



## Hair's the Question

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\*The questions presented by the author are not taken from the ABHRS item pool and accordingly will not be found on the ABHRS Certifying Examination.

Grab your calculators! Hair transplant can be a game of numbers, and knowing the relationships between the numbers of grafts you can transplant and the goals of the patient can save pain and heartache.

NOTE: Even if you predominantly perform either FUE or linear excision in your practice, YOU CAN STILL DO THESE CALCULATIONS—so there are no excuses! Therefore, get out your calculators (or do it in your head the way Drs. Brad Wolf and Andreas Finner do) and see how well you know the numbers.



## Calculations in Hair Transplant Surgery: Part I

- You have excised a strip of 24cm with an average width of 1.2cm. Given an average density of 70 FU/cm<sup>2</sup>, how many grafts do you anticipate being able to transplant?
  - 1,600-1,900
  - 1,900-2,200
  - 2,200-2,500
  - 2,500+ grafts
- Assuming a transplant density of 35 FU/cm<sup>2</sup>, how many square centimeters do you anticipate being able to cover for this patient?
  - 45-54 cm<sup>2</sup>
  - 54-62 cm<sup>2</sup>
  - 62-71 cm<sup>2</sup>
  - 71+ cm<sup>2</sup>
- With a skin marker, you place two dots 5cm apart on your patient's shaved donor area. Using your thumbs, you push the skin together and re-measure the distance between the dots. The distance is now 3.5cm. What is this patient's elasticity according to the Mayer-Pauls Elasticity Scale? (HINT: The formula is  $[50\text{mm} - \text{xmm}/50\text{mm}] \times 100$ .)
  - 10%
  - 15%
  - 25%
  - 30%
- You are preparing to perform an FUE surgery on a 34-year-old patient with Stage IV Norwood male pattern hair loss. His safe donor area is 8cm high and 20cm wide with 90 FU/cm<sup>2</sup>. Assuming you harvest 15% of the available FU grafts with no transections, what is your expected yield?
  - 1,206 grafts
  - 2,160 grafts
  - 3,060-4,600 grafts
  - 14,400 grafts
- A very bald man comes to your clinic hoping to fill in the whole top of his head (300cm<sup>2</sup>) with grafts. He has done his research and does not expect 70 FU/cm<sup>2</sup>, but IS hoping that 40 FU/cm<sup>2</sup> can be accomplished. His safe donor area is 8cm high, 20cm wide, and his density is 90 FU/cm<sup>2</sup> (20% elasticity). Roughly, how many grafts can safely be obtained from his safe scalp donor area only using the FUE and linear "strip" methods?
  - 1,000 from FUE and 10,000 from linear
  - 3,000 from FUE and 1,000 from linear
  - 4,320 from FUE (30% of available FUs) and 2,160 from linear (1.2cm x 20cm strip)
  - 2,160 from FUE (15% of available FUs) and 2,160 from linear (1.2cm x 20cm strip)
- For the patient in the previous question, assuming a baseline density of 25 FU grafts/cm<sup>2</sup> is the absolute minimum density goal, how do you counsel this patient?
  - We have a surgery date open this week as long as you pay in cash.
  - We may only be able to partially meet your goals, and it may take more than one surgery.
  - Your goals are completely unrealistic and there is no hope for you.
  - I don't know. I am just skipping to read the answer...
- If you have a string 40cm long and you tie the ends together, approximately how many square centimeters will be covered inside its boundaries no matter which shape you make it?
  - 40cm<sup>2</sup>
  - 100cm<sup>2</sup>
  - 200cm<sup>2</sup>
  - 400cm<sup>2</sup>
- If you use this same string to show a patient how much area you can cover on his or her head, and assume you plan to transplant 25 FU/cm<sup>2</sup>, approximately how many FU grafts will fit inside the string's boundaries no matter what shape you make it?
  - 250 FU grafts
  - 1,250 FU grafts
  - 2,500 FU grafts
  - 4,000 FU grafts



Questions 4 and 5 relate to this photo (with much thanks to former ISHRS president Dr. Jennifer Martinick and Dr. Paco Jimenez for chairing the Top 10 Clinical Pearls Workshop in Kuala Lumpur).

**Answers**

1. **B.** This is a simple area × density calculation:  
 $24\text{cm} \times 1.2\text{cm} \times 70 \text{ FU/cm}^2$   
 The  $\text{cm}^2$  cancel and you are left with the number of FUs = 2,016.
2. **B.** The formula is:  
 $2,016 \text{ FUs} \div 35 \text{ FU/cm}^2$   
 The FU cancel and you are left with the number of  $\text{cm}^2$  = 57.6.
3. **D.** You should be able to do this one in your sleep. If you perform either technique (FUE or linear) but have not been taught the basics of the Mayer-Pauls elasticity scale, do yourself a favor and look it up. For linear “strip” harvests, it gives you guidelines about the dimensions of a strip you can take, and if you do FUE, it helps you anticipate the degree to which the skin will be stable for extraction. The technique takes a few seconds, and you will have invaluable data on each of your patients that will help you make the right decisions for your surgical technique: Mayer, M.L., and T. Pauls. Scalp Elasticity Scale. *Hair Transplant Forum Int'l.* 2005; 15(4):42-45.
4. **B.** Imagine the string is in a square shape and 10cm long on each side. Then the formula for the area of a square is simply  $10\text{cm} \times 10\text{cm} = 100\text{cm}^2$ . This is a particularly useful technique for showing patients a visual representation of the concept of coverage.
5. **C.**  $25 \text{ FU/cm}^2 \times 100\text{cm}^2 = 2,500 \text{ FUs}$ . Again, this is a particularly useful technique for showing patients a visual representation of the concept of coverage. Just get the correct length of string and tie it into a circle. Voila!
6. **B.** I threw a few red herrings in to confuse people, because I didn't want readers to get bored. Here's the calculation:  
 $8\text{cm} \times 20\text{cm} \times 90 \text{ FU/cm}^2 = 14,400 \text{ FUs}$   
 $15\% \text{ of } 14,400 = 2,160 \text{ FUs}$
7. **D.** This answer is surprising even to me! Here's the calculation:  
 For FUE:  $(8\text{cm} \times 20\text{cm}) \times 15\% = 2,160$   
 For linear:  $(20\text{cm} \times 1.2\text{cm}) \times 90 \text{ FU/cm}^2 = 2,160$   
 Since 4,320 grafts (30%) from a safe donor area would likely leave a sparse appearance, C is incorrect. A and B are random numbers plucked from the air, and are not based on any calculation that I know of. One last point is that, when discussing graft densities with a patient like this, it may be useful to ignore their graft density goal number initially, and just calculate what is possible. Then show your patient the numbers.
8. **B.** If the patient has  $300\text{cm}^2$  of area that he wants to cover, and he is hoping for  $25 \text{ FU/cm}^2$ , the calculation is:  
 $300\text{cm}^2 \times 25 \text{ FU/cm}^2 = 7,500 \text{ FU grafts}$   
 Although 7,500 grafts may be achievable, it is more likely over more than one surgery in order to minimize risk and maximize healing. Readers who answered D get an extra point just for being honest. ■

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# The ISHRS Is Turning 25: A Look Back to Where It All Began



## Happy 25th ISHRS!

Dow B. Stough, MD |  
Hot Springs, Arkansas, USA

The timing was perfect. It was a matter of leadership and sufficient interest to draw like-minded individuals from around the world. The first international society gathering was held April 30–May 2, 1993, in Dallas, Texas. The excitement was palpable, as many of those present recognized the start of something “big.” Dr. O’Tar Norwood and I joined forces to assemble the program, and I felt strongly that the content of a written program was key for this meeting’s success. The meeting directors were Drs. Sheldon Kabaker, O’Tar Norwood, Daniel Rouso, and me. Not all were thrilled with our idea. Other, larger societies had certainly benefited from including hair transplant surgeons in past meetings—how dare we form our own, unique society!

The meeting was a resounding success! Over 300 individuals—a mixture of specialists, cowboys, technicians, and yahoos—traveled from around the globe to attend the event, and they embraced this new society wholeheartedly. The experience of organizing and executing that first meeting was akin to herding cats, but we were up to the task!

At that initial gathering, \$260,000 was generously donated towards the formation of the International Society of Hair Restoration Surgery. Perhaps an even more telling appraisal of that first meeting is the fact that most of the attendees remain ardent supporters to this day. Of course, some surgeons and technicians have moved on or passed on, but on the whole, we remain a close-knit group dedicated to a single goal: the advancement of our field. Certainly, the past 25 years have not been without challenges—changing techniques and the clash of personalities, to name a few. Separatist movements based on these small differences are inevitable and have occurred. However, through it all, we are strong and will continue to remain so in the future. The heartbeat of the ISHRS continues to be its members and their constant dedication to excellence and the advancement of this field.

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by O’Tar T. Norwood, M.D.  
Editor & Publisher of *The Hair Transplant Forum International*

Join the fastest growing segment of the cosmetic surgery industry — hair transplant surgery. Hair transplant surgery is growing rapidly because of the many improvements made in the past three years. These improvements were brought about primarily by the *Hair Transplant Forum International*, an informal publication devoted to the rapid exchange of ideas, concepts, and views. This newsletter has brought a very diverse group of doctors together and dedicated them to the improvement of the entire industry.

Using innovative designs (anything that occurs in nature), new techniques, new equipment, smaller grafts, single hair grafts, and most importantly, recognizing the importance of different types of hair and the dynamics of male pattern baldness, everyone’s results are vastly improved, causing an increased demand for hair transplant surgery throughout the world.

To meet this demand, a new organization, the *International Society of Hair Restoration Surgery*, was formed in Dallas, Texas in May 1993. If you are doing hair transplant surgery, or thinking about it, membership in this new organization is a must. With membership you get a subscription to the *Hair Transplant Forum International*, a subscription to *The Journal of Dermatologic Surgery and Oncology*, where most major hair transplant surgery articles appear, reduced registration rates for the annual meeting, access to and communication with all the major doctors in the business. **JOIN NOW!**

**Nothing is so Powerful as an Idea Whose Time Has Come.**  
Victor Hugo

by Carson M. Lewis, M.D., F.A.C.S., Plastic Surgeon  
(La Jolla, California)

I’m at 31,000 feet flying back from the first meeting of the International Society of Hair Restoration Surgery held in Dallas, Texas, April 30 through May 2, 1993.

(Continued on page 2)

The accolades of the past 25 years rest among our attendees, our Board of Directors, our meeting organizers, our past presidents, and the original vision of the 300 individuals who gathered on April 30, 1993. We must not forget Victoria Ceh, who has continued to pilot the ship, and we thank her for her hard work, skill, and dedication.

## The ISHRS: Its Evolution and Foundation

Richard C. Shiell, MBBS |  
Melbourne, Australia

Hair transplant meetings had been occurring every year or two since the first meeting, organized by D. Bluford Stough III, was held in Hot Spring, Arkansas, in 1974. The meetings were generally sponsored by the American Society of Dermatologic Surgery, American Academy of Aesthetic and Restorative Surgery, the American Academy of Facial Plastic and Reconstructive Surgery, or the American Hair Loss Council. They were primarily for Board affiliated members, and although experienced outsiders were tolerated, they had no vote in proceedings, such as the election of office bearers or the selection of sites for future meetings.

In October 1992, a private hair transplant meeting was sponsored in Rio de Janeiro by plastic surgeon Dr. Wagner de Moraes with an invited international faculty from all branches of the profession. Hair surgeons arrived from the United States, Canada, Mexico, Australia, the United Kingdom, Austria, Germany, and several South American countries. There was simultaneous translation from English into Portuguese, live surgery in three operating rooms, and a wonderful social program.

Many attendees had already been thinking of the need for an international society. The previous month, September 1992, a three-day scientific meeting was proposed for April–May 1993 by Drs. Dowling Stough, Sheldon Kabaker, O’Tar Norwood, and Daniel Rouso. It was an idea whose time had come and was very well attended by surgeons from the United States and Canada, Australia, Japan, South Korea, Pakistan, Thailand, Brazil, France, Austria, and Germany. They came from a mixed background, primarily dermatologists, plastic surgeons, and otolaryngologists, but also anaestheolo-

gists, cardiologists, a psychiatrist, a urologist, and a goodly proportion of family physicians.

On the preceding afternoon, April, 29, 1993, a group of some 20 invited hair transplant surgeons met in a board room at the Grand Kempinski Hotel in Dallas, Texas. During a two-hour meet-



(L to R) Standing: Bob Limmer, Damkerng Pathomvanich, Martin Unger, Tom Rosanelli, Mario Marzola, Patrick Quinlan, Dow Stough, Russell Knudsen, O'Tar Norwood, Michael Meshkin, Catello Balsamo, Robert Leonard, Paul Straub, Sheldon Kabaker. Kneeling: Daniel Rouso, Richard Shiell (photo from *Hair Transplant Forum Int'l*, 1993; 3(3):11.)

ing, a decision was made to form a society that would first be known as the "International Society of Hair Surgeons." Membership was to be open to all registered medical practitioners with an interest in hair transplantation. The aim of the society was to be the education of its members. A committee of American and international surgeons was elected and set about the task of drafting a constitution, bylaws, and a schedule of future meetings.

With Dr. Dowling Stough as our new president and Dr. Paul Straub as vice president, we opened the scheduled three-day scientific meeting the next morning. Within a few weeks, the committee had changed the society's name to the International Society of Hair Restoration Surgery (ISHRS), and our next meeting was set for September 1994 in Toronto, Ontario, Canada.

With the Annual Meetings of the ISHRS, the irregular meetings of the other organizations became fewer and eventually ceased altogether by the late 1990s.

## Bringing Back Happy Memories—ISHRS 25

Daniel E. Rouso, MD, FISHRS | *Birmingham, Alabama, USA*

When Bradley Wolf recently contacted me to ask if I would write something commemorating the 25th anniversary of the ISHRS, my first thought was disbelief. I couldn't believe that it has been 25 years since we started this organization. Even though I have been getting excited about the meeting in Prague, it didn't really sink in that it has been a quarter of a century since the inception of the ISHRS. When I think back on that very first meeting in 1993, it brings back happy memories.

Prior to the ISHRS, most of the education in hair restoration surgery was conducted by the American Academy of Facial Plastic and Reconstructive Surgery (AAFPRS). Historically, the AAFPRS held six "major" courses on various topics, one of those topics being hair restoration surgery. Some of the meetings were held annually and some were held every other year. The hair restoration surgery meeting was typically held every other year, because at that time, there

was not enough interest in hair restoration surgery to support an annual meeting. In 1990, I was fortunate to be able to host one of those AAFPRS-sponsored hair restoration surgery meetings in Birmingham, Alabama. I remember the fine details of the meeting in Birmingham because my

son, Craig, was born on the second day of that meeting! My children were always trying to upstage things!

The meeting was relatively successful—the attendance was about 150 people. Two years after that meeting, in 1992, Drs. Toby Mayer and Richard Fleming hosted the next AAFPRS-sponsored hair restoration meeting in Beverly Hills, California. (I was slated to again host the next AAFPRS hair meeting in Birmingham in 1994.) At that 1992 meeting in Beverly Hills, it became very obvious that there was a change in the interest level in hair restoration surgery compared to prior years. There were over 400 people at this meeting, and there was quite a buzz about the field of hair restoration surgery. Things were changing. You could just feel it.

Sometime after that meeting, I got a phone call from Dr. Dow Stough. He and Dr. O'Tar Norwood had been thinking about starting a new, independent society dedicated exclusively to hair restoration surgery. He wanted me to help him organize the first meeting of this new society. Because I had organized and run the hair meeting in Birmingham in 1990, he wanted me to help him organize a meeting of this new society to be held in Dallas, Texas, in 1993. Of course, I was concerned about another competing hair meeting, but I was very excited about the idea of this new society, and wanted to help Dow and O'Tar as much as possible. We enlisted the help of Dr. Shelly Kabaker and, with that, we were off and running. I remember a lot of discussion about deciding the name of this new society and deliberating about its leadership. After a great deal of discussion, the initial name for the new society was the International Society of Hair Surgeons (ISHS). The new officers were: Dr. Dow Stough, President; Dr. Paul Straub, Vice President; Dr. O'Tar Norwood, Secretary, and Dr. Robert Leonard, Treasurer. The initial Board of Directors included: Drs. Dow Stough, O'Tar Norwood, Paul Straub, Dominic Brandy, Daniel Rouso, James Vogel, Patrick Quinlan, Sheldon Kabaker, Robert Leonard, Russell Knudsen, and Marc Pomerantz.

Of course, we eventually changed the name of our society. I ultimately was the director of another AAFPRS-sponsored hair meeting in Birmingham in 1994. While that meeting was very successful, the writing was on the wall. The ISHRS had been born and would continue to dominate as the preeminent organization for teaching and representing hair restoration surgeons worldwide. I am proud to have been part of that initial meeting and to have continued to

play a part in the growth and success of the ISHRS these past 25 years. It was my honor to serve as president of the ISHRS from 1999–2000. I have made friendships in all corners of the world because of my association with the ISHRS. This organization has been like my family and I look forward to many more years to come!

## THE ROAD TO DALLAS 1993

Russell Knudsen, MBBS, FISHRS | Sydney, Australia

In September 1992, Dr. Dow Stough wrote an open letter in Dr. O'Tar Norwood's *Hair Transplant Forum International* newsletter calling for expressions of interest in forming an international society for hair transplant physicians. As president of the Australasian Society of Hair Transplant Surgeons, I wrote to Dow to express our support for the idea and our desire to be involved.

I was subsequently invited to the meeting of an organizing committee that was held immediately prior to the scientific meeting in Dallas in March 1993. The result of the meeting was the formation of the Founding Board of Governors of what was to become known as the International Society of Hair Restoration Surgery—the ISHRS—and I was privileged to be one of the 11 Board members. The meeting was a tremendous success and was, at the time, the biggest meeting ever held of hair transplant surgeons from around the world.

Previously, the biggest meetings were the triennial World Congresses, the last of which also occurred in Dallas in 1990. The ISHRS was formed to present high-quality annual congresses and has continued to successfully do so to this day. Looking back at the program, it is very interesting to contrast the topics with today's meetings. There were a lot of lectures dealing with such topics as scalp lifting, scalp flaps, minigrafting, and laser hair transplantation—all long gone to the dustbin of history. There was a call to arms from Dr. Bob Limmer to do the ENTIRE grafting by follicular units!

There was a single lecture devoted to assessment of the donor area and NO lectures about donor harvesting! What a contrast to today where nearly 50% of our program deals with donor harvesting (almost exclusively dealing with technical details regarding FUE). The meeting also had an outstanding social program where we were taught to do the Texas Two Step, lessons that I still recall today.

Remarkably, given the competing meetings that had previously each jealously guarded their own turf, we managed to largely avoid political missteps and within a couple of years we were able to harmoniously get almost every major transplant surgeon to join the ISHRS and to attend the meetings regularly. That harmony has carried through to today, because the ISHRS has studiously avoided being hierarchical and has continuously promoted collegiality amongst members from any and all specialty backgrounds. ■



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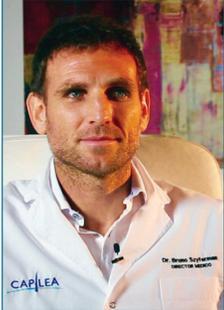


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# Regional Society Profile

## Argentine Association of Hair Recovery (AARC)

Bruno A. Szyferman, MD | *Capital Federal, Argentina* | [info@aarc.org.ar](mailto:info@aarc.org.ar)



Dr. Bruno A. Szyferman

1. What is the name of your association?  
The name is Argentine Association of Hair Recovery (AARC).
2. When was it founded?  
The AARC was founded on December 1, 2008, by Dr. Bruno Szyferman. Our goal is to unite concepts and professionals, and share experiences among colleagues.
3. Who were the founding members?  
It was Dr. Bruno Szyferman, its founding president, together with Drs. Serén Juan Manuel, Scoles Gonzalo, Karduner Isaias, Gilberg Gustavo, Rolfi Paola, Romero Marcela, and Aimasso Sandra.
4. Do you have regular meetings, conferences, workshops?  
We have held workshops, and also have held 3 congresses, which had large numbers of participants both national and international.
5. Who are the office holders?  
The AARC currently consists of Secretary Romina Luengo, Dr. Szyferman Bruno, Dr. Calero Mariano, and Dr. Serén Juan Manuel in the academic part and Dr. Romina Bentolila in the Legal Affairs section.
6. How many hair professionals are there in your country and how many are members of your society?  
It is estimated that there are around 100 professionals who dedicate themselves exclusively and daily to hair transplantation and about 30 professionals who do it occasionally. Of these, about 30 doctors are members of the AARC.
7. Please list those who are members of the ISHRS.  
Drs. Bruno Szyferman and Perisset Martin are members of the ISHRS. There are more Argentine members who belong to the ISHRS but who were not interested in being part of the AARC.
8. Is there a medical-political problem in your country?  
There are no medical-political problems in my country. There is, however, unfair competition and lack of union between the companies offering hair transplant in my country.
9. Is advertising allowed and are there different rules for medical advertising?  
Advertising is allowed and there is no clear regulation on the subject.
10. Has the general public embraced hair restoration or is it still in its infancy?  
In my country, it is a practice well known and popularized, but I think that much is still to be grown.
11. Are most hair doctors busy?  
No, not everyone is busy.
12. Is the surgery mostly FUT or FUE?  
Historically, many more FUT surgeries were performed, but over the past 3 to 4 years the ratio has been reversed and nowadays FUE is practiced more.
13. Are robots used?  
Only one company uses a robot.
14. Is anyone researching cell-based therapies?  
There is a company that investigates cell therapies but it is not related to transplantation and hair treatments. It is a company of biologists who perform cellular therapies.
15. Where is the field of hair restoration headed in your country?  
In the city of Buenos Aires, which is the capital of the country, it seems more practices are performing hair restoration surgery.
16. When and where will the next meeting be scheduled?  
The next scheduled meeting is estimated to be in Buenos Aires in November 2017.
17. What would you say are the strengths of your society?  
It is a society open to everyone, non-profit, and with a team that strives for professionals to learn this specialty so that they can then provide excellent treatment to their patients.
18. What can the ISHRS do to help you?  
The ISHRS could assist in the exchange of research programs and promotion of different courses and congresses related to the specialty. ■

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**REGISTRATION**

The registration will be open from 1st December  
on the website: <http://eventi.sitri.it/> - [www.sitri.it](http://www.sitri.it)

**ADMINISTRATIVE OFFICE**

Italian Society for Hair Science  
Via San Domenico, 107 -50133 - Firenze  
Tel: +393338349750

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CONTACTS:

e-mail: [segreteria@sitri.it](mailto:segreteria@sitri.it) - [info@sitri.it](mailto:info@sitri.it) - [vincenzogambino@vincenzogambino.com](mailto:vincenzogambino@vincenzogambino.com)

The event's program will be available on-line on the website: <http://eventi.sitri.it/> - [www.sitri.it](http://www.sitri.it)



## Message from the ISHRS 2017 World Congress Program Chair

Jean Devroye, MD, FISHRS | Brussels, Belgium | [prague2017ishrs@gmail.com](mailto:prague2017ishrs@gmail.com)

Time flies and the 2017 World Live Surgery Workshop and World Congress are coming soon!

As you know, the World Congress will take place in Prague from

October 4th till October 7th, 2017, while the World Live Surgery Workshop (LSW) will take place in Polanica Zdrój, Poland, on October 1st and 2nd.

### 2017 WORLD LSW CONGRESS SCHEDULE

**Saturday/September 30** – Arrivals in Prague, transfers from Prague (Czech Republic) to Polanica Zdrój, (Poland) by bus or sign up for Pre-Trip Poland (Sept. 27-30, start in Krakow and end in Polanica Zdrój)—Basic Lectures Part I in late afternoon

**Sunday/October 1** – LSW Day 1

**Monday/October 2** – LSW Day 2

**Tuesday/October 3** – Transfer day from Polanica Zdrój to Prague

**Wednesday/October 4** – Pre-Congress Courses (Basics Course, Advanced/Board Review, Surgical Assistants Core Skills Workshop, and Surgical Assistants Program, etc.)

**Thursday/October 5** – First main day of general sessions, evening Welcome Reception

**Friday/October 6** – Second main day of general sessions, evening M&M Conference

**Saturday/October 7** – Third main day of general sessions and adjourn; evening Gala off site at the Municipal House

The abstract submission will be closed soon, and they are very promising for the quality of the next Congress. Moreover, a decision has already been made on the topics that will be debated. There will be, among others, the past, the present, and the future of cell therapy. A large session of “How I do It” videos will also be organized. Particular attention will be paid to the posters. Some of the submitted topics will very likely be converted into posters. This year there will be a session for poster authors to defend their topic, and comments on the best ones will also be made during the general session.

Last year, the portion reserved for mini-courses for beginners or intermediate levels, workshops, lunch symposia, and discussion table topics was such a huge success that this next meeting will continue in this direction.

Among the featured invited guest speakers, already confirmed is Dr. Dominique Van Neste, who will present a very interesting topic regarding the difficulty to judge the evolution of a hairy zone,

and Dr. Tom Dawson, who will approach a new type of medical treatment to liven up miniaturized hair.

New techniques, such as PRP, injection of A-cells, and the use of oral minoxidil or finasteride in solution, will also be described.

As the FUE session will be largely developed in Polanica Zdrój at the World Live Surgery Workshop on the days preceding the Congress, the FUE session will essentially consist in a summary of the best moments and tips given during the workshop.

For FUE lovers, I warmly recommend you to reserve your seat for the LSW in Polanica Zdrój on October 1st and 2nd.

For assistants, remember we have a detailed Surgical Assistants Program, and this year’s chair is the wonderful Emina Vance.

I am delighted that you will all gather here in this wonderful city of Prague to attend the big mass of hair transplantation, marked with a sharing and conviviality spirit. And I am especially delighted to see that year after year, the search for quality continues to be the main purpose of our organisation. ■

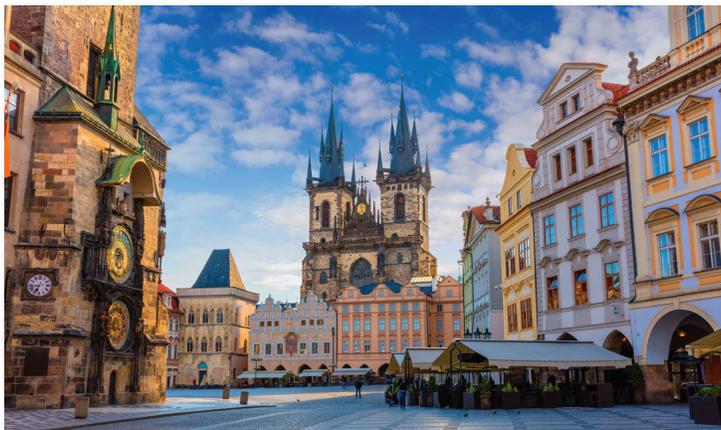
### QUALITY and INNOVATION



The photos show the beautiful and iconic astronomical clock of Prague dating to 1410. It is the oldest, functioning astronomical clock in the world. It is a symbol of **QUALITY**.

As in the clock, the World Congress will look at concepts and techniques—ingenious and tried-and-true—in a new and detailed

way. Our emphasis is on **INNOVATION**, building on past experiences and finding and sharing new perspective and techniques while keeping the timeless, unchanging “truth.”





## Message from the ISHRS 2017 World Live Surgery Workshop Chair

Arthur Tykocinski, MD, FISHS | São Paulo, Brazil | [arthur@cabelo.med.br](mailto:arthur@cabelo.med.br)

Isn't it frustrating when you see so many different FUE devices, and you have no idea which one is "tailored" for you? They may be heavy, vibrate, be noisy, or not fit in your hand! What about a test drive? Wouldn't that be great?

You don't have to wait any longer. At **FUE Immersion WLSW**, exhibits will not only be at the conference center, but also at the hospital. There, you can test and try the different instruments being used by experienced surgeons, and take advantage of the personal, "hands-on experience" at the exhibit tables.

You can find the right set-up for you: from manual to motorised, analog to digital, hand-controlled to foot-controlled, portable, double handpiece, and more. You can examine and try all kinds of punches: sharp, dull, hybrid, serrated, with depth limit and new releases.

Once grafts are removed, they must be placed. Implanters will also be highlighted at the workshop. This workshop is not just lecture. There will be dialogue and debates, demonstration surgeries covering different techniques, and you will be able to try different models at the exhibit tables. Try them all: load, release, and change needles.

The complete exhibit covers a wide range of products tailored for FUE. The only bad news is that it won't be enough space for all interested members. I know, it's terrible, but sadly we had to restrict the number of attendees in order to ensure *maximum quality* and the *best possible learning experience*.

Sign up here for the "priority waiting list": <http://25thannual.com/25thannual/world-live-surgery-workshop/>.

A good friend should give good advice! ■

Follicle units shown after FUE extraction.



## Message from the 2017 Surgical Assistants Program Chair

Emina Vance | Plano, Texas, USA | [emina@hairtx.com](mailto:emina@hairtx.com)

We are excited to share that our Surgical Assistants Program and Surgical Assistants Core Skills Workshop have been redesigned to offer the highest educational value for novice and experienced surgical assistants and their employing physicians.

The Surgical Assistants Core Skills Workshop will provide basic knowledge and help develop the essential skills for newcomers. The workshop will include lectures on hair anatomy and physiology, offer the basics of hair transplantation, and explore in-depth the techniques of graft preparation and placement. After the comprehensive lectures, students will be guided through several stations where they will have the

opportunity for hands-on practice and to closely work with highly experienced faculty.

This year, the Surgical Assistants Program will take place in the afternoon. We have made this adjustment to accommodate for late evening or early morning arrivals. The focus of the lectures is also shifting from basic to advanced topics. In addition, we are adding extra time to cover a variety of topics that will cater toward more experienced assistants.

Every year I learn something new at the meeting, and I bring back many pearls that help improve our practice. I hope that these changes will inspire and encourage more physicians to bring their surgical assistants—novice and experienced—to the meeting. See you in Prague! ■

# Audience Response System Review—Las Vegas

Robert S. Haber, MD, FISHRS | Cleveland, Ohio, USA | [HaberDerm@gmail.com](mailto:HaberDerm@gmail.com)

It is time for my annual review of the ARS data generated from the Annual Meeting, with data from the Las Vegas 2016 ISHRS World Congress adding to data from prior years. This past year, I was given the job of ARS coordinator with the intention of standardizing the questions that are asked every year, and of eliminating duplicate questions from well-meaning moderators who had no advance knowledge of questions being asked elsewhere during the program. The ARS data can be very valuable, but if used carelessly, precious time during the meeting is wasted. I therefore standardized a series of demographic and practice questions that have been asked since 2011, so that moving forward, more accurate trends can be identified.

Looking first at practice location, we can see in Figure 1 that the United States remains the location most represented at our meetings. However, this dominance decreased from 40% in 2011 to only 30% in Las Vegas in 2016. Meanwhile, attendance from Mexico and Central and South America jumped during this time from just 8% to 20%, with the remainder of the world remaining fairly stable. The Mexico and Central and South America region represents a substantial portion of the globe, and if meeting attendance is indicative of the expertise and popularity of hair restoration, then I think it's healthy to see this region achieve representation equal to Europe and Asia.

FIGURE 1

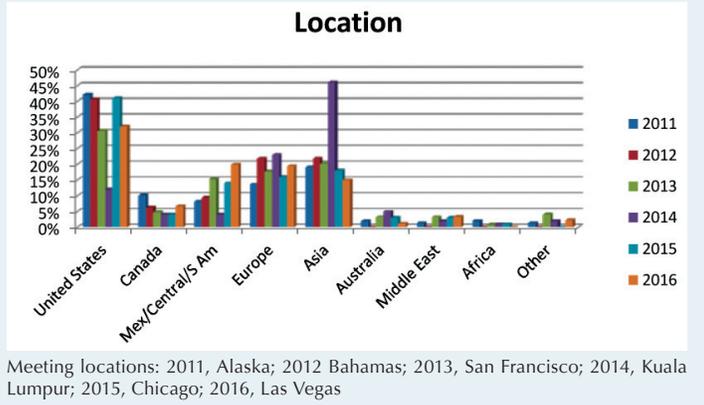


Figure 2 reveals that, for the first time ever, the percentage of Dermatologists at the meeting dropped below that of Plastic Surgeons and Surgeons, and just barely above that of General/Family Medicine specialists attending. In fact, only 6 percentage points separate Dermatology from "Other." What has happened to explain this trend? Our understanding of the biology and physiology of hair, of structure and function, of disease processes and treatments, not to mention the fundamentals of hair surgery, all came from the field of dermatology. I personally hope this trend reverses.

Figure 3 shows the trend in experience over the years. The data is difficult to interpret. There is a clear increase in the percentage of attendees with less than two years' experience. These represent newcomers to the field. There is also

FIGURE 2

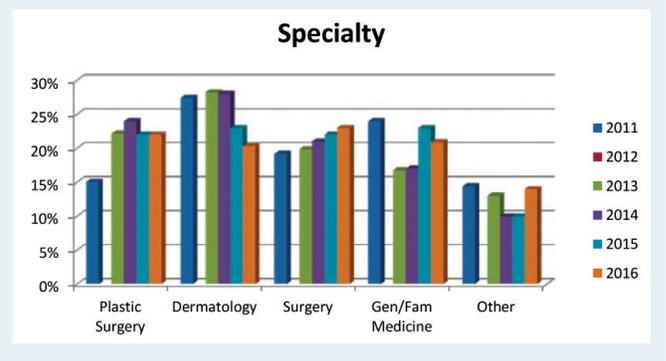
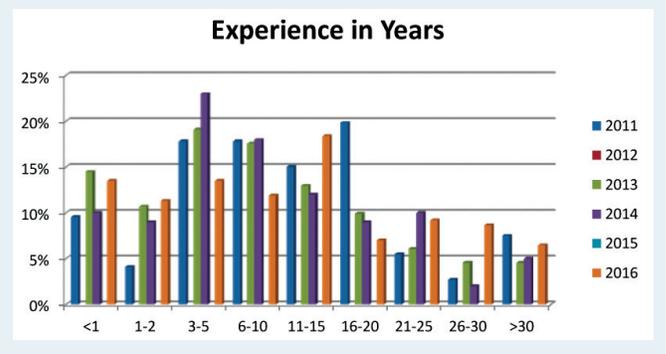


FIGURE 3

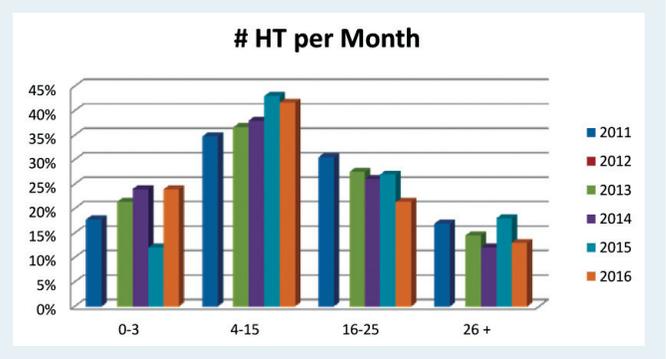


an increase in all the experience categories over 21 years, representing our older physicians. But other than the 11-15 year category, all other categories have declined. These are our younger but experienced practitioners, so the trends are to me confusing.

Figure 4 reveals surgical caseload volume and shows that over 20% of attendees could be called "dabblers," performing fewer than one procedure per week, while less than 15% of attendees run "high-volume" practices performing two or more daily procedures. The remainder mostly perform one procedure daily, and many likely do not limit their practice exclusively to hair restoration.

The ARS data for Figure 5 included a data point not asked before. In prior years, attendees performing HT exclusively were bundled with those devoting at least 75% of their

FIGURE 4



practice to hair. I thought it would be worthwhile to identify the former group. The data do indeed reveal that over 30%, which is a significant number, are purely hair surgeons. Interestingly, this year there were more “dabblers” than serious surgeons who have mixed practices. I look forward to seeing these data in the future.

FIGURE 5

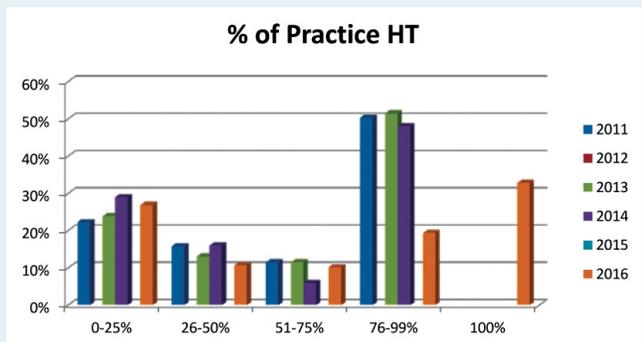
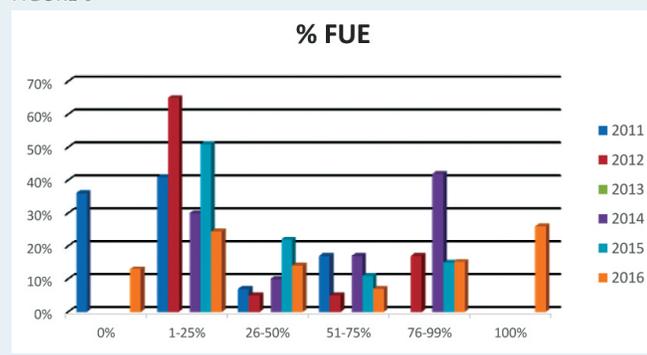


Figure 6 revealed that in 2011, 36% of attendees performed strip surgery exclusively. This number is now down to 13%, reflecting both the growing demand for as well as improved instrumentation for FUE. Attendees were evenly divided between those who perform mostly FUE versus those who perform mostly strip. And for the first time, we determined that 26% of attendees perform FUE exclusively.

Importantly, ARS data also revealed that 75% of attendees believe that FUE and strip surgery will happily coexist in the future. And notably, while 78% felt that combining

FIGURE 6



strip procedures with FUE produce the most donor grafts, 25% of surgeons will harvest over 30% of FUE grafts from outside the “safe zone,” and another 50% will harvest 10-30% outside the safe zone. That means that at least 75% of FUE surgeons regularly harvest outside the safe zone. For comparison, in 2015, 68% of attendees stated that they did not violate the safe zone. It remains to be seen if this shift will ultimately hurt our field.

Finally, only 20% of attendees are currently using implanters to place grafts, although this question did not distinguish between strip and FUE procedures. I suspect that this number will rise significantly in future years.

I will continue to work with the Program Chair and moderators to help make the ARS a valuable tool during the meeting. It is very helpful to get immediate feedback regarding one’s practice approach and how it compares to those of colleagues. ■



## ISHRS Regional Workshop

Hosted by: Sanusi Umar, MD

## Advanced FUE Los Angeles

Save the Date: 10/20-22, 2017

### Topics

Standard & Comprehensive Approach to Body Hair Transplantation (BHT)

Afro-Texture Hair FUE

Unshaven FUE

& TBA

### Faculty:

Sanusi Umar, MD, FAAD

Jae Pak, MD

William Rassman, MD

& TBA

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## ISHRS Annual Giving Fund 2016 Year-End Report

Dear Colleagues:

I am proud to report that after 10 years the ISHRS Annual Giving Fund is still successfully raising funds to support worthwhile projects and initiatives. Each who donated has helped the ISHRS to realize its goals and provide valuable member benefits and support to the AGF and Operation Restore mission to make such transforming gifts.

### 2016

To recap, while the ISHRS Annual Giving Fund did not meet its 2016 fundraising goal of \$40,000, **I want to personally thank all who contributed so generously this year making it possible for us to raise \$33,350.** Each of you has helped the ISHRS achieve many of its philanthropic and educational goals.

The proceeds from the year's Annual Giving Fund were used to support several projects and initiatives. Here is an example of what your gifts helped fund in 2016:

- **Operation Restore Pro Bono Program:** Since its inception in 2004, Operation Restore has provided \$653,400 of free hair transplant services and expenses for ninety (90) patients suffering from hair loss due to disease or trauma. The program helps cover patients' travel expenses related to their procedures. \$6,700 in funding helped support our pro bono program.
- **Cicatricial Alopecia Research:** \$10,050 in funding helped to support patients around the world suffering from scarring, inflammatory, permanent hair loss, via funding research. In addition, your contributions helped patients gain access to support groups, patient-doctor conferences, and other valuable information.
- **Communications & Public Education,** which includes website improvements and SEO: \$6,700 in funding went toward the ISHRS website including SEO and other improvements.
- **Support of Educational Offerings:** \$10,000 in funding helped create educational programs including regional workshops and online learning.

### 2017 GOALS

In 2017, we again hope to reach our \$40,000 fundraising goal. We will be reaching out to old and new members asking them to carry the torch. It is my hope that many of you will be inspired by the important work that past donations have funded. Your 2016 donation will help continue to fund the Operation Restore Pro Bono Program, hair research, and additional public education via our [www.ISHRS.org](http://www.ISHRS.org) website.

**PLEASE CONSIDER DONATING.** For those who have not yet contributed, it is easy to support the ISHRS's Annual Giving Fund. If you choose to donate for 2017 or to make another multi-year pledge, please complete the online donation form by going to: <http://www.ishrs.org/content/ishrs-annual-giving-fund>.

Or, if you prefer, you can contact Kimberly Miller at the ISHRS headquarters office at [agf@ishrs.org](mailto:agf@ishrs.org) with your credit card information, amount of donation, and number of pledge years. New donors will receive a lapel pin, and we ask you to wear it proudly at ISHRS meetings. Those who make a 2017 charitable contribution to the AGF at the Trustee or Leadership Circle levels will receive two complimentary tickets to the Gala in their Annual World Congress registration packets and will be acknowledged during the Gala Dinner Dance.

Your generosity in giving makes a concrete statement that you support the ISHRS and its initiatives. Thank you for your consideration of a gift to the Annual Giving Fund. All gifts are tax-deductible within provisions of your national income tax laws. Should you need additional information, please contact the ISHRS headquarters at 1-630-262-5399.

Most sincerely,

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

# Thank You to Our Donors



## 2016 Donors

The ISHRS gratefully acknowledges the generosity of the following individuals who have made donations to the Annual Giving Fund:

### Trustee Circle: \$2,000

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Vincenzo Gambino, MD, FISHRS  
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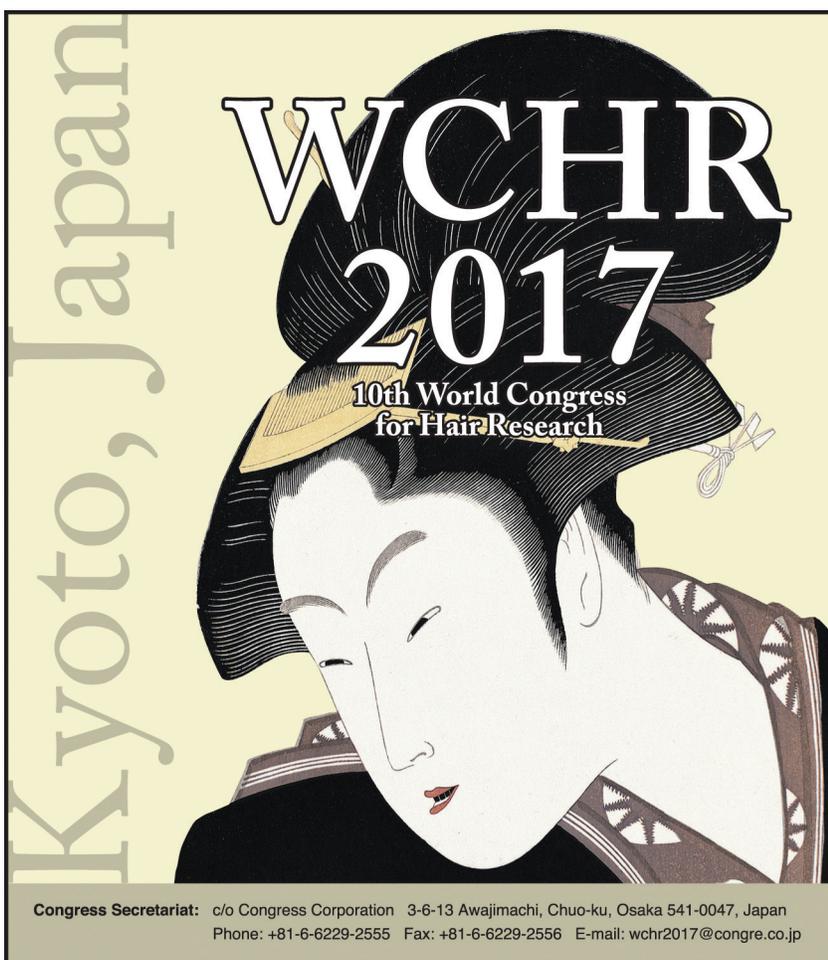
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### Donations: <\$250

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# WCHR 2017

10th World Congress  
for Hair Research

Kyoto, Japan

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Visiting old,  
find new

**Honorary-President**  
Hideoki OGAWA

**Co-Presidents**  
Ryoji TSUBOI (SHSR)  
Satoshi ITAMI (JSCHR)

October 31 (Tue) - November 3 (Fri), 2017  
Kyoto International Conference Center

**Congress Secretariat:** c/o Congress Corporation 3-6-13 Awajimachi, Chuo-ku, Osaka 541-0047, Japan  
Phone: +81-6-6229-2555 Fax: +81-6-6229-2556 E-mail: wchr2017@congre.co.jp

<http://www.congre.co.jp/wchr2017/>

# Classified Ads

## Seeking Hair Transplant Physician and Technicians

Anderson Center for Hair in Atlanta, Georgia is looking for a full-time hair restoration physician, and full-time technicians. We are a state-of-the-art, brand-new boutique center. We perform one procedure per day, with emphasis on quality, ethics, and natural results...not quantity. On-the-job training available for physicians. Technicians will require experience, with references required. Outstanding, friendly working environment, salary, benefits, insurance, 401k, vision, dental, etc.

Please email your résumé to: [jobs@andersonhsc.com](mailto:jobs@andersonhsc.com).

---

## Seeking Hair Transplant Physician

We are an established hair restoration clinic and we are looking to expand our practice. Currently we are looking for a hair restoration physician/surgeon in the Virginia/Washington, DC area. Must be experienced in FUT and FUE procedures.

Please contact us at [sebastiang0325@gmail.com](mailto:sebastiang0325@gmail.com) for further information.

---

## Seeking Hair Transplant Surgeon

### Los Angeles—Immediate Opening—Top Pay

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Please contact [jobs@calihairloss.com](mailto:jobs@calihairloss.com) or 1-888-930-0554.

---

## Seeking Hair Transplant Surgeon

Searching for a Hair Transplant Surgeon to assist our patients in the Fort Myers/Naples, Florida area. Must specialize in the FUE and FUT methods, be licensed to practice in Florida and willing to travel to our clinic 1-2 weeks per month.

Compensation: Dependent on experience.

Please call 855-855-4310 or email [info@htof.us](mailto:info@htof.us).

---

## Hair Transplant Clinic/Business for Sale

Hair transplant clinic located in central New Jersey for sale. Clinic has been established for over 20 years; specializes in hair transplant only. Will train new buyer.

Phone: 1-908-380-5080 or email: [tango5678@me.com](mailto:tango5678@me.com).

---

## ARTAS® System for Sale

Brand-new, state-of-the-art ARTAS robotic hair transplantation system for sale. ARTAS System includes: ARTAS hair studio, ARTAS robotic system, ARTAS chair, software, controls and training program for the first 10 classes. The selling price is \$280,000.00 US, however, we are willing to negotiate and accept reasonable offers.

Please call Dr. AL-Saadon at 226-402-1084 or email [dr\\_kalsaadon@outlook.com](mailto:dr_kalsaadon@outlook.com).

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## FUE Physician Assistant Wanted — \$150K – \$250K+ YR

RESTORE – endorsed by Brian Urlacher and multiple national athletes and celebrities.

RESTORE HAIR, specializing in FUE, has been endorsed by numerous celebrities and athletes over the past two years. We are immediately in search of a skilled, trained FUE harvester to work in our Chicago office. Our compensation structure and benefits package is extremely competitive in the industry. We will cover relocation costs if not located in Chicagoland area.

Requirements: Physician Assistant, DO, or MD. Proficient at handheld (non-robotic) FUE harvesting, and must be interested in a permanent/ long term engagement.

[www.RestoreHair.com](http://www.RestoreHair.com)

Please send resume and cover letter to: [HR@restorehair.com](mailto:HR@restorehair.com)

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# Calendar of Hair Restoration Surgery Events

<http://www.ishrs.org/content/upcoming-events>

DATES	EVENT/VENUE	SPONSORING ORGANIZATION(S)	CONTACT INFORMATION
MAR 31-APR 2	5th Annual Scientific Meeting in Hair Restoration & Live Surgery Workshop <i>Bangkok, Thailand</i>	Asian Association of Hair Restoration Surgeons (AAHRS) <a href="http://www.aahrs.asia">www.aahrs.asia</a>	5thaahrs@gmail.com
* APR 26-29, 2017	ISHRS Orlando Live Surgery Workshop <i>Orlando, Florida, USA</i>	International Society of Hair Restoration Surgery <a href="http://www.ishrs.org">www.ishrs.org</a>	hvalariem@leavittmgt.com 1-321-594-5530
MAY 9-12, 2017	University Diploma of Scalp Pathology and Surgery <i>Paris, France</i>	University of Paris VI Coordinators: P. Bouhanna, MD and M. Divaris, MD <a href="http://www.hair-surgery-diploma-paris.com">www.hair-surgery-diploma-paris.com</a>	Dr. Pierre Bouhanna, Course Director <a href="mailto:sylvie.gaillard@upmc.fr">sylvie.gaillard@upmc.fr</a>
MAY 18-21, 2017	FUE Europe <i>Ankara, Turkey</i>	FUE Europe <a href="http://www.fue-europe.org">www.fue-europe.org</a> <a href="http://www.fueeurope2017.com">www.fueeurope2017.com</a>	Dr. John Cole, Program Chair <a href="mailto:john@forhair.com">john@forhair.com</a> Dr. Ozgur Oztan, Director <a href="mailto:drozgur@hlc.com.tr">drozgur@hlc.com.tr</a>
MAY 20-21, 2017	7th Annual Scientific Meeting of KSHRS <i>Seoul, Korea</i>	Korean Society of Hair Restoration Surgery (KSHRS) <a href="http://www.kshrs.org">www.kshrs.org</a>	<a href="mailto:kshrs@naver.com">kshrs@naver.com</a>
MAY 27-28, 2017	Society for Hair Science/ ISHR International Scientific Meeting <i>Venice, Italy</i>	Italian Society for Hair Science Hosted by Andrea Marliani, MD <a href="http://eventi.sitri.it/en/">http://eventi.sitri.it/en/</a>	<a href="mailto:segreteria@sitri.it">segreteria@sitri.it</a> <a href="mailto:vincenzogambino@vincenzogambino.com">vincenzogambino@vincenzogambino.com</a>
JULY 20-22, 2017	3rd Latin American Hair Transplant Workshop FUE Workshop 2017 <i>Asuncion, Paraguay</i>	Paraguayan Society of Hair Restoration Surgery (SPACREC) and Paraguayan Society of Plastic & Reconstructive Surgery (SPACPRE)	<a href="http://workshop-latc.com/">http://workshop-latc.com/</a>
* OCT 1-2, 2017	ISHRS World Live Surgery Workshop <i>Polanica Zdrój, Poland</i>	International Society of Hair Restoration Surgery <a href="http://www.25thannual.org">www.25thannual.org</a>	<a href="mailto:info@ishrs.org">info@ishrs.org</a>
* OCT 4-7, 2017	25th World Congress of the ISHRS <i>Prague, Czech Republic</i>	International Society of Hair Restoration Surgery <a href="http://www.25thannual.org">www.25thannual.org</a>	<a href="mailto:info@ishrs.org">info@ishrs.org</a>
OCT 20-22, 2017	ISHRS Advanced FUE Workshop L.A. <i>Los Angeles, California, USA</i>	International Society of Hair Restoration Surgery	<a href="mailto:drumar@dru.com">drumar@dru.com</a>
OCT 31-NOV 3, 2017	10th World Congress for Hair Research (WCHR2017) <i>Kyoto, Japan</i>	The Society for Hair Science Research-Japan <a href="http://www.congre.co.jp/wchr2017/">http://www.congre.co.jp/wchr2017/</a>	<a href="mailto:wchr2017@congre.co.jp">wchr2017@congre.co.jp</a>
* NOV 16-19, 2017	Hair Transplant 360 Cadaver Workshop & FUE Hands-On Workshop <i>St. Louis, Missouri, USA</i>	Saint Louis University School of Medicine, Practical Anatomy & Surgical Education in collaboration with the International Society of Hair Restoration Surgery	Dr. Samuel L. Lam, Course Director Emina Vance, Asst. Course Director <a href="http://pa.slu.edu">http://pa.slu.edu</a>

\*2017 meetings that qualify for the ISHRS member educational maintenance requirement

## REMINDER

ISHRS full **Members** and **Fellow Members** are required to attend 1 ISHRS-approved meeting every 3 years to maintain their member category.

### ISHRS WORLD CONGRESS SCHEDULE

26<sup>TH</sup> WORLD CONGRESS

October 2018  
USA

27<sup>TH</sup> WORLD CONGRESS

November 13-17, 2019  
Bangkok | Thailand

28<sup>TH</sup> WORLD CONGRESS

October 21-25, 2020  
Panama City | Panama

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## Editorial Guidelines for Submission and Acceptance of Articles for the *Forum* Publication

- Articles should be written with the intent of sharing scientific information with the purpose of progressing the art and science of hair restoration and benefiting patient outcomes.
- If results are presented, the medical regimen or surgical techniques that were used to obtain the results should be disclosed in detail.
- Articles submitted with the sole purpose of promotion or marketing will not be accepted.
- Authors should acknowledge all funding sources that supported their work as well as any relevant corporate affiliation.
- Trademarked names should not be used to refer to devices or techniques, when possible.
- Although we encourage submission of articles that may only contain the author's opinion for the purpose of stimulating thought, the editors may present such articles to colleagues who are experts in the particular area in question, for the purpose of obtaining rebuttal opinions to be published alongside the original article. Occasionally, a manuscript might be sent to an external reviewer, who will judge the manuscript in a blinded fashion to make recommendations about its acceptance, further revision, or rejection.
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- Images should be sized no larger than 6 inches in width and should be named using the author's last name and figure number (e.g., TrueFigure1).
- Please include a contact email address to be published with your article.

Submission deadlines:

April 5 for May/June 2017 issue

June 5 for July/August 2017 issue

August 5 for September/October 2017 issue

October 5 for November/December 2017 issue

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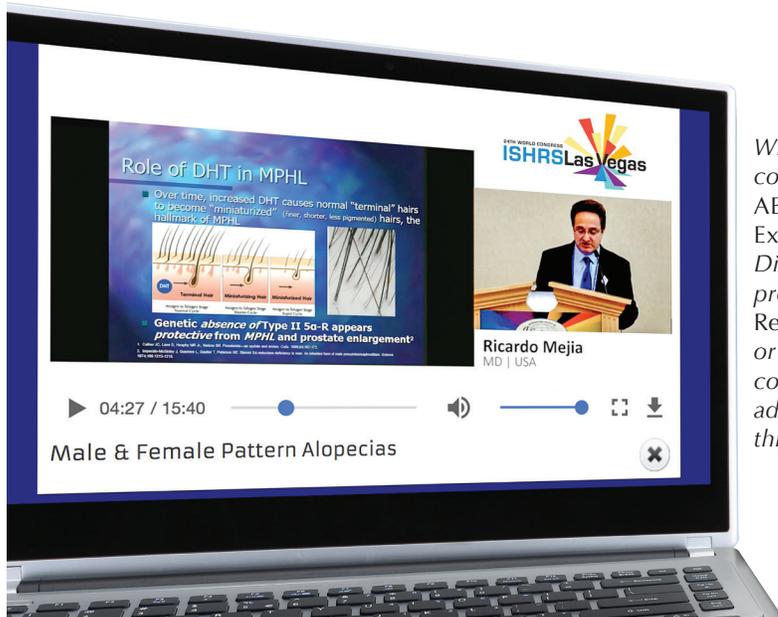
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## COURSE OUTLINE

### 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



## International Society of Hair Restoration Surgery

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