The Business of the Board

The American Board of Plastic Surgery, Inc.

One frequently hears comments, particularly from candidates, as to the expense of the examination process. It is predictable that as the Recertification Program transitions to Maintenance of Certification® in Plastic Surgery (MOC-PS) these remarks may become more frequent. I believe it is vital to appreciate both the tremendous amount of work necessary for the Board to function and to understand its financial operations in order to understand what may first appear as excessive fees to candidates and diplomates. First and foremost, the Board is a non-profit organization which certifies one of the smallest numbers of specialty physicians in all of medicine. As a result, there are not the economies of scale enjoyed by the larger Boards. Revenues derive almost exclusively from application reviews, processing and examination fees. Expenses consist almost exclusively of production and evaluation services for our four examinations, supporting services of management, and general/administrative expenses. The office of the Board, located in Philadelphia, is staffed by four full-time and one part-time employee and a CEO: a remarkably small and efficient group for the workload which continues to increase with Recertification and MOC-PS. We collect application and registration fees to cover expenses associated with verifying, reviewing, and evaluating credentials and communicating with the candidates. In addition, the Board now screens thoroughly for ethical violations including review of all candidate advertising, letterhead, and other pertinent business materials. For the Oral Examination, approximately 250 case lists must be carefully reviewed, collated and distributed to individual directors for case selection, and that information returned to the candidates for case preparation. For the Written Examination, development and production costs for the Computer Based Test format dominate expenses associated with the question writing, vetting and psychometric analysis for reliability and validity. This work, including periodic item-pool review, is a necessary, continuing and ongoing process to maintain the integrity of the examination. The National Board of Medical Examiners (NBME) provides expert assistance to the Board for these functions. Similar costs occur for the Subspecialty Examination in Surgery of the Hand and for the Recertification Examination which, in 2007, will transition to MOC-PS. The development costs are less for the Oral Examination by virtue of its inherent nature and the fact that it is structured annually in its entirety by the Oral Examination Committee of the Board. Nonetheless, significant production costs accrue for photographic reproduction, assembling and binding of the Theory and Practice Examination notebooks and the accompanying key questions and prompters. The office staff and the officers of the Board complete all data processing and scoring for the Oral Examination on-site. The Board Office staff also generate letters informing the candidates of their results. There are on average 200-250 candidates yearly. Obviously, the largest expense for the Oral Examination relates to the pool of expert examiners required. The costs for the process then include travel, lodging, and meals for the Board directors and approximately 100-120 examiners and evaluators for three days of the examination. For virtually all of the examinations, regardless of type, the Board encounters a significant number of instances of missing items, late submissions, check non-payments, and multiple phone contacts regarding these and other issues. Documentation and response to these issues consumes time and resources of the personnel which must be expensed as added fees. The majority of candidates who fail the Oral Examination request critiques of their performance, the compilation of which is very labor intensive.

In addition to the associated examination expenses, overhead costs include the usual business expenses of salaries, pension plan contributions and administration, insurance (including workman’s compensation, health, and employee and officer liability), payroll taxes, office rent, utilities, equipment lease, purchase and maintenance, depreciation, accounting and bank service charges. Last but not least, legal retainers and litigation fees represent necessary costs in order to review and respond to various subpoenas and garner advice regarding a wide variety of issues. Legal counsel is most commonly sought for the liability issues surrounding disciplinary actions of the Board as the ethics process becomes an ever more

(Continued on page 2)
important and increasingly demanding function. It should be noted that the Board prudently maintains an investment account at the level of one year’s operating expense for emergencies and potential liability threats.

Future expenditures to those already enumerated will be necessary given the expanding functions of the Board and its growing number of diplomates. It is a necessity, with increasing numbers of certified physicians and the institution of MOC-PS, that the office database be integrated with web-enabling capabilities. Concomitantly, the Board plans to maximize the electronic storage of information and introduce web-based submission of data and applications in the years to come. As we attempt continual improvement in the objectivity of the Oral Examination, there will be resultant added consultant expense for a change in scoring and psychometric analysis of the examination.

As you can see, the conduct of the examinations is a long, meticulous, arduous and time-consuming endeavor. The Board’s business goes on day in and day out, as at the end of each examination cycle preparations begin immediately for the next. Let me assure you that not a moment is wasted in the central office. Great demands of efficiency and accuracy are placed on the staff who invariably and exquisitely rise to the task. Mention must also be made of the 22 directors who tirelessly and willingly give immense amount of uncompensated time to the Board, often spending evenings working and weekends away from home during their six-year terms.

I would be remiss in not thanking each and every one of you, the diplomates, for your ongoing support of the annual dues. The response rate now approaches 75%. This generous support greatly assists operations, particularly in the area of ethics, and the Board is greatly appreciative. I will end by saying that ABPS is often used as an example by the other twenty-three ABMS Boards, being regarded as a leader among them in both examination and certification. We should be proud of our commitment, for a bargain, to the Board’s mission of promoting safe, ethical, efficacious plastic surgery to the public by maintaining high standards for the education, examination, certification and recertification of plastic surgeons as specialists and subspecialists.

ABPS Position Statement on Reality Television Programming

The turn of the century witnessed a dramatic increase in the number of reality television programs. Cosmetic surgery became an expanding focus of many reality programs and they became more successful. The initial airing of Extreme Make-Over on ABC-TV has been followed by such programs as The Swan, Dr. 90210, Miami Slice, MTV’s I Want a Famous Face and Body Work. In addition, web-based viewing, including such programs as On-line Surgery, feature live surgical procedures and testimonials to the surgeons performing them. Patients competing for selection as a participant in the program On-line Surgery receive the surgery as a prize, as do contestants for the Swan.

Participation in some programs may be in direct violation of the Code of Ethics of The American Board of Plastic Surgery, Inc., specifically Section 3. II M. This states that any diplomate or candidate will be subject to disciplinary action if he/she participates in a charity raffle, fund raising event, contest or other promotion in which the prize is any procedure.

The American Board of Plastic Surgery, Inc., through its initial program of Certification and continuing with Recertification and Maintenance of Certification, seeks to assure the public that certified plastic surgeons meet the standards promulgated by the Board. One of the essential elements of the Board’s programs is Evaluation of Professionalism. The Board expects its candidates and diplomates to conduct their activities, surgery and practices according to the high standards of professionalism espoused by the medical profession in general and the specialty of plastic surgery in particular. Current television programs often do not present plastic surgeons or the specialty of plastic surgery in a dignified way much less at a high professional standard. Some programs specifically offer surgical procedures as a direct result of contest participation. Participation in contests by plastic surgeons is an obvious violation of the Code of Ethics of The American Board of Plastic Surgery, Inc.

The Board recognizes the value of education to the public of well-structured, peer-reviewed educational programming. However, the presentation of plastic surgery procedures for the aggrandizement and mass marketing of plastic surgeons or for the sheer entertainment of the public is distasteful and unprofessional.

The Board, therefore, adopts the following position: Participation in reality television programs may result in sanctions or revocation of ABPS certification if the Board concludes that the Code of Ethics has been violated by directors of the Board, diplomates, examiners of the Board, consultants to the Board or by candidates for certification and recertification.

Approved November 10, 2004
From The Executive Director

R. Barrett Noone, M.D.

This column is reserved to highlight some of the many activities and decisions of The American Board of Plastic Surgery, Inc. during the 2004 year. The Newsletter is an ideal publication to remind certified diplomates and other interested readers that the mission of the Board is to serve the public by promoting safe, ethical, efficacious plastic surgery. Many diplomates confuse the mission of the Board with the purposes of professional societies and membership organizations that exist primarily to serve the practicing plastic surgeon. With the Board’s mission in mind, we present the following.

REALITY TELEVISION

In response to concerns expressed by the public, members of the medical profession in general, and our diplomates, the Board discussed the issue of participation by ABPS diplomates in reality-based television programs. At the November 2004 Semi-Annual Meeting of the Directors, the Board adopted a position statement on participation in reality TV programs, emphasizing that sanctions may be taken against diplomates who violate the Code of Ethics of The American Board of Plastic Surgery, Inc. The position statement is included in this Newsletter on page 2.

The Board was specifically concerned with diplomates who perform surgery on patients who are selected for programming as winners of solicitation contests. The Board also voted to inform the public of its position on the topic.

UNLIMITED ADMISSIBILITY TO CERTIFICATION EXAMINATIONS

In 1999, the Board discontinued the time limitation for admissibility to the Written and Oral Examinations. Candidates now have unlimited opportunities to successfully complete the examination process. However, those in the process must apply every five years to remain admissible. At the November 2004 meeting, the Board voted to require that candidates taking advantage of the unlimited admissibility process must sit for the uncompleted examination at least three times during the five-year period in order to remain admissible. When submitting the reapplication every five years, those candidates will be required to satisfy the same professionalism requirements as those diplomates who are in the recertification process. Therefore, they will be required to submit evidence of satisfactory completion of 150 hours of continuing medical education within a three-year period, including 60 hours of Category I and 20 hours of patient safety CMEs. Candidates will also be required to have a recommendation by the Chief of Surgery or Chief of Staff at the candidate’s primary hospital facility. Failure to fulfill these additional requirements will eliminate continued admissibility to the examination process.

WRITTEN EXAMINATION

Dr. Linda G. Phillips, Chair of the Written Examination Committee praised the Committee and the Advisory Council members who devoted their expertise and a considerable amount of time this year revising questions in our examination pool. The National Board of Medical Examiners (NBME), our examination vendor, recommended eliminating “negative” items from inclusion in the examination to improve the quality of the examination and eliminate bias, especially for candidates with disabilities. An example of “negatively-worded” items would be those that read “all of the following are true, Except....” Those items now are revised and available as new items in the pool. The Committee targeted a full review of the item pool for relevance and content for 2005. The multiple year investment in Item Writing Courses and Item Review Sessions attended by our dedicated Committee members has yielded a vastly improved examination.

ORAL EXAMINATION

The Oral Examination, chaired by Dr. Thomas R. Stevenson, was administered in 2003 and 2004 in Phoenix, Arizona. The predictable climate in November guided the selection of this site, despite the realization that it may necessitate more lengthy transportation from the East Coast. The decision by the Oral Examination Committee that seven-month case lists from September 1 through March 31 were required in order to produce an adequate examination also dictated a November framework. Processing of the submitted case lists by the Board Office staff and the Oral Examination Committee, review and selection by the Committee of five candidate cases for examination, and preparation of the cases by the candidates for examination requires approximately six months preparation time. Positive responses from the candidates at both the 2003 and 2004 examinations in Phoenix reinforced the Board’s opinion to continue with the Phoenix site in the immediate future, at least for the 2005, 2006 and 2007 examinations.

RECERTIFICATION HIGHLIGHTS

Recertification requirements were instituted for those diplomates who were certified in 1995 and thereafter. The Board issued 10-year time-limited certificates which will expire unless diplomates complete Recertification. The first recertification examination was administered during the timeframe April 1 through April 30, 2004, and a total of 118 diplomates completed Recertification in 2004. The passing rate was 96.7%. Applications have now been completed for the April 2005 examination. In order to accommodate as many diplomates as possible who were interested in completing Recertification, especially those whose certificates are due to expire in 2005, the Board extended the deadline for receipt of applications from September 2, 2004 to September 30, 2004. A total of 168 applications have been received for the 2005 examination. Despite repeated efforts to contact all diplomates certified in 1995, 15 still have not completed the application process and their certificates will expire December 31, 2005 at which time the American Board of Medical Specialties (ABMS) will be notified to remove the diplomates from the certification database. Of those, one is deceased, one is retired and the Board previously revoked certification for two others. The Board extended admissibility for one Advisory Council Member certified in 1995 who participated in item selection for the secure Recertification Exam.

The examination group for 2005 will include 46 diplomates certified in 1995; 71 certified in 1996; 47 certified in 1997 and four lifetime certificate holders who are electing to recertify.

MAINTENANCE OF CERTIFICATION® IN PLASTIC SURGERY - MOC-PS

The Board has participated with the other 23 member Boards of the American Board (Continued on page 4)
(Continued from page 3)

of Medical Specialties (ABMS) in developing the concept and the program for evaluation of Maintenance of Certification®. The overall program has been approved by all Boards of the ABMS and will become effective pending final approval of the applications by the ABMS. The American Board of Plastic Surgery, Inc. completed its application by the required deadline of December 31, 2004. The approval process and notification of the diplomates should be completed during the calendar years 2005 and 2006. The Maintenance of Certification® Committee recommended to the Board that the effective date for institution of MOC-PS by the ABPS would be 2007. Effective that year, all candidates who pass the Oral Examination and receive certification in 2007 will be required to enter the MOC-PS program. Likewise, those who recertify in the 2007 year and later will begin the ten-year process of MOC-PS with an examination before the anniversary date of ten years. Those who have recertified in 2005 and 2006 will be phased-in to the MOC-PS program. At its November 2004 meeting, the Board made changes in its process of MOC-PS in order to facilitate participation by our diplomates. Rather than requiring completion of the professionalism component every two years, this component will be required on a three-year cycle, along with the lifelong learning and self-assessment component. Also at the three-year cycle, patient satisfaction surveys will be required, as well as peer review surveys. The peer reviews must be completed by at least three individuals who know the practice of the plastic surgeon. One must be completed by either the Chief of Surgery or Chief of Staff of the primary hospital. The diplomate may choose two other colleagues to compile an evaluation from the remaining four categories: Chief of Plastic Surgery, Anesthesiologist, Nursing Supervisor, or another ABPS Board certified colleague.

Another change in the MOC-PS process is a relief from the frequency of submitting six-month case lists to the Board. This web-based submission process was originally conceived to be performed at year five and year ten in the MOC-PS ten-year cycle. The Board decided to revise this requirement to one case list submission during the ten-year cycle. This will occur at year six, and will provide the basis for assignment to an examination module for the cognitive examination which may be taken in years eight, nine, or ten. The case list will also give an opportunity for the diplomate and the Board to evaluate practice performance through measurement of surgical outcomes and comparison of the outcomes to peer-accepted standards. Along with the professionalism component, lifelong learning and self-assessment will be evaluated every three years, giving the diplomate an opportunity to review his or her practice on a specific surgical topic.

TECHNOLOGICAL ADVANCES

Constraints to the budget have not impeded the Board from initiating cost-effective use of current technology. For example, the Board’s implementation of the Computer Based Format for our cognitive examinations, web-based case collection for the Oral Examination, the Hand Examination and Recertification Program, provision of web-printable training evaluation and application forms, as well as posting a copy of the Annual Newsletter on the Board’s website as a PDF file, mark a few examples of our progress. In 2004, the Board Office began investigation of expanded web-based functions for candidates with special focus on the future components of the MOC-PS process. The Board directed that activities in 2005 should include evaluation of vendors, costs and logistics for these web-based initiatives.

2004 – 2005

Advisory Council Members

The Advisory Councils were established in May 2000. The members listed below were nominated from the American Association of Plastic Surgeons (AAPS), the American Society of Plastic Surgeons (ASPS), the American Society for Aesthetic Plastic Surgery (ASAPS), the American Association for Hand Surgery (AAHS), the American Society for Surgery of the Hand (ASSH) and the American Society of Maxillofacial Surgeons (ASMFS). The Board acknowledges the significant contributions of each of the following Advisory Council Members:

**Comprehensive Plastic Surgery:**
Mimis N. Cohen, M.D. (AAPS)
Walter L. Erhardt, Jr., M.D. (ABPS)
Robert A. Hardesty, M.D. (ABPS)
Dennis J. Lynch, M.D. (ABPS), Chair
James H. Wells, M.D. (ASPS)

**Cosmetic Surgery:**
To Be Announced, (ASPS)
Gustavo A. Colon, M.D. (ABPS), Chair
Franklin L. DiSpaltro, M.D. (ASAPS)
David M. Knize, M.D. (ASAPS)
James M. Stuzin, M.D. (ABPS)

**Craniomaxillofacial Surgery:**
Gregory R. D. Evans, M.D. (ASMS)
Bahman Guyuron, M.D. (ASMS)
John A. Persing, M.D. (ABPS)
A. Michael Sadove, M.D. (ABPS), Chair
Kenneth E. Salyer, M.D. (ASPS)

**Hand Surgery:**
Kevin C. Chung, M.D. (ASSH)
Vincent R. Hentz, M.D. (ABPS), Chair
W. P. Andrew Lee, M.D. (AAHS)
Wyndell H. Merritt, M.D. (ASPS)
Nicholas B. Vedder, M.D. (ABPS)
Special Recognition

The American Board of Plastic Surgery, Inc., wishes to express appreciation to the following Directors for their dedicated service to the Board:

Bruce L. Cunningham, M.D. ..................1996 - 2004
Written Examination Chair .....1998 - 2001
Chair of the Board .................2003 - 2004
James G. Hoehn, M.D. .................1997 - 2004
Carolyn L. Kerrigan, M.D. ...............1997 - 2004
Secretary-Treasurer ..........2002 - 2004
Recertification Program Chair ..1999 - 2003
Luis O. Vasconez, M.D. ...............1997 - 2004

In Recognition

The American Board of Plastic Surgery, Inc. gratefully acknowledges the contributions and commitment of those plastic surgeons who served as Question Writers for the Written Examination and Hand Examination and those who served as Examiners and Evaluators for the Oral Examination.

2004 WRITTEN EXAMINATION QUESTION WRITERS

Robert E. Brown
John W. Canady
Kevin C. Chung
Mark B. Constantian
Franklin L. DiSpaltro
E. Patricia Eggerszegi
Jack A. Friedland
Roxanne J. Guy
Robert A. Hardesty
William Y. Hoffman
Brian M. Kinney
Donald H. Lalonde
Victor L. Lewis
Ted E. Lockwood
Thomas A. Mustoe
Malcolm D. Paul
D. Kimit Rai
Geoffrey L. Robb
Kenneth E. Salyer
Joseph M. Serletti
Saleh M. Shenaq
Seth R. Thaller
Nicholas B. Vedder
Linton A. Whitaker
S. Anthony Wolfe

2004 HAND EXAMINATION CONSULTANTS

(serve three-year terms)

William W. Dzwierzynski
Vincent R. Hentz
David C. Kim
Alan E. Seyfer

2004 ORAL EXAMINATION EXAMINERS AND EVALUATORS

Bernard S. Alpert
Phillip G. Arnold
Scott P. Bartlett
Uldis Bite
Steven J. Blackwell
Robert G. Brown
Steven R. Buchman
John W. Canady
Grant W. Carlson
Bala S. Chandrasekhar
Wallace H. Chang
John J. Coleman, III
Lawrence B. Colen
Gustavo A. Colon
Matthew J. Concannon
Mark B. Constantian
Bruce L. Cunningham
Franklin L. DiSpaltro
William W. Dzwierzynski
Lee E. Edstrom
Walter L. Erhardt, Jr.
Elof Eriksson
Gregory R. D. Evans
Neil A. Fine
R. Jobe Fix
Jack A. Friedland
Warren L. Garner
Kenna S. Given
Arun K. Gosain
Gilbert P. Gradinger
Bahman Guyuron
Juliana E. Hansen
Robert A. Hardesty
Robert J. Havlik
Frederick R. Heckler
Vincent R. Hentz
T. Roderick Hester
James G. Hoehn
William Y. Hoffman
Frank E. Isik
Ronald E. Iverson
Glenn W. Jelsk
Craig H. Johnson
Henry K. Kawamoto, Jr.
Kevin J. Kelly
Jeffrey M. Kenkel
Debbie A. Kennedy
Carolyn L. Kerrigan
Lawrence L. Ketch
Donald H. Lalonde
David L. Larson
W. Thomas Lawrence
W. P. Andrew Lee
L. Scott Levin
Kant Y. K. Lin
Edward A. Luce
Dennis J. Lynch
Donald R. Mackay
James W. May, Jr.
Robert L. McCauley
Mary H. McGrath
Peter W. McKinney
Roger C. Mixter
John H. Moore, Jr.
Raymond F. Morgan
Foad Nahai
David T. Netscher
R. Barrett Noone
Francis A. Papay
John A. Persing
Linda G. Phillips
C. Lin Puckett
D. Kimit Rai
Norman H. Rappaport
Debra A. Reilly
William B. Riley, Jr.
Geoffrey L. Robb
W. Bradford Rockwell
Rod J. Rohrich
Jeffrey L. Rosenberg
Robert L. Rubberg
Robert C. Russell
A. Michael Sadove
Kenneth E. Salyer
Saleh M. Shenaq
Randolph Sherman
Kenneth C. Shestak
Lester Silver
Robert Singer
Sheri Slezak
Anthony A. Smith
David J. Smith, Jr.
Raj Sood
Thomas R. Stevenson
James M. Stuzin
Mark R. Sultan
William M. Swartz
Henry C. Vasconez
Luis O. Vasconez
Nicholas B. Vedder
Charles N. Verheyden
Robert D. Wallace
Robert L. Walton, Jr.
James H. Wells
Mark D. Wells
Andrew M. Wexler
Thomas P. Whetzel
Michael J. White
S. Anthony Wolfe
Granger B. Wong
William A. Wooden
N. John Yousif
William A. Zamboni
Richard J. Zienowicz
James E. Zins
2004-2005 OFFICERS

LAWRENCE L. KETCH, M.D.
Chair

JOHN A. PERSING, M.D.
Chair-Elect

THOMAS R. STEVENSON, M.D.
Vice-Chair

RONALD E. IVERSON, M.D.
Secretary-Treasurer

2004 - 2005 DIRECTORS

Bernard S. Alpert, M.D.
John W. Canady, M.D.
Gustavo A. Colon, M.D.
Walter L. Erhardt, Jr., M.D.
Senator Liz Figueroa
Jack A. Friedland, M.D.
Vincent R. Hentz, M.D.
Ronald E. Iverson, M.D.
Lawrence L. Ketch, M.D.
Dennis J. Lynch, M.D.
Peter W. McKinney, M.D.
Foad Nahai, M.D.
Theodore N. Pappas, M.D.
John A. Persing, M.D.
Linda G. Phillips, M.D.
Rod J. Rohrich, M.D.
A. Michael Sadove, M.D.
Randolph Sherman, M.D.
Thomas R. Stevenson, M.D.
James M. Stuzin, M.D.
William M. Swartz, M.D.
Nicholas B. Vedder, M.D.

EXECUTIVE DIRECTOR

R. Barrett Noone, M.D.

BOARD STAFF

Administrator
Theresa M. Cullison, RN, MSN
Examination and Projects Coordinator
Gwen A. Hanuscin
Oral Examination Coordinator
Maggie M. Prendergast
Staff Assistant
Melissa M. Rinnier
Administrative Assistant
Jennifer M. Wise

DIRECTORS OF THE BOARD 2004 – 2005

Dr. Bernard S. Alpert not pictured.
Congratulations!!
Elected To Serve On The Board From 2004 - 2010

The Board welcomes the following New Directors elected in May 2004 in Chicago, Illinois!

**JOHN W. CANADY, M.D.**
**IOWA CITY, IA**

Dr. Canady graduated from the University of Iowa College of Medicine and completed residencies in Otolaryngology (University of Iowa) and Plastic Surgery (Kansas University). He has been on the faculty of the University of Iowa Health Care system since 1990 and is currently the Director of the Cleft and Craniofacial Service. He is the Professor of Plastic Surgery, University of Iowa and is currently the Treasurer for the American Society of Plastic Surgeons and a member of the Board of Directors for the Plastic Surgery Educational Foundation and the American Cleft Palate Association. He and his wife Laurie have two sons.

**JACK A. FRIEDLAND, M.D.**
**PHOENIX, AZ**

Dr. Friedland received his medical degree in 1965 from Northwestern University, trained in general surgery at New York University/Bellevue Medical Center, and in plastic surgery at the Institute of Reconstructive Plastic Surgery NYU Medical Center in New York. He was certified by The American Board of Surgery in 1971 and The American Board of Plastic Surgery in 1975. Dr. Friedland is a Past President of The American Society for Aesthetic Plastic Surgery, Inc., and has served as a Trustee and Chairman of the Board of Trustees of that organization. He is in his 30th year as a private practitioner in plastic surgery, keeping offices in Phoenix and Scottsdale, Arizona, and he has served as the Chairman of the Department of Plastic Surgery in Children’s Rehabilitative Services of the state of Arizona. He was recently elected to become a Governor of The American College of Surgeons.

**NICHOLAS B. VEDDER, M.D.**
**SEATTLE, WA**

Dr. Nicholas Vedder is Professor of Surgery and Orthopaedics, Vice Chair of the Department of Surgery, and Chief of the Division of Plastic Surgery at the University of Washington in Seattle. He is a past Chair of the Plastic Surgery Research Council and has held officer positions in numerous other, regional and national organizations. In addition to Plastic Surgery, he holds active certification in both Surgery and Surgery of the Hand, and has been a member of the ABPS Advisory Council on Hand Surgery since 2000.

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**ALERT TO SENIOR PARTNERS ABOUT ADVERTISING**
Candidates are not permitted to advertise any status with the board until certification is achieved. This includes use of the term board qualified, board eligible or board admissible. Senior partners and practice managers should check all advertising with new physicians in the practice. The Board defers candidates in the examination process for one year for misstatements, however inadvertent, of board status.

**WWW.ABPLSURG.ORG**
Visit the Board’s website for examination and certification requirements, downloadable Evaluation and Application Forms, the ABPS Code of Ethics or a copy of this Newsletter.
**EXAMINATION STATISTICS**

**Written Examination Failure Rates 1994-2004**

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<td>214</td>
<td>178</td>
<td>36</td>
<td>16.4%</td>
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**Oral Examination Failure Rates 1994-2004**

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<th>EXAMINEES</th>
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<tr>
<td>2002</td>
<td>236</td>
<td>182</td>
<td>54</td>
<td>22.9%</td>
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<tr>
<td>2003</td>
<td>222</td>
<td>192</td>
<td>30</td>
<td>13.5%</td>
</tr>
<tr>
<td>2004</td>
<td>209</td>
<td>169</td>
<td>40</td>
<td>19.1%</td>
</tr>
</tbody>
</table>
Recertification Program
Computer Based Test
April 1, 2005 through April 30, 2005
at Prometric Test Centers throughout the
United States and Canada

Surgery of the Hand Examination
and Surgery of the Hand
Recertification Examination
Computer Based Test
August 6, 2005 to September 3, 2005
at Prometric Test Centers throughout the
United States and Canada

Written Examination
Computer Based Test
Monday, October 17, 2005
at Prometric Test Centers throughout the
United States and Canada

Oral Examination
Thursday, Friday & Saturday
November 10, 11, 12, 2005
in Phoenix, Arizona

Certification in the Subspeciality of Surgery of the Hand Failure Rates

<table>
<thead>
<tr>
<th>YEAR</th>
<th>EXAMINEES</th>
<th>PASS</th>
<th>FAIL</th>
<th>%FAIL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>111</td>
<td>64</td>
<td>47</td>
<td>42.3%</td>
</tr>
<tr>
<td>1995</td>
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<td>37</td>
<td>15</td>
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<td>1996</td>
<td>37</td>
<td>24</td>
<td>13</td>
<td>35.1%</td>
</tr>
<tr>
<td>1997</td>
<td>28</td>
<td>22</td>
<td>6</td>
<td>21.4%</td>
</tr>
<tr>
<td>1998</td>
<td>17</td>
<td>13</td>
<td>4</td>
<td>23.5%</td>
</tr>
<tr>
<td>1999</td>
<td>22</td>
<td>21</td>
<td>1</td>
<td>4.5%</td>
</tr>
<tr>
<td>2000</td>
<td>39</td>
<td>28</td>
<td>1</td>
<td>2.6%</td>
</tr>
<tr>
<td>2001</td>
<td>19</td>
<td>15</td>
<td>4</td>
<td>21.1%</td>
</tr>
<tr>
<td>2002</td>
<td>18</td>
<td>13</td>
<td>4</td>
<td>22.2%</td>
</tr>
<tr>
<td>2003</td>
<td>13</td>
<td>11</td>
<td>2</td>
<td>15.4%</td>
</tr>
<tr>
<td>2004</td>
<td>18</td>
<td>15</td>
<td>3</td>
<td>16.7%</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>YEAR</th>
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<th>PASS</th>
<th>FAIL</th>
<th>%FAIL</th>
</tr>
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<td>4</td>
<td>23.5%</td>
</tr>
<tr>
<td>1999</td>
<td>22</td>
<td>21</td>
<td>1</td>
<td>4.5%</td>
</tr>
<tr>
<td>2000</td>
<td>39</td>
<td>28</td>
<td>1</td>
<td>2.6%</td>
</tr>
<tr>
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<td>15</td>
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<td>11</td>
<td>2</td>
<td>15.4%</td>
</tr>
<tr>
<td>2004</td>
<td>18</td>
<td>15</td>
<td>3</td>
<td>16.7%</td>
</tr>
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</table>

Recertification in the Subspecialty of Surgery of the Hand Failure Rates

<table>
<thead>
<tr>
<th>YEAR</th>
<th>EXAMINEES</th>
<th>PASS</th>
<th>FAIL</th>
<th>%FAIL</th>
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</thead>
<tbody>
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<td>1996</td>
<td>3</td>
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<td>0.0%</td>
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<tr>
<td>1997</td>
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<td>10</td>
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<td>1998</td>
<td>15</td>
<td>14</td>
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<td>6.7%</td>
</tr>
<tr>
<td>1999</td>
<td>26</td>
<td>23</td>
<td>3</td>
<td>11.5%</td>
</tr>
<tr>
<td>2000</td>
<td>25</td>
<td>22</td>
<td>3</td>
<td>12.0%</td>
</tr>
<tr>
<td>2001</td>
<td>23</td>
<td>21</td>
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<td>8.7%</td>
</tr>
<tr>
<td>2002</td>
<td>28</td>
<td>21</td>
<td>7</td>
<td>25.0%</td>
</tr>
<tr>
<td>2003</td>
<td>28</td>
<td>21</td>
<td>7</td>
<td>25.0%</td>
</tr>
<tr>
<td>2004</td>
<td>44</td>
<td>35</td>
<td>9</td>
<td>20.5%</td>
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</tbody>
</table>

Diplomates 1994-2004

Total Number of Diplomates and Number Certified by Year
Congratulations To Our New Board Diplomates

The American Board of Plastic Surgery certified 169 diplomates in November 2004. To date the Board has certified 6841 plastic surgeons.

Certified in November 2004

Hatem Ahmed Abou-Sayed
David William Adcock
Oladiran Ademola Afolabi-Brown
Cori Ann Agarwal
Matthew Martin Akers
Ibrahim Hosain Amjad
Nolis Stamatis Arkoulakis
Michael Robert Arnstein
William Gerald Austen, Jr.
Mariam H. Awada
Nagi Tanos Ayoub
Kouroos Azar
Steven Thomas Barr
Joel Brian Beck
Ramin A. Behmand
Gunnar Ernst Olof Bergqvist
Kevin Lee Berning
Timothy James Bill
James Andrew Brady
Brian Barry Bruggeman
Karen Marie Buckley
William John Bull, Jr.
Joseph Charles Camarata
Linda A. Camp
Christine Ann Carman
Mary Ella Montgomery Carter
William Joseph Casey, III
Camille Geneva Cash
Lisa Benke Cassileth
Richard Albert Kim Chaffoo
Charles Postolou Chalekson
Rajiv Yatindra Chandawarkar
Raymond Raymoon Chang
Jerome Donald Chao
Catherine Elizabeth Chatal
Chester K. Cheng
Angela Portia Chiou
Christopher Y. Chung
Philip Gerlach Coogan
Philipp Roy Craft
David Nicholas Csikai
Sumer Louise Daiza
Sharon Crawford DeChiaro
Michael Nicholas Desvigne
Lisa M. DiFrancesco
Janis DiPietro
T. Michael Dixon
Nayiri Doudikian-Scaff
Ivica Ducic
William Alan Dulin
Wilfred Russell Ehrmantraut, Jr.
Lawrence Scott Ennis
Matthew John Fox
William Culp Franckle, IV
James William Gaffield
Juan Carlos Gustavo Giachino, Jr.
John Alan Girotto
Nirutisai Komalahiranya Graff
Elizabeth Ann Grasee
Richard Franklin Grossman
Richard Youngmin Ha
Michael James Harl
Ronald Winfield Hartley, Jr.
Kent Victor Hasen
Simon Hatinoglu
Naji Emile Hayek
Jeffrey Tim Healy
Robert Todd Heck
Keith Ray Hodge
Yngvar Alan Hvidtendahl
Jeffrey Edward Janis
John Newcomb Jensen
Chang Soo Kim
Richard D. Klein
Ajay Verma Kumar
Malik Anushervan Kutty
Bernard Travis Lee
Richard Hee-Jin Lee
Kenneth Leong
David Alan Lickstein
Gerald T. Lionelli
James Neal Long, Jr.
Jacqueline Anne Luong
Gregory Thomas Lynam
Matthew Jude Lynch
Grace Yu-chun Ma
William Henry Macklin, III
Julia W. MacKae
Sean Michael Maguire
Evan Tom Manolis
David Zachary Martin
Mehdi Koliat Mazineh
Scot Robert McKenna
John Michael Menezes
Craig Kamens Mezrow
Karl Bernard Michalko
Wandra K. Miles
Stephen Blaine Miller
Todd Henry Mahmood Mirza
Steven Joseph Montante
Gregory John Moorman
Isidoro John Moraits
John Douglas Murray
Joseph Anthony Napoli
Deepak Narayan
Itzhak Nir
John Domenic Paletta
Mark Braden Pardoe
Afshin Parhamfar
Landon Scott Perry
Lisa Jeanne Peters
Duc Minh Pham
Michael Cahill Pickart
Richard Allison Pollock
Andrea Louise Pusic
Andrea Olivia Ray
Richard James Redett, III
John Francis Reilly
William Louis Reno, III
Francisco Leones Rilloraza
Michael Simon Risin
John Douglas Robertson
Gloria Morene Rockwell
Charles Lawrence Rodriguez
Jason J. Rosenberg
Jeffrey Joseph Roth
Elizabeth Ann Rothman
J. Peter Rubin
Adam Jason Rubinstein
Kevin Michael Ruhge
Mian Zakir Sabry
Ali Sajjadian
Amorn Neil Salyapongse
Alexandra Sylvia Saulis
David Navid Sayah
Drew Evan Schnitt
David Paul Schnur
Celestino Eddie Sepulveda
Himansu Ramesh Shah
Sanjay Kumar Sharma
Faizi Ahmad Siddiqi
Amy Marguerite Simon
Davinder J. Singh
Nicolas G. Stenkovich
Tzvi Small
Andrew Donald Smith
Norberto Luke Soto
Ryan Andrew Stanton
Hedieh Arbabzadeh Stefanacci
Scott Michael Sulentich
Kelly Marie Sullivan
Kayvan Taghipour-Khiabani
Mark Cua Tan
Rashmi Taneja
Vivian Ting
Joel Toro-Pagan
Gladys Shi Tsoa-Wu
Ryan Blane Tsujimura
Theodore Waldemar Uroskie, Jr.
Frederick Harvey Watkins, IV
Jonathan C. Weinrich
Forrest Simpson Wells
Irwin Michael Wiesman
Todd Michael Willcox
William Scott Wittenborn
Dan Yamini
York Jay Yates
Matthew Brian Yoak
Thomas Edward Zewert
Congratulations To Our Diplomates Who Were Certified Or Recertified In Surgery Of The Hand (SOTH)


To date the Board has certified 568 diplomates and has recertified 231 diplomates.

### Diplomates Certified In Surgery Of The Hand In 2004

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mehdi Navid Adham</td>
</tr>
<tr>
<td>Milton B. Armstrong</td>
</tr>
<tr>
<td>David Timothy Barrall</td>
</tr>
<tr>
<td>Melissa L. Barton</td>
</tr>
<tr>
<td>Richard John Bene, Jr.</td>
</tr>
<tr>
<td>Michael William Born</td>
</tr>
<tr>
<td>Edward Rack Calkins</td>
</tr>
<tr>
<td>Clifford S. Canepa</td>
</tr>
<tr>
<td>Glenn Ray Carwell, Jr.</td>
</tr>
<tr>
<td>Curtis Allen Crimmins</td>
</tr>
<tr>
<td>Vigen B. Darian</td>
</tr>
<tr>
<td>Natalio Debs</td>
</tr>
<tr>
<td>Thomas William Dooley</td>
</tr>
<tr>
<td>Stephen Craig Drukker</td>
</tr>
<tr>
<td>Raymond Michael Dunn</td>
</tr>
<tr>
<td>Mark D. Epstein</td>
</tr>
<tr>
<td>Jeffrey Allan Fink</td>
</tr>
<tr>
<td>David Scott German</td>
</tr>
</tbody>
</table>

### Diplomates Recertified In Surgery Of The Hand In 2004

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael Jerome Valois Gordon</td>
</tr>
<tr>
<td>Rodney Allan Green</td>
</tr>
<tr>
<td>Harvey Norman Himmel</td>
</tr>
<tr>
<td>Theodore Arden Jackson</td>
</tr>
<tr>
<td>W. John Kitzmiller</td>
</tr>
<tr>
<td>Dong-Joon Lee</td>
</tr>
<tr>
<td>Stephen Francis Lex</td>
</tr>
<tr>
<td>Hallene A. Maragh</td>
</tr>
<tr>
<td>Alexander McArthur, III</td>
</tr>
</tbody>
</table>

*Via Surgery of the Hand Exam.*
Recertification Program

Special Notice to ABPS Diplomates Certified in 1996 and other Diplomates who are Candidates for Recertification

Certificates for diplomates certified in 1996 will expire in 2006 unless the Recertification Program is completed. If you have not completed the Recertification process and have not submitted an application for the 2005 program, you MUST complete the program in 2006. Please note the deadlines listed below on your calendar for the April 2006 examination. Diplomates certified by the Board in 1996, 1997 and 1998 will be sent 2006 Recertification Application Material in March 2005. Life-time certificate holders interested in the 2006 program can email an application request, including full name and address to ghanuscin@abplsurg.org.

Important 2006 Recertification Program Deadline Dates

January 1, 2005 – June 30, 2005
Case collection period

April 30, 2005
Deadline for Application request
Material received in Board Office

June 30, 2005
Case collection period ends

September 2, 2005 – Due in Board Office
✓ Application Form
✓ Finalized case list through internet submission
✓ Registration Fee of $750.00
✓ All other required documents

November 30, 2005 – Mailed from Board Office
• Application Approval Letters
• Module Assignment
• Reply Forms (green)

January 13, 2006 – Due in Board Office
✓ Reply Forms
✓ Examination Fee of $1,500.00
✓ All other required documents

March 15, 2006 – Mailed from Board Office
Scheduling Permits (orange)

April 1 – April 30, 2006
Recertification Program Computer Based Test

July 2006 – Mailed from Board Office
Result Letters

September 2006 – Mailed from Board Office
Recertification Certificates

Revoked Certificates

The American Board of Plastic Surgery, Inc. revoked the following 5 certificates in 2004.

<table>
<thead>
<tr>
<th>Name</th>
<th>State</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael George Ashkar, M.D.</td>
<td>NJ</td>
<td>2004</td>
</tr>
<tr>
<td>Jacques S. Jaikaran, M.D.</td>
<td>TX</td>
<td>2004</td>
</tr>
<tr>
<td>John Alexander Krosnoff, Jr., M.D.</td>
<td>CA</td>
<td>2004</td>
</tr>
<tr>
<td>Richard Edward Sabatier, M.D.</td>
<td>LA</td>
<td>2004</td>
</tr>
<tr>
<td>Jack Henry Sheen, M.D.</td>
<td>CA</td>
<td>2004</td>
</tr>
</tbody>
</table>

To date, a total of 39 certificates have been revoked.

CHANGE OF ADDRESS TO THE ABMS

Update your listing in the ABMS Directory by faxing or mailing a notice on your stationery directly to:

The American Board of Medical Specialties
1007 Church Street, Suite 404
Evanston, Illinois 60201
Attention: Database Department
Fax Number: 847-328-3596

2005 DIPLOMATE ANNUAL DUES

Enclosed is the 2005 Diplomate Annual Dues Remittance Form. Please complete and enclose a check for $100.00 made payable to The American Board of Plastic Surgery, Inc. and return to the Board Office by April 15, 2005.

The ongoing support of the Diplomate Dues request has been gratifying. The income from the dues has greatly assisted the Board in its operations and its mission, and has been especially helpful in defense of the standards represented by the ABPS certificate.

Notification to Diplomates

Our yearly NEWSLETTER is intended to keep the Board’s diplomates informed about the internal functioning of the Board as well as the Board’s response to external factors which impact the public, candidates and the specialty. It cannot include all of the business conducted by the Board throughout the year. Rather, the intention is to inform every diplomate of the Board’s actions and to provide each with an opportunity to contact the Board Office with any questions this letter may raise or other questions, concerns or suggestions regarding Board action. Please direct all correspondence to the Board Office address.

The Booklet of Information is published annually and contains the established requirements, policies and procedures of the Board relating to residency training and the certification process. A copy of the current Booklet of Information July 1, 2004 - June 30, 2005 can be obtained by contacting the Board Office by telephone, e-mail or Website. The content of the Booklet can be readily accessed on the Board’s website www.abplsurg.org.
The following physicians are potential candidates admissible to the 2005 Oral Examination. A few candidates expected to reapply, but who are currently expired, are included. The Board will review written comments regarding the suitability of any candidate for certification if concerns are documented on official letterhead, signed and received in the Board Office by April 15, 2005.

Edward Alan Abell
Andre Aboolian
Ali Adlibfar
Marguerite Elizabeth Aitken
Antoine Habib Aizazani-Hallak
Paul Ramon Albear
Amy Kathleen Alderman
Loreen Ann Ali
David Andrew Altamira
Manushak Amzoyan
Alan Dale Arps
Syed Salman Ashruf
Tanya Aya Atagi
Kodi K. Azari
Anureet Kaur Bajaj
Matthew Bryan Baker
Dana Scott Balderrama
Michael Baroody
Jaime Adolfo Bastidas
Donald Peter Baumann
Neysan Bayat
Mohamad Hassan Bazzi
Benjamin Wallace Beckert
Jeremy Angelo Benedetti
Karim Amer Benitez-Marchand
Debra Ann Bergman
Kenneth Michael Bermudez
Margarita Jose Bernett
John Brian Boyd
Stephane Alain Braun
Christopher Jeremiah Martin Brooks
Darrell Brooks
Christopher Coleman Brown
William Joseph Bruno
Marie-Claude Buckley
Alyson Delane Buckner
Duc Tri Bui
John Bulger
Tori Burnett
John Lanier Burns, Jr.
Tripti Burt
Michael Shayne Burwell
Marlene Sayoc Calderon
Robert Francis Centeno
Fadi Chahin
Te Ning Chang
Wilson C. Chau
June S. Chen
Stephen Min Chen
Christopher Tae-kyung Chia
Andreas Nicos Chimonides
Ernest Sai-Yun Chiu
Michael Raymond Christy
Minas Theodore Chrysopoulo
Johnny Shea-Yuan Chung
Dana Marie Coberly
Gerald Foster Conner
Michele Marie Cooper
Claudio Javier Corral
David Daizadeh Daniels
Krishna Seema Dash
Thomas Andrew Davenport
Donen Davis
Peter Karas Davis
Joseph Lewis De Bellis
Michael Edward Decherd
Ramon Alberto DeJesus
Carolyn DeLaCruz
Jorge Luis delaPedraja
Carol Legaspi DeLosReyes
Richard Adam DeSplinter
Risal Satiaputra D Johan
Borko Branko Djordjevic
Slobodan Djeurickovic
Luu Q. Doan
Alphonsus Leopold Doerr, Jr.
Allen Michael Doezy
Scott Anthony Don
Brian Kenneth Dorner
Jerome Edelstein
Elizabeth Roya Emami
Heather Anne Erhard
Jaleh Zahra Eslami
Grant Andreas Fairbanks
Audrey Eshrat Farahmand
Carlos Luis Farias, Jr.
John Arceo Fegurgur
Thomas Hugh Fendon
Earl Edward Ferguson, III
James Warren Fletcher, IV
James Lyman Fowler, III
Richard Henry Fryer
Kelly Matthew Gallego
Jose Ignacio Garri
Tewodros Messele Gedebou
Timothy Justin Germain
David George Glick
David Michael Godat
Nevin Elizabeth Gokalp
Neal David Goldberg
Ron Yaron Goldstein
Dinakar Golla
Julian Benjamin Gordon
Rafael David Gottenger
Jonathan Aaron Graff
Aaron Gavin Grand
Elena Petrova Grantcharova
David Joseph Gray
David Todd Greenspun
Joshua Adam Greenwald
John Robert Griffin
Manish Raj Gupta
Subhas Chandra Gupta
Steven Carl Haase
Robert Randald Hagan
Thomas Xavier Hahn
Cyril Franklyn Halbert
Robin Rene Hamlin
Hongshik Han
Muriel Keith Hanna, Jr.
Agnieszka Sylwia Hatfield
Damian John Havrilik
Claude Anthony Hawkins
Charles Leroy Hendrix
John Michael Hensel, Jr.
Mary Catherine Hertl
Christopher Lee Hess
Terrence Bartholomew Higgins
Daron Cecil Hitt
Sarah Weiland Holland
Benjamin Micah Hornik
Jeffrey Douglas Horowitz
Teanoosh Hosseinzadeh
Robert Scott Houser
Michael Alan Howard
Henry Chun-Hung Hsia
Su-i Daniel Huang
Virginia Singlan Hung
Jonathan James Hutter
Nicholas Marcus Hynes
Hector Luis Irizarry
Teresa Leola Jackson
Rupesh Jain
Leilie June Javan
Trenton Cox Jones
Behrozoo Kalantarian
John Te Shao Kao
Firas Ruphail Karmo
Mark William Kiehn
Bill Jin Kim
Esther Yoonah Kim
Jane Hewon Kim
John Yah-Sung Kim
Kyoung Chol Kim
Gary Kimmel
Sofia Krkljus Kirk
Andrew Mark Klapper
Matthew Brady Klein
Andrea Marie Koegel
Jay Mitchell Kormgold
George James Kouris
Joshua Carl Kreithen
Lloyd Matthew Krieger
Anna Ai-Tsi Kuang
Anand Raj Kumar
Markian George Kunasz
Brian Ian Labow
Curtis Duane Larson
continued on reverse
Anna Charlotta LaVia
Trung Le
Charles Kyung Chul Lee
Clara Nan-hi Lee
Gordon Kwanlyp Lee
Michael Jae Lee
Steve Lee
Joshua Louis Levine
Alan Arnold Tan Lim
Diana Linetskaya
Christopher Kennon Livingston
Ramón Llull
John Todd Louis
Melody Lynd
Debora I-Ping Ma
Richard Jonathan Mackool
Shirley Marie Madhere
Terry Richard Maffi
Sergio Pasquaule Maggi
Ramsey Kevin Majzoub
Jeffrey Robert Marcus
Christopher Alan Marek
Jennifer Jane Marler
Barry Don Martin
Ann Pompe Marx
Allyson Brown Maske
Dimitrios Panagiotis Mastorakos
Mark Eugene Mathieson
Tiffany Danton McCormack
Terry Monroe McCurry, Jr.
Emily Blackburn McLaughlin
Hernan Francisco Mendez
Wendell Gordon Miles
Reza Miralibakari
Nana N. Mizuguchi
Mehrdad Mark Mofid
Reza Momeni
Myat Myat Mon
Kenneth John Moquin
Luis Ivan Morel
Mark Wayne Morgan
James Michael Morrissey
Tamir Mostafa Mosharraf
Scott Werner Mosher
Gary Daniel Motykie
Arian S. Mowlavi
Alexander Paul Moya
Bradley Pierce Mudge
Bruce Jeffrey Murphy
Terence Michael Myckatyn
Reza Nabavian
Ryan Troy Naffziger
Trista Margit Negele
Robert David Nesbit
Michael Wallace Neumeister
Anh Hung Nguyen
Anthony Hung Nguyen
Luan Nghi Nguyen
Leif Otto Nordberg
Peter Richard Olesen
Maziar Michael Olesen
Anke Ott-Young
Ellen Beth Ozolins Travis
Bella Aurora Pacheco
Deborah Pan
Thomas Angelo Pane
Jeffrey Davis Pardun
Alfredo Adolfo Paredes, Jr.
Brian Juel Parker
David Passaretti
Stephen Murray Paulsen
Byron Patricio Pazmino
Jaime Perez
Ronald Steven Perlman
Charles Wayne Perry
Wendell Clyde Perry
Tony Hoang Pham
Susan Mary Pike
Mohan V. Pillai
Jonathan Pollack
Bohdan Pomahac
Rhoda Lynne Powell
Christian Arturo Prada
Angel Marlo Purdy
Joyesh Raj
Laura Catherine Randolph
David Alan Rankin
Benjamin Parr Rechner
Rene Francisco Recinos
Heidi Regenass
Jason Paul Rehm
Marjorie Angela Reid
Richard Dale Reynolds
Jose Luis Rios
Thomas Jon Rishavy
Celine Roberge
Christopher Lee Robinson
Eduardo De Jesus Rodriguez
Gary Francis Rogers
Leif Liu Rogers
John Anthony Romano
Daniel Noel Ronel
Kevin Gordon Rose
Andrew Hal Rosenthal
Norman Maurice Rowe
Malcolm Joe Rude
Vishnu Rumalla
Amer A. Saba
Sandia Lee Sacks
Saira Hari Saini
Craig Jeffrey Salt
Michael Alexander Salzhauer
William Samson
Mark C. Sanderson
Timothy Dan Santoró
Kamal T. Sawan
Ayoub Sayeg
Marcel Scheinman
Diane Rose Schmidt-Krings
Kenton Wayne Schoonover
Ann Robin Schwentker
Jeffrey Luy Sebastian
Nina Nilofer Shaikh-Naidu
Jonathan David Shifren
Mansour Varnosfaderani Shirbacheh
Steven Reyes Sigalove
Richard Simman
Sunanda Singh
James Alan Slaby
Kenneth Ray Smart, Jr.
George Philip Smith
Alfred Sofer
Nicole Sommer
Chia Soo
Michael Roy Spindel
Daniel Anthony Sterling
Kinga Eva Styperczyk
Walter John Suber, Jr.
John Blair Summitt
Danny Daji-Sie Sun
Burton McCchesney Sundin
Stephen Pratt Sutherland
Arvin Taneda
Chad Douglas Tattini
Jason Robert Taylor
Kevin Tehricz
Jeffrey Norman Thaxton
Spero John Vladimir Theodorou
Elton Xavier Tinsley
Adam Matthew Tobias
Simone Topal
Neal Stoddard Topham
Suzanne Amy Trott
Douglas Robert Trzcinski
Kathleen Louie Tucker-Bird
John William Tyrone, III
Hani F. Ukani
Mark Masaru Urata
Vera Caroline van Aalst-Barker
Scott Timothy VanDuzer
Bhupesh Vasi
Steven David Vath
Gary Anthony Vela
Adam James Vernadakis
Carlos Maria Villafañe, Jr.
Charles Robert Volpe
Boris Volshteyn
Kim-Chi Vu
Jennifer Lee Walden
Dennis Roy Ward
David Scott Warsaw
Renata Vanja Weber
Jeffrey Jay Wheeler
Cheryl Ann White
Bryan Richard Whitlock
Todd Michael Wider
Henry Benjamin Wilson
Frederick Taylor Work, Jr.
June Kar-ming Wu
Tzu-Ying Tammy Wu
Samuel Howard Wurster
Jeffrey Scott Yager
Gloria Jackie Yee
Anthony Sungjin Youn
Henry Young
Yung Lei Yu
Patricia Yugueros
Neil Jason Zemmel
Paul Murray Zieg