recommend a course of treatment? What is their education, training, licensure, and experience in treating hair loss?
2. Who will be involved in performing my surgery, what role will they play, and what is their education, training, licensure, and experience performing hair restoration surgery?
3. Will anyone not licensed by the state be making incisions or harvesting grafts during my surgery? If so, please identify this person, explain their specific role and why they are legally permitted to perform it.
4. Is everyone involved in my surgery covered by malpractice insurance?

**Be your own best advocate.
Protect yourself.**



International Society of Hair Restoration Surgery

A non-profit medical association
303 West State Street, Geneva, IL 60134 USA
www.ISHRS.org

The International Society of Hair Restoration Surgery is a non-profit medical association exempt from federal income tax pursuant to Internal revenue Code Section 501(c)(3). The mission of the ISHRS is to achieve excellence in medical and surgical outcomes by promoting member education, international collegiality, research, ethics, and public awareness.

* or in countries where it is allowed, a licensed allied health professional practicing within the scope of his or her license.

REV. 11-15-14

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”**





INTERNATIONAL SOCIETY OF HAIR RESTORATION SURGERY

*When Award Winning
Hair Transplant Surgeons Meet*

SAVE THE DATE



OCTOBER 10-14
HOLLYWOOD
LOEWS HOLLYWOOD HOTEL
www.ISHRS.org

Hair Transplant 2018

Pre-Congress Course 12 SEPTEMBER



The ISHRS is pleased to present this Pre-Course on September 12th at the



4TH INTERNATIONAL CONGRESS OF THE AESTHETIC ACADEMY OF EGYPT (AAEgy)

13-14 SEPTEMBER 2018 • THE NILE RITZ CARLTON HOTEL • CAIRO, EGYPT

The ISHRS is pleased to participate with the Aesthetic Academy of Egypt to organize a full-day pre-congress course on HAIR TRANSPLANTATION on 12 Sept. 2018, which is the day prior to the AAEgy Congress.

COST OF THE PRE-CONGRESS COURSE

EARLY BIRD Until 1 July 2018	\$200	BEST DEAL
REGULAR Until 1 Sept. 2018	\$250	
After 1 Sept. 2018	\$300	

For those registered for HT Pre-Congress Course, you may choose to attend the full Congress on 13-14 September for additional \$50 registration fee.

PRELIMINARY PROGRAM

9:00AM-1:00PM Overview and the Basics

- Opening and Welcome Introduction
- About the ISHRS
- Overview of Hair Restoration Surgery: History, Terminology
- Follicular Unit: Macro and Microscopic Anatomy for Hair Surgeons
- Anatomical Landmarks in Hair Transplantation including Safe Donor Zone and Density in Donor and Recipient Area
- Anesthesia of the Donor and Recipient Area
- Hairline Design in Males and Females

COFFEE BREAK

- Strip FUT (Follicular Unit Transplantation): Overview
- FUE (Follicular Unit Excision): Overview
- Graft Placement Techniques including Implanters
- Discussion Panel: Candidate Selection Strip vs FUE

LUNCH BREAK

2:00PM-5:30PM Advanced Topics

- Differences in the Devices Used in FUE (sharp, blunt and hybrid punches, robotic devices)
- Recipient Sites: Special Considerations
- Female Hair Loss: Special Considerations
- Transplanting into Scars and Scarring Alopecias
- Transplanting the Eyebrows

COFFEE BREAK

- Body Hair Transplantation
- Tips and Tricks in HT of Curly Hair Candidates
- General and Most Common Complications in HRS
- Discussion Panel: Getting Started—How to Get Training and Setting up a HT Practice



Francisco Jimenez, MD

Francisco Jimenez, MD, FISHRS | Spain
Chair, HT Pre-Congress Course
Executive Committee Member, ISHRS

Ahmed A. Noreldin, MD, FISHRS | Egypt
Co-Chair, HT Pre-Congress Course
Chair, AAEgy Congress



Ahmed A. Noreldin, MD

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REGISTRATION AND INFORMATION <http://www.aaegy.org/>

10th Annual

August 2-5, 2018 St. Louis, Missouri, USA

Hair Transplant 360

WORKSHOP

**Comprehensive
Hair Transplant Course
& FUE Hands-On Course**

- *New, Expanded Course Format*
- *3 Information Packed Days*
- *Latest High-Definition Live 3D Lectures and Surgery Dissection*
- *Extensive, Hands-on Cadaver Workshop with Low Student-to-Faculty Ratio*
- *Fast-Track Stand Alone or Combined Full-Day FUE Course*



- ▶ Hairline Design
- ▶ Donor Harvest/Closure
- ▶ Recipient Site Creation
- ▶ Graft Dissection
- ▶ Graft Placement
- ▶ Crown Design
- ▶ Female Hairline Design
- ▶ Temporal Point Design
- ▶ Graft Calculation
- ▶ Marketing
- ▶ Consulting
- ▶ Medical Treatment
- ▶ Critical Thinking Day
- ▶ Quality Control
- ▶ FUE

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International World Class Faculty

Assistant Course Director:
Emina Karamanovski Vance, MD

SMP WORKSHOP

OCTOBER 14-16, 2018

Walnut Creek, California
(Immediately after the
Hollywood, California
ISHRS World Congress
Meeting)



Micropigmentation of the scalp is one of the best adjunctive treatments to gain traction in the past few years. It is an excellent technique for making hair appear denser, with or without a transplant.

If you are a serious hair transplant practice, you need to know how this new technology will fit into your practice and the many different applications it can have. Drive up the California coast or fly the 45 minute airplane ride from Hollywood to Northern California for this worthwhile conference extender!



Sara Wasserbauer, MD | info@californiahairsurgeon.com
www.californiahairsurgeon.com

ISHRS Regional Workshop

Hosted by: Sara Wasserbauer, MD, FISHRS

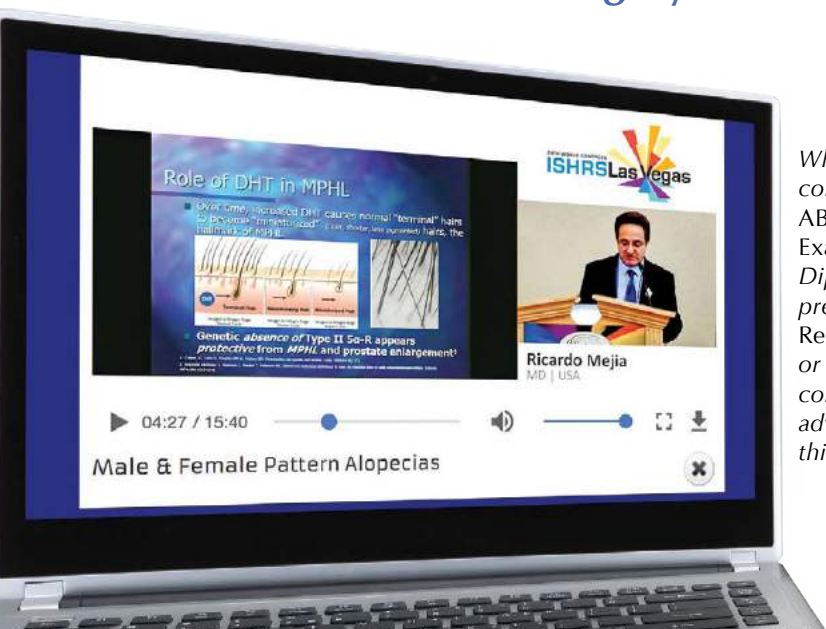
Faculty: Robert Haber, MD FISHRS &

Ronald Shapiro, MD FISHRS

Register @ www.smpworkshop.com

NOW AVAILABLE IN VIDEO

Advanced/Board Review Course in Hair Restoration Surgery



TO ORDER: www.ISHRS.org

See *Educational Products* under the *Physicians Center* tab.

ACCESS THE VIDEO TODAY

Don't miss this opportunity to review key concepts that are consistently tested on both the written and the oral exams and to understand the format of the oral exam.

- Approximately 7.5 hours of lectures and discussions, including 3 oral exam sample cases.
- All 10 content categories that make up the ABHRS certification's written exam are covered.
- Some of the most experienced and knowledgeable hair transplant surgeons in the world deliver the lectures.
- Recorded at the ISHRS 2016 World Congress
- No Continuing Medical Education (CME) Credit will be issued for watching this course.
- Format: Internet/online, computer. Video files.

Special Member Price: \$300 USD

Whether you are considering taking the ABHRS Certification Exam, are already a Diplomate and preparing for the Recertification Exam, or looking for a comprehensive advanced topic review, this course is for you!



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COURSE OUTLINE

Welcome and Opening Remarks

Marco N. Barusco, MD | USA &
Bernard A. Arocha, MD, FISHRS | USA

State of the ABHRS/IBHRS

Michael W. Vories, MD | USA

Criteria for ABHRS Certification and Application Process

Scott Boden, MD | USA

The Written Exam

Robert P. Niedbalski, DO | USA

The Oral Exam

Marco N. Barusco, MD | USA

Ethical Guidelines for the ABHRS

Daniel G. McGrath, DO | USA

SESSION 1 – ALOPECIAS

Moderator: Marco N. Barusco, MD | USA

Male & Female Pattern Alopecias

Ricardo Mejia, MD | USA

Other Alopecias

Ricardo Mejia, MD | USA

Questions & Answers

SESSION 2 – PATIENT SELECTION & DONOR AREA

Moderator: Bernard A. Arocha, MD, FISHRS | USA

Consultation and Medical Evaluation of the Patient

Robin Unger, MD | USA

Medical Treatment of AGA

Gholamali Abbasi, MD | Iran

Surgery Planning – Age and Potential for AGA

Márcio Crisóstomo, MD, FISHRS | Brazil

Donor Planning and Harvesting – FUT

Daniel G. McGrath, DO | USA

Donor Planning and Harvesting – FUE

Michael W. Vories, MD | USA

Questions & Answers

SESSION 3 – RECIPIENT AREA PLANNING

Moderator: Michael W. Vories, MD | USA

Strategies for Advanced AGA

Márcio Crisóstomo, MD, FISHRS | Brazil

Hairline Design (Male and Female)

Bernard A. Arocha, MD, FISHRS | USA

Transplantation of the Crown

Timothy P. Carman, MD, FISHRS | USA

Transplantation of the Eyebrows

Robert J. Reese, DO, FISHRS | USA

Transplanting into Scars / Reconstructive HRS

Marco N. Barusco, MD | USA

Questions & Answers

SESSION 4 – ODDS AND ENDS

Moderator: Robert P. Niedbalski, DO | USA

Emergency Situations in HRS

Carlos J. Puig, DO, FISHRS | USA

Flaps and Scalp Reductions

Carlos J. Puig, DO, FISHRS | USA

Most Common Complications in HRS

Timothy P. Carman, MD, FISHRS | USA

Questions & Answers

SESSION 5 – ORAL EXAM SAMPLE CASES

Moderators: Daniel G. McGrath, DO | USA &

Michael W. Vories, MD | USA

Case # 1 Robert J. Reese, DO, FISHRS | USA

Michael W. Vories, MD | USA

Case # 2 Marco N. Barusco, MD | USA

Michael W. Vories, MD | USA

Case # 3 Bernard A. Arocha, MD, FISHRS | USA

Michael W. Vories, MD | USA

Closing Remarks/Adjourn

Marco N. Barusco, MD | USA

Bernard A. Arocha, MD, FISHRS | USA



ISHRS Educational Videos

Enduring Material

This material is geared toward all levels of hair restoration physicians.

The International Society of Hair Restoration Surgery (ISHRS) is pleased to offer its MP4 video series. MP4 video files are 90 to 120 minutes in length and have an accompanying PDF handout.

ISHRS Members: \$40 ISHRS Pending Members: \$45 Non-Members: \$50



Grow Hair Grow! Minimizing Poor Growth in Hair Transplants and New Ways to Max It Out

Faculty:

Mario Marzola, MBBS, Michael L. Beehner, MD, John P. Cole, MD, and William M. Parsley, MD

120 Minutes ISHRS Members: \$40

This MP4 video file shares insights on how to minimize poor growth outcomes in FUT and FUE procedures. Case studies illustrate the best practices in maximizing hair growth, lessons learned, and how to confront patients with poor growth. The faculty also discusses new ways to maximize growth in the use of vasodilators, angiogenesis stimulators, PRP, Lipophilic ATP, ACell, and other growth maximizer treatments.



Intro to Biostatistics & Evidence Based Medicine

Faculty:

Jamie Reiter, PhD and Jerry E. Cooley, MD

90 Minutes ISHRS Members: \$40

This MP4 video file provides basic information regarding proper research design and statistics for investigators in hair restoration surgery through didactic lecture and dialogue between presenters. It covers the importance of proper design and analysis, typical research questions asked by ISHRS members, research design, statistical analysis, and resources.

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

☐ Check enclosed, payable to: *International Society of Hair Restoration Surgery* ☐ MasterCard ☐ Visa ☐ American Express

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OPERATION RESTORE

Restoring self-image, self-esteem and hair



Operation Restore Pro Bono Program

Since its inception in 2004, Operation Restore has provided over \$743,000 of free hair transplant and expenses for seventy (70) patients suffering from hair loss due to disease or trauma. The Program helps cover travel expenses for patients related with their procedures. Please consider donating your time to this worthwhile program. You can find the physician volunteer application on the ISHRS website: <http://www.ishrs.org/media-center/pro-bono-foundation.htm> . Patients like Hanna and Vonetta have been given the gift of new found confidence thanks to our dedicated volunteers.

If you have patients who qualify for the program, please refer them to the patient application.

<http://www.ishrs.org/media-center/pro-bono-foundation/ishrs-pro-bono-apply.htm>



ISHRS Annual Giving Fund



Dear ISHRS Colleague,

On behalf of the International Society of Hair Restoration Surgery and its Annual Giving Fund, I want to let you know how much we appreciate your support of the ISHRS and its programs. So many of you invest countless hours volunteering – educating your peers, serving on committees, helping pro bono patients through the Operation Restore program, and in other capacities. Your gift of time by volunteering helps to ensure the Society's continued success. Thank you.

If you would like to further assist the Society to realize a higher level of success toward its mission and goals, there are other ways to contribute as well.

The ISHRS Annual Giving Fund (AGF) provides you with an opportunity to do just that. We'd like to invite you to consider donating to the AGF, at either the Trustee Circle \$2,000/year or Leadership Circle \$1,000/year levels. If these levels do not fit into your financial plan, any contribution is very much appreciated.

AGF Donor Levels:

Trustees Circle \$2,000/year

- 2 tickets to Gala Dinner/Dance reception each year for the person who gives this amount
- Lapel pin
- Acknowledgment sticker on Annual Meeting name badge
- Recognition on website (name appears for duration of one year, for each year of giving)
- Recognition in the Forum (once per year)

Leadership Circle \$1,000/year

- 2 tickets to Gala Dinner/Dance reception each year for the person who gives this amount
- Lapel pin
- Acknowledgment sticker on Annual Meeting name badge
- Recognition on website (name appears for duration of one year, for each year of giving)
- Recognition in the Forum (once per year)

Supporter's Circle \$500/year

- Lapel pin
- Acknowledgment sticker on Annual Meeting name badge
- Recognition on website (name appears for duration of one year, for each year of giving)
- Recognition in the Forum (once per year)

Contributor's Circle \$250/year

- Lapel pin
- Acknowledgment sticker on Annual Meeting name badge
- Recognition on website (name appears for duration of one year, for each year of giving)
- Recognition in the Forum (once per year)

Thank you for your consideration,

John D.N. Gillespie, MD, Chair
ISHRS Annual Giving Fund



ISHRS Annual Giving Fund 2018 Donation Form



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.

The Annual Giving Fund is a formal way that you can assist the Society to realize a higher level of success toward its mission and goals.

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

Name: _____ Member Number: _____

Full Address: _____

☐ Pay with credit card online: <http://www.registration123.com/ishrs/AGF/>

☐ Mail check (U.S. currency) payable to:

International Society of Hair Restoration Surgery, 303 West State Street, Geneva, IL 60134, 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 email, fax, or mail this form to: info@ishrs.org; FAX: 630-262-1520, or
ISHRS, 303 West State Street • Geneva, IL 60134 USA
Telephone 630-262-5399 • Fax 630-262-1520
E-mail: info@ishrs.org • Website: 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 23



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. 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

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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 Half-Related Conference (certified with AHA PRA Category 1 Credit)	Presentations at Half-Related Conference (certified with AHA PRA Category 1 Credit)	Attendance at Society Council 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
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	8 pts/5 yr	3 pts/	3 pts/	3pt/yr	
Min/Max Required/Allowed	5/15	10/20	10	12	12	10	5	10	3	8	10	16	6	6	9	160
Total/Category (Totals will auto-populate)	13	6	0	12	6	3	2	5	0	0	0	8	0	3	0	66
List details of activity:																
2000-2012	13															
ISHSRS Amsterdam 2009		2														
ISHSRS Boston 2010		2						2								
ISHSRS Anchorage 2011		2						3								
ABHSRS Certification 2006				12												
Director Fellow Training Program 2006-2011												8				
Forum April 2009, article "xxxxxxx"						1										
Forum Sept 2010, article "xxxxxxx"						1										
Forum April 2011, article "xxxxxxx"						1										
Lams Book 2012					2											
Ungers Book 2010					2											
Derm Surg XXX XXX XXXXXX 2010					2											
Orlando Live Surgery Workshop 2011							1									
St Louis Univ Cadaver HRS Workshop 2010							1									
ISHSRS BoG 2005-2012											8					
ISHSRS Cowgill Workshop 2010														3		

Signature (type in name): Joe Smith

Date: July 15, 2013

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

Name on Card: Joseph Smith

Expiration Date: 7/15

Signature (type in name): Joe Smith

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

Ver 9/28/16

www.ISHSRS.org 21

ISHRS 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.

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*. Physicians who perform hair restoration surgery must possess the education, training, and current competency in the field of hair restoration surgery. It is beyond the scope of practice for non-licensed personnel to perform surgery. Surgery performed by non-licensed medical personnel may be considered practicing medicine without a license under applicable law. The Society supports the scope of practice of medicine as defined by a physician's state, country or local legally governing board of medicine.

Adopted by the Board of Governors, 11/15/2014

*or in countries where it is allowed, a licensed allied health professional practicing within the scope of his or her license.

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 and/or you delegate duties to technical and professional staff in accordance with medical laws applicable in your own state, region, country, or territory.

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”

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

Rev. 7/16/18

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 will be listed on the ISHRS website and two letters of recommendation. (Two letters of recommendation are required, of which at least one must be from an ISHRS Member or Fellow Member. One of the letters must be from a member in the state/country in which the applicant practices.) 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 receive a subscription to the bimonthly publication *Hair Transplant Forum International*, the monthly journal, *Dermatologic Surgery*, and periodic e-journals, *Human Trichology* and *Drugs in Dermatology*, and be assessed the annual dues.

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 two letters of recommendation (if the applicant is not already an Associate Member). One of the letters must be from an ISHRS Member or Fellow Member, and one must be from a physician in the state/country in which the applicant practices.

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. 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 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 receive a subscription to the bimonthly publication *Hair Transplant Forum International*, the monthly journal, *Dermatologic Surgery*, and periodic e-journals, *Human Trichology* and *Drugs in Dermatology*, and be assessed the annual dues.

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 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.

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 receive a subscription to the bimonthly publication *Hair Transplant Forum International*, the monthly journal, *Dermatologic Surgery*, and periodic e-journals, *Human Trichology* and *Drugs in Dermatology*, and be assessed the annual dues.

RESIDENT MEMBER

Resident Members shall be physicians (M.D., D.O., 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 two letters of recommendation. [Two letters of recommendation are required, of which at least one must be from an ISHRS Member or Fellow Member. One of the letters must be from a member in the state/country in which the applicant practices.] 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 receive a subscription to the bimonthly publication *Hair Transplant Forum International*, the monthly journal, *Dermatologic Surgery*, and periodic e-journals, *Human Trichology* and *Drugs in Dermatology*, and be assessed the annual dues.

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. 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 receive a subscription to the bimonthly publication *Hair Transplant Forum International* and be assessed the annual dues.

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 shall automatically become a Member of the Society without further application. 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. Except as set forth in Section III(A)(3) above, 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.

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.
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. The two (2) past-president Governors are nominated by the Past-Presidents Committee and elected as specified in Article VI, Section B.6.
4. If a vacancy occurs in one (1) of the eight (8) elected Governor positions or one (1) of the two (2) past-president Governor positions, it is filled by appointment by the Board, for the unexpired term of the vacant elected Governor or 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.

The two (2) elected past-president Governors are nominated by the Past-Presidents Committee and elected by the Voting Members for two (2) year terms. The terms of the two (2) past-president Governors are staggered so that only one (1) of the two (2) past-president Governors stands for election each year.

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 in accordance with the Society's Code of Ethics Disciplinary Procedures. 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 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 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 7, 2017.

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.

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

2018

INTERNATIONAL SOCIETY OF
HAIR RESTORATION SURGERY

EDUCATION | RESEARCH | COLLEGIALLY



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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