

The cover features a dark blue background with large, overlapping circular shapes in light blue and yellow. The text is centered and reads:

CAP^HIA
2024-2025
ANNUAL REPORT

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2024-2025
ANNUAL REPORT

TABLE OF CONTENTS

LETTER FROM THE CHAIR	<u>3</u>
EXECUTIVE DIRECTOR'S REPORT	<u>5</u>
STRATEGIC PLAN 2025-2027	<u>7</u>
• PROFESSIONAL DEVELOPMENT	<u>9</u>
TEACHING & LEARNING FORUM	<u>12</u>
STUDENT HACKATHON	<u>14</u>
COMPETENCIES RENEWAL	<u>16</u>
EARLY CAREER ACADEMICS	<u>17</u>
• ADVOCACY	<u>20</u>
HEADS OF SCHOOLS SUMMIT	<u>22</u>
AWARDS	<u>24</u>
• PARTNERSHIPS & NETWORKS	<u>27</u>
• ORGANISATIONAL SUSTAINABILITY	<u>30</u>
AUDIT AND RISK COMMITTEE CHAIR'S REPORT	<u>32</u>

CHAIR REPORT



**PROF. REBECCA
IVERS, AM**
CAPHIA Chair

It is my pleasure to provide my third Chair's Report as part of the 2024-2025 Annual Report of the Council of Academic Public Health Institutions Australasia.

In these most extraordinary times for public health, I feel proud of the work of CAPHIA and all that we have accomplished this year. With rising misinformation and disinformation, reduced international student numbers and the concomitant difficulties many universities are facing to stay afloat, the challenges to public health education are increasing. CAPHIA however has risen to the occasion. I would like to commend the outstanding work of our Executive Director Holly Donaldson who continues to drive impact for our community. Holly is an incredible asset to CAPHIA and the public health community, and her ability to innovate is extraordinary! Thank you Holly for all your work this year and the incredible vision and energy you bring to CAPHIA.

In the last year we held a successful Teaching and Learning Forum at the University of Queensland, incorporating a very well attended Heads of School Forum and a student Hackathon in addition to our usual educational sessions.

On the board of directors we welcomed Director, Māori Health, Associate Professor Bevan Erueti from Massey University, and two new elected Directors Professor Lisa Hall and Dr Nathan Dawes.

We developed a new strategic plan and a refreshed governance structure to support its implementation, details of which you can read about in the Annual Report. It is so exciting to see the new academic-led networks flourish, supporting the growth and capacity strengthening of our members. We now have six active networks ranging from design thinking to AI in public health education, and I would encourage all members to sign up for at least 1-2! We have an incredible active Early Career Academic Committee who provides regular opportunities for skill growth and development. There is so much else going on in CAPHIA that you will read about in our annual report – from advocacy and engagement, internship opportunities as well as skill development for our members.

Of course we have many people who support the work of CAPHIA and who work tirelessly for public health. Thank you to outgoing directors Professor Aziz Rahman and Associate Professor Daniel Demant for serving on the Board to November 2024, to Professor Nancy Baxter who served as the Chair of the Audit and Risk Committee, and to the wonderful Casey Yates, who served as the CAPHIA Coordinator to December 2024. Not to mention all the academics leading the networks and committees and our wonderful Directors who take an active role in governance and sub-committee chair roles.

The redevelopment of our public health competencies continues and we hope to see them finalised this coming year. This is critical work for public health education and workforce development in Australia and we are proud of the team, and work that is going into this major development. Thank you in particular to the Steering Committee.

As I step down from my role as Chair and Director this year, I would like to thank our public health community for their support and engagement in CAPHIA.

“There has never been a more critical time to have a strong and engaged community behind us, so thank you for stepping up and working with us to keep public health education strong.”

EXECUTIVE DIRECTOR REPORT



**HOLLY
DONALDSON**

Executive Director

Another defining achievement this year has been the work of the Competencies Renewal Steering Committee. Under the thoughtful leadership of Professor Melissa Graham, Dr Nathan Dawes and Associate Professor Summer May Finlay, this project has exemplified the very best of academic collaboration, research-informed, consultative, and deeply values-driven. The renewal process has centered Indigenous perspectives and decolonising practice, ensuring that the new Competencies reflect the diverse voices and realities of our public health workforce. It stands as a model for how we can collectively shape education to meet the needs of communities, now and into the future.

This year we proudly delivered the first-ever Public Health Hackathon in the southern hemisphere, uniting students, academics, and mentors. This event showcased what is possible when creativity, empathy, and public health expertise meet design thinking. With keynotes from Assistant Minister Justine Elliot and Assistant Commissioner Jenna Roberts, the Hackathon empowered 60 students to co-design innovative solutions to prevent domestic violence. The enthusiasm, teamwork, and imagination of participants reaffirmed the importance of bringing together current and future public health leaders, equipping them with new tools to tackle complex health and social challenges. The Hackathon also highlighted CAPHIA's growing ability to convene a broader public health community that spans universities, community organisations, networks, and countries, all united in advancing the public's health through education and research excellence.

Thank you to the entire CAPHIA community. Your leadership, generosity, and steadfast commitment to public health education continue to make CAPHIA a force for good in the region and beyond.

CAPHIA's strength lies in its mission-driven people. Over the past three years, we have been incredibly fortunate to have had the outstanding leadership of Professor Rebecca Ivers, AM, whose tenure as Chair has been transformative. Rebecca's vision, integrity, and relentless advocacy have guided CAPHIA through a period of extraordinary change, grounding us in shared purpose while expanding our reach and influence. Thank you also to our dedicated Board of Directors, whose tireless efforts, have steered the organisation with wisdom and passion for public health education.

In 2025, CAPHIA reached an important milestone, our transition to become a fully independent entity. This evolution reflects our organisational maturity and long-term sustainability. I extend my deepest gratitude to the Chairs of the Audit and Risk Committee - Professor Nancy Baxter (to June 2025) and Adamm Ferrier (July - current). Their leadership and guidance have been critical in shaping robust governance and compliance systems to support CAPHIA's next chapter.

“CAPHIA’s continued success is the result of our collective belief in collaboration, innovation, and equity. We have matured as an organisation, govern independently, are guided by clear strategy and energised by the creativity of our members”

2025 - 2027 STRATEGIC PLAN

VISION

CAPHIA is the peak advocacy body that represents universities and aligned organisations that educate, research and develop the public health workforce throughout Australasia

MISSION

To improve the public's health by advancing public health education, research and workforce development

In implementing our Strategy we ensure that we:

PRINCIPLES



Address needs and priorities of our diverse communities



Adopt strength-based approaches which centre Indigenous knowledges and voices



Are explicit in consideration and responses to power differentials in our work

STRATEGIC PILLARS & GOALS



PROFESSIONAL DEVELOPMENT

Strengthen capability and capacity of public health teaching and research

Run annual Teaching and Learning Forum with a Host University

Deliver and/or facilitate Professional Development Programs

Support the development and use of competency frameworks required by public health graduates to effectively contribute to the workforce and meet existing and emergent public health needs

Identify and respond to member advocacy needs and priorities

Develop, contribute to and promote evidence-based policy, submissions and guidelines

Promote excellence in academic public health through CAPHIA Awards

ADVOCACY

Optimise understanding of, and investment in academic public health

PARTNERSHIPS & NETWORKS

Establish and strengthen strategic local and international partnerships

Actively contribute to and develop strategic Networks and Partnerships

Support connection mechanisms within the CAPHIA Community locally and globally

Strengthen corporate governance

Ensure financial sustainability

ORGANISATIONAL SUSTAINABILITY

Secure a stable organisation

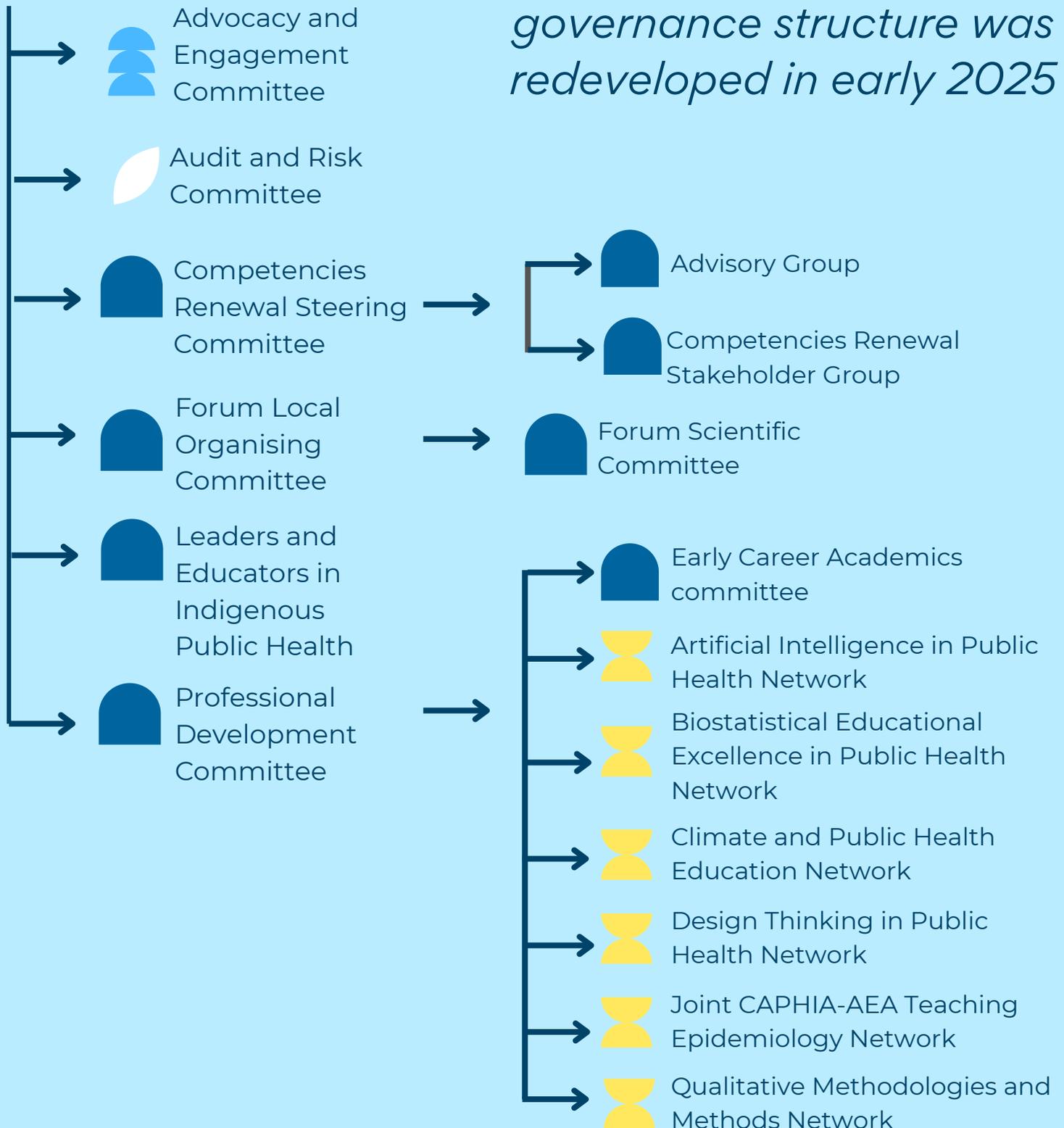


GOVERNANCE STRUCTURE

Board of Directors

To enact the new Strategic Plan the CAPHIA

governance structure was redeveloped in early 2025



OUR GOVERNANCE

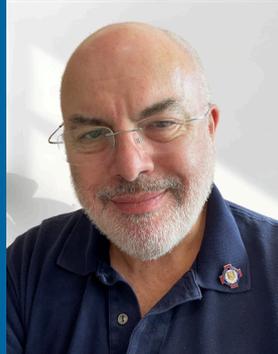
BOARD OF DIRECTORS



Prof Rebecca Ivers
Chair



A/Prof Julie Saunders
Deputy Chair



Adamm Ferrier
Director
Chair, Audit & Risk
Acting



A/Prof Courtney Ryder
Aboriginal Health
Director



A/Prof Bevan Erueti
Māori Health
Director



A/Prof Chrissy Severinsen
Aotearoa Director



A/Prof Kath Francis
Director



Dr Nathan Dawes
Director



Prof Lisa Hall
Director



Prof Brenton Prosser
Public Officer

Thank you to Professor Aziz Rahman and Associate Professor Daniel Demant for serving on the Board to November 2024.

STAFF



Holly Donaldson
Executive Director



Roy Byrnes
Office Manager



Anna Dao
Communications
Coordinator



Jack Seaton
Competencies
Project Manager



Chris Haydock
Competencies
Research Officer

Thank you to Casey Yates who served as the CAPHIA Coordinator until December 2024.



PROFESSIONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT COMMITTEE MEMBERS



Associate Professor **Julie Saunders**
University of Western
Australia (co-chair)



Associate Professor
Katherine Francis
University of South Australia
(co-chair)



Associate Professor
Matthew Dunn
Deakin University



Associate Professor
Patricia Lee
Griffith University



Dr **Angela Curl**
Otago University



Dr **Dolly Balliunas**
University of Southern
Queensland



Dr **Caroline de Moel**
La Trobe University

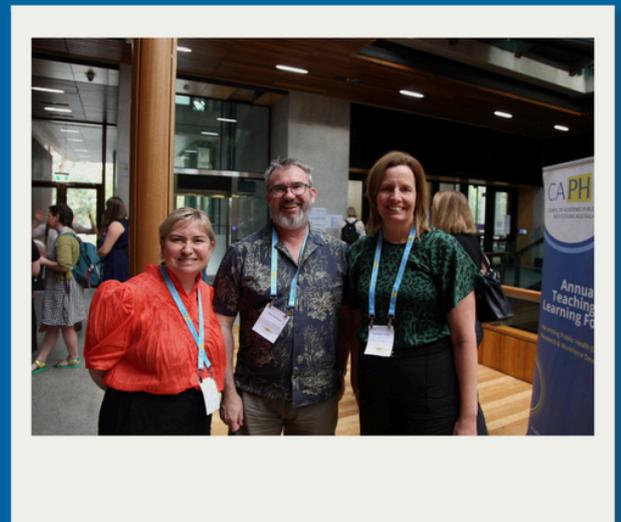


Litia Makutu
Fiji National University

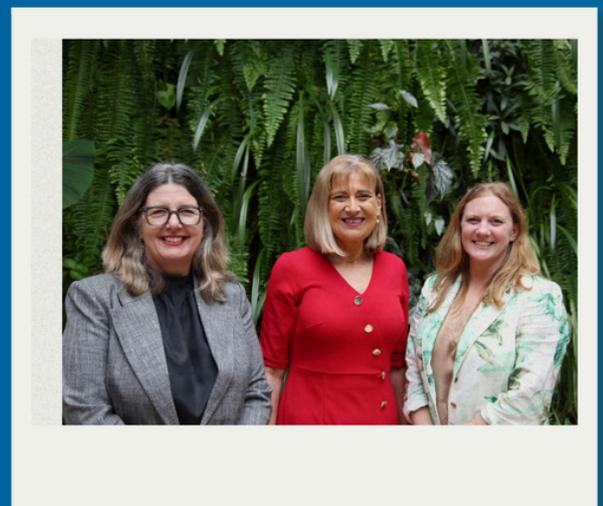
The Professional Development Committee was established in early 2025 as part of the new Strategic Plan. The committee is tasked with leading capability building initiatives for public health academics across the CAPHIA community. We also extend our sincere thanks to the former members of the Academic Development Working Group, for their valuable contributions.

2024 TEACHING AND LEARNING FORUM

In September 2024, 235 leaders came together across 3 dynamic events in Meanjin (Brisbane) to advance the public health workforce. Teaching and Learning Forum delegates learned from informative oral presentations and participated in engaging solutions rooms exploring the theme of “Partnered Journeys”.



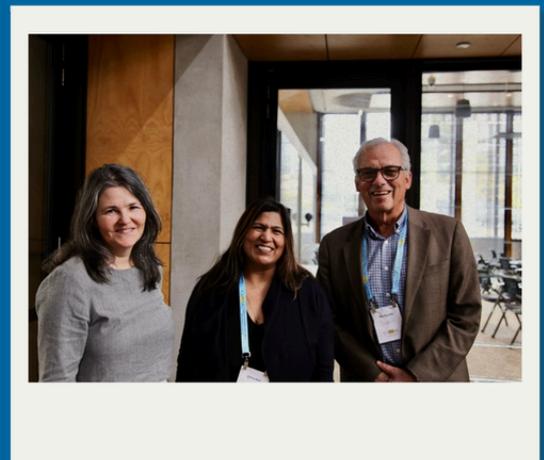
Thank you to Forum Co-Chairs Professor Lisa Hall (left) and Associate Professor Sheleigh Lawler (right) with Dr Paul Gardiner (middle) and the Steering Committee for a wonderful event.



Delegates learned from informative oral presentations and participated in engaging solutions rooms exploring diverse topics - from embedding Indigenous Knowledges in epidemiology education, to leveraging AI in public health teaching, CAPHIA competencies to global classrooms. Congratulations to the People’s Choice Award winners - Associate Professor Courtney Ryder (Solution Room) and Dr Vivian Romero (Oral Presentation).

The Hon. Justine Elliot, Assistant Minister for Social Services & Assistant Minister for the Prevention of Family Violence, commended CAPHIA for supporting student-led solution to the prevention of Domestic Violence in the Hackathon Pitch opening address.

2024 TEACHING AND LEARNING FORUM



In her inspiring opening keynote presentation, Professor Doune Macdonald called for skills development and public health discipline “boundary spanners” for an adaptive and responsive workforce.

On day 2, Professor Rob Moodie challenged delegates to prioritise developing the art of leadership and followership in ourselves and our students and provided practical teaching tools.



Panellists Dr Jessica Stokes-Parish, Professor Lauren Ball and Dr Andrew Goodman alongside panel chair, CAPHIA Intern Tess Conaghan, explored the role of power, communication and codesign when partnering with communities, students and the workforce.

PUBLIC HEALTH HACKATHON

The first-ever Public Health Hackathon in the southern hemisphere brought together over **60 student “hackers”** from **39 universities** across **4 countries**, uniting **175+ attendees** in a shared mission to develop public health-informed solutions to prevent domestic violence.

Over the course of the event, students were mentored by leading sector experts, learning and applying Design Thinking principles alongside their public health knowledge and skills. The Hackathon featured inspiring **keynote** addresses by **Assistant Minister Justine Elliot and Assistant Commissioner Jenna Roberts**, who both underscored the critical need for collaborative, forward-thinking strategies to address wicked societal challenges like domestic violence.

	PLUS	ACROSS	FROM
60	150	39	4
“HACKERS”	ATTENDEES	UNIVERSITIES	COUNTRIES



PUBLIC HEALTH HACKATHON

2024 PARTICIPANT TESTIMONIALS



“The experience was invaluable for applying knowledge, collaborating, and innovating solutions to real-world problems.”

Sharon Kemboi

MPH (Adv), Torrens University

“The hackathon provided a unique opportunity to explore new perspectives and innovative solutions on an issue closely related to my research.”

Zelalem Azene

PhD Candidate, University of Wollongong



“One of the most valuable lessons I learned was the power of diverse perspectives; working alongside individuals from various disciplines allowed us to approach challenges creatively and develop more holistic solutions.”

Sabita Mahat

MPH, Australian Catholic University

“The highlight of the hackathon was the chance to meet and collaborate with experts from diverse fields. Each person brought a unique perspective to the table.”

Honey Cin Zah

MPH, Monash University



“The Hackathon opened my eyes wider to see how complex a problem domestic violence is, and how much more is needed to address the issues, and prevent it. This was an exciting opportunity to step up to support victims of violence.”

Trix Taime

MPH, James Cook University

COMPETENCY RENEWAL PROJECT

The development of the Third Edition of the CAPHIA Competencies is led by the CAPHIA Competencies Renewal Steering Committee, co-Chaired by Professor Melissa Graham and Dr Nathan Dawes and Associate Professor Summer May Finlay as the Indigenous Lead. The Steering Committee is taking a staged research approach to characterise the competencies required by public health graduates to effectively contribute to the workforce and meet existing and emergent public health through a robust evidence-informed process.

2024-2025 ACHIEVEMENTS

The Steering Committee has made significant progress in developing the Third Iteration of the CAPHIA Competencies to launch in early 2026. This includes:

Governance

- Diverse academics from institutions from across Australia, Aotearoa New Zealand, Fiji and Papua New Guinea formed the Steering Committee, supported by a Stakeholder Group, Advisory Group and the CAPHIA Board of Directors. The Project secured ethics from 14 institutions across 4 countries, including from the Aboriginal Health & Medical Research Council of NSW.

Scoping Review + Interviews

- Frameworks from across the globe were identified and analysed, forming a comprehensive picture of public competencies. We aim to publish the findings in 2026. Over 60 interviews with public health experts were held in early 2025 with representation across all four countries, domains of practice / subspecialties, career stages, communities and industries. Data from the interviews and literature review was translated into a competency list, for refinement in the Delphi.

Delphi + Framework Development

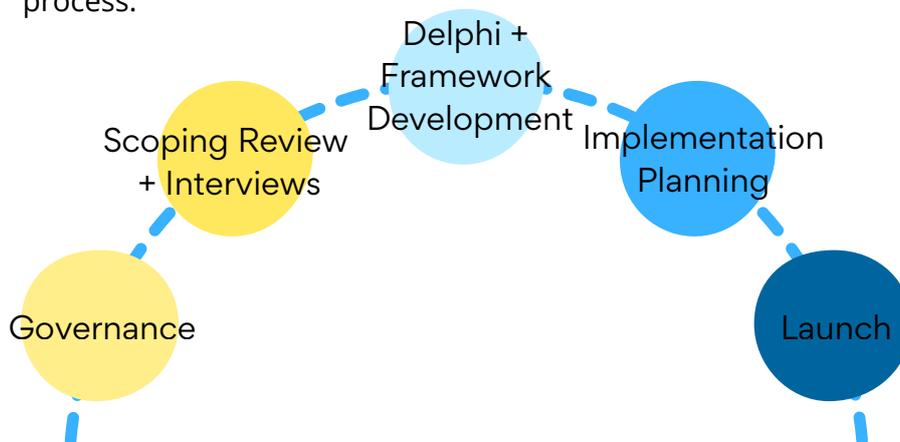
- A modified Delphi process, using survey-based consultation to refine and validate the competency list is in progress. Two delphi rounds are expected to obtain consensus, reflecting the depth and breadth of the public health profession. We aim to conclude by December 2025. A subgroup of the Competencies Renewal Steering Committee developed a conceptual model to articulate the revised competencies to explore at the 2025 Teaching and Learning Forum.

Implementation Planning

- The Steering Committee will lead implementation planning in collaboration with the CAPHIA community, ensuring regional diversity in public health practice and support systems is reflected.

Launch

- Launch is on track for a Q1 delivery. The launch will be guided by outcomes of the Delphi Yarn, which will elevate Indigenous voices throughout the implementation process.



EARLY CAREER ACADEMICS

In 2024, the Early Career Academics Committee (ECAC) fostered a strong and supportive community, engaging **over 100 ECAs and PhD students** across three countries through monthly virtual Catch-up Cafés. These informal gatherings enabled valuable peer connections and professional networking.

Throughout the year, 12 ECA **blog posts** were published, featuring contributions from both ECAC members and senior academics, which shared insights to support early career development and community building.

To address the evolving needs of ECAs, a targeted needs assessment was conducted, informing the development of tailored initiatives. The ECAC also delivered a series of impactful webinars, including:

- Empowering the Next Generation (Global Public Health Week)
- Bridging Research & Industry: Pathways to Fellowships & Funding
- Unlocking Opportunities: Confronting the Challenges of Grant Funding

2024 EARLY CAREER ACADEMICS COMMITTEE MEMBERS



Dr Elise Rivera
ECA Co-Chair



Dr Sheik Alif
ECA Co-Chair



Dr Vivian Romero
Deputy Chair



Dr Mikaela Wheeler
ECA Committee Member



Dr Tanmay Bagade
ECA Committee Member



Holly Wild
ECA Committee Member



Helen Scudamore
ECA Committee Member

EARLY CAREER ACADEMICS

2025 EARLY CAREER ACADEMICS COMMITTEE MEMBERS



Sharna Motlap
Charles Darwin University
(Co-Chair)



Dr Saiful Islam
University of New
South Wales
(Co-Chair)



**Dr Tiffany Patterson
Norrie**
Western Sydney University
(Deputy Chair)



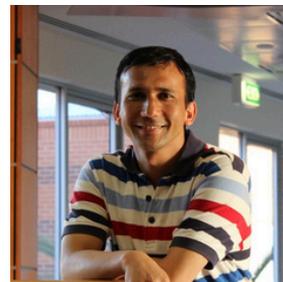
Dr Connie Gan
Griffith University
(Resource Coordinator)



Dr Elise Rivera
Central Queensland
University
(Research Lead)



Holly Wild
Monash University



Dr Vishnu Khanal
Charles Darwin
University



Dr Heena Akbar
The University of
Queensland



Dr Nadirah Pozian
Queensland University
of Technology



The CAPHIA Early Career Academics (ECA) Committee supports postgraduate students and emerging public health academics across Australasia. In 2024-2025, the committee strengthened its network through monthly Catch-Up Café sessions, launched an ECA Blog to share professional insights, and conducted a needs assessment to guide future initiatives.

2024 INTERNSHIP

We were pleased to provide eight paid internships during the 2024 Calendar year. Undergraduate and postgraduate public health students applied from across Australasia and beyond and were of an extremely high calibre. We tailored their internships to meet each student's strengths and interests.

The response to this years call for interns was overwhelming, with **over 200 applications** received and **30+ interviews** conducted to identify **8 candidates** from across **7 institutions** in Australia and Fiji.

>200

Applications received

30+

Interviews conducted

8

Paid positions granted

\$8000

Worth of funds granted



Tess Conaghan
Bachelor of Health Sciences
University of Queensland

Tess contributed to planning and delivery of the Preventing Domestic Violence Hackathon



Shariq Ali Khan
BDS, MPhil, PhD Candidate
Federation University

Shariq supported the Academic Development Working Group to plan professional development activities



Makereta Leweniqila
Bachelor of Public Health
Fiji National University

Makerata wrote a profile on Fiji National University including interviewing students and academics
[Read here](#)



Sharon Kemboi
MPH student
Torrens University

Sharon focused her internship on advocacy including preparing open letters and other evidence-based outputs.



ADVOCACY

ADVOCACY AND ENGAGEMENT COMMITTEE MEMBERS



Professor **Lisa Hall**
University of Queensland
(co-chair)



Association Professor
Christina Severinsen
Massey University
(co-chair)



Associate Professor
Hannah Wechkunanukul
Torrens University



Dr **John Oldroyd**
Australian Catholic University



Dr **Nazmul Karim**
Monash University



Dr **Silvana Bettiol**
University of Tasmania



Dr **Mai Tran**
Griffith University



Cadance Angelo
The University of Sydney



Alexandra Bhatti
Macquarie University

HEADS OF SCHOOLS SUMMIT

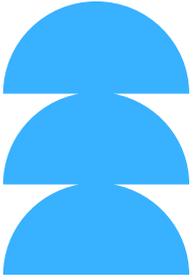


Fifty Heads of Schools and senior public health leaders came together on Wednesday 25th September to explore education priorities including curricula decolonisation, which featured a keynote from **Associate Professor Thelma Parker** and a workshop by CAPHIA Directors **Associate Professor Courtney Ryder** and **Associate Professor Kath Baldock**.



We were pleased to hear from **Attorney General Yvette D'Ath** on the role of universities in addressing gender based violence as both educators and workplaces. The urgency of upskilling the workforce on climate and health was explored by Adjunct **Associate Professor Linda Selvey (former Greenpeace CEO)**. CAPHIA Competencies Renewal Project co-chair Dr Nathan Dawes provided a project update and sought implementation needs for the development of the third edition of the CAPHIA Competencies.

ADVOCACY PRIORITIES



VISION A robust, evidence-informed and well-resourced Australasian public health system with a sustainable workforce that meets existing and future public health needs.

AIM An increased understanding of, and investment in, academic public health.

CURRENT ADOVOCACY FOCUS

Position Statement: The Role of Public Health in Meeting Local and Global Challenges: CAPHIA is developing a position statement to underscore the vital role of public health in addressing both local and global challenges. The statement will outline current challenges and advocate for stronger government prioritisation, demonstrating how policy decisions directly influence the capacity and effectiveness of public health responses.

Position Statement: Investing in the Public Health Workforce: CAPHIA is calling for urgent, coordinated action to protect and strengthen public health education and research across Australasia. This requires a shared commitment from universities, governments, and the broader community to ensure a skilled and sustainable public health workforce.

Media Release: CAPHIA Warns Against Dismantling Public Health at UTS: In a recent media release, CAPHIA expressed strong opposition to the proposed dismantling of the School of Public Health at the University of Technology Sydney (UTS).

Petition: Save UTS Public Health – For Students, Communities, and Equity: To mobilise support, CAPHIA widely promoted a petition urging UTS to reconsider its decision. The campaign aims to raise awareness and rally students, academics, and community members in defence of public health education and its critical role in promoting equity and safeguarding population wellbeing.

News Outreach: Amplifying the Message CAPHIA also engaged with national media outlets to broaden public awareness. Coverage of the “indefensible” cuts to public health at UTS has helped highlight the wide-ranging consequences of such decisions, reinforcing the need to preserve and strengthen public health infrastructure within academic institutions.

CAPHIA AWARDS

The CAPHIA Awards celebrate excellence and innovation in academic public health across Australasia. Six awards, across three categories: Individual, ECA and Team Types have been awarded.



The CAPHIA Research Excellence awards celebrate impactful education-based research to improve the practice of public health. Two Research Excellence awards have been awarded for 2024: 1 x Early Career Research and 1 x team of dual research-education public health academics.

The CAPHIA Teaching Excellence awards recognises and rewards the evidence-based contributions of CAPHIA members to quality and innovative teaching and learning, inspiring student learning in public health. Three Awards are available for 2024.



The CAPHIA Medal recognises the exemplary achievement of an individual who has made a significant contribution to Public Health Education in Australasia. Awardees have driven improvements, innovation and capability building in public health throughout their career. The CAPHIA Medal celebrates the diversity and long-term strategic thinking of leaders in Public Health, reflecting the practice itself.

2024 CAPHIA AWARDS WINNERS



Research Excellence - Early Academic
Sheikh Mohammad Alif
Senior Lecturer
Federation University



Research Excellence - Team
UQ STAR
The University of Queensland



Teaching Excellence - Individual
Kate Dundas
Seasoned Lecturer
The University of Newcastle Australia



Teaching Excellence - Team
Medical Education Research & Quality (MERQ)
Monash University



Teaching Excellence - Early Academic
Dr Abela Mahimbo
Senior Lecturer
University of Technology Sydney



CAPHIA Medal
Professor Colleen Fisher
Head of the School of Population and
Global Health
University of Western Australia

SOCIAL MEDIA ANALYTICS

LINKEDIN

Our LinkedIn page has nearly 4k followers, with steady and consistent growth over time.

Follower insight

The majority of our followers work in academic institutions (higher education and research services), health-related organisations and in government. Our audience includes senior leaders, academics, practitioners and students.

Search highlights

Search appearances 787
Last 7 days ▲ 6.2%

Visitor highlights

Page views 218
Last 30 days ▲ 25.3%

Unique visitors 108
Last 30 days ▲ 47.9%

Show all →

Follower highlights

Total followers 3,275
Lifetime

New followers 200
Last 30 days ▲ 94.2%

Follower demographics



Engagement insights

We have a high engagement rate of between 5 and 20% and have attracted over 140,000 impressions in the last 12 months, peaking at 19,000 the month of the 2024 Hackathon.

Highlights

Data for 5/26/2024 - 5/25/2025

140,826
Impressions

3,115
Reactions

174
Comments

126
Reposts

NEWSLETTERS

In addition to our growing LinkedIn presence we also maintain a **newsletter database** of over 1,250 subscribed contacts. Our email communications consistently achieve a high open rate, reflecting strong audience interest and an engaged community across multiple channels.

12 month campaigns performance

Monitor performance

Jun 27, 2024 - Jun 26, 2025 • Compared to audience averages • Includes Apple MPP

 Total opens
2,211

 Open rate
70.0%

 Click rate
7.3%

 Unsubscribe rate
0.24%



PARTNERSHIPS & NETWORKS

PARTNERSHIPS

We continue to work with local and global organisations, peak bodies, government and networks to advance our mission to To improve the public's health by advancing public health education, research and workforce development.



CAPHIA continues to be strongly connected in with GNAPH to progress connected global initiatives to advance public health education. Through our Membership with GNAPH we were pleased to send two representatives - Professor Bridget Kelly and Dr Bernard Saliba - to the inaugural Public Health Diplomacy Lab at the University of Memphis to kickstart development of this emerging area of practice. Two CAPHIA member institutions were awarded 2025+ This is Public Health Grants: Deakin University and Macquarie University to support student-led projects.

Our Executive Director, Holly Donaldson was invited to the inaugural Business for Health Dialogue of the World Health Organization. The series brought together deans and leaders from Business and Public Health to identify opportunities and pathways to prevent and manage NCDs and to cross-educate for health-promoting business and business-informed health.



We contributed to the 2025 Global Public Health Week theme of "Redefining Equity: Decolonizing Public Health for a Healthier World". Sessions included:

- a showcase on ways of leveraging Design Thinking to reimagine global health with Dr Vivian Romero.
- webinar co-hosted with PHAA exploring student perspectives of decolonising public health education with guest speaker Associate Professor Katherine Baldock; and
- Early Career Academics Committee Co-Chair Sharna Motlap publishing a blog reflecting on [One year as an Indigenous Early Career Researcher](#).

Free, certificate-based course

WESTERN PACIFIC CLIMATE AND HEALTH RESPONDER COURSE

March 11 - April 15, 2025
Tuesdays & Thursdays, 12:00-1:30 PM Australia Eastern Standard Time

ALL HEALTH PROFESSIONALS INTERESTED IN CLIMATE CHANGE AND HEALTH ARE WELCOME!

CAPHIA co-created the Western Pacific Climate and Health Responder course with leading regional institutions to deliver a 10-session course to 1,000 global participants. This was followed up by a faculty-development course to upskill public health academics in this important space.

NETWORKS

Thank to our incredible Network Chairs, Co-Chairs and the hundreds of staff and students have engaged in CAPHIA’s new academic-led Networks, connecting in person and online to build their capability and capacity in specific domains of public health.

Artificial Intelligence in Public Health Network (AIIPHN)

Chairs: Dr Cherie Lucas and Associate Professor Anita Heywood

Climate and Public Health Education Network (CPHEN)

Chairs: Associate Professor Aditya Vyas and Associate Professor Rebecca Patrick

Design Thinking in Public Health Network

Chair: Dr Vivian Romero

Qualitative Methodologies and Methods Network (QMMN)

Chairs: Assistant Professor Eunice Okyere and Dr Meredith Tavener

Biostatistics Educational Excellence in Public Health (BEEPH) Network

Chairs: Associate Professor Erin Cvejic and Katrina Blazek

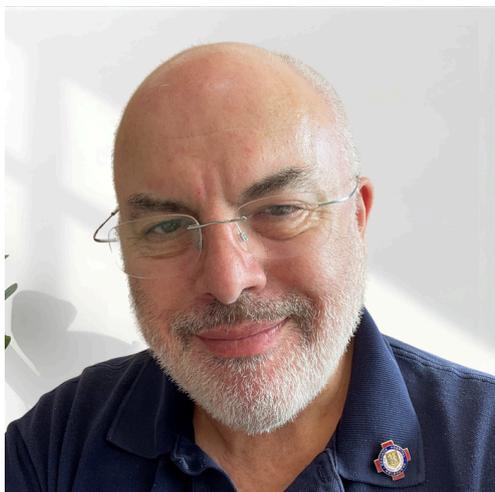
CAPHIA-AEA Network for Designing Learning in Epidemiology (CANDLE)

Chairs: Professor Lisa Hall, Associate Professor Linda Murray and Dr Davoud Pourmarzi



ORGANISATIONAL SUSTAINABILITY

AUDIT AND RISK REPORT



ADAMM FERRIER

Interim Audit and Risk
Chair

It is a pleasure to report on the activities of the CAPHIA Audit and Risk Management Committee (ARMC) for the financial year 2024–2025.

CAPHIA remains sincerely appreciative of the support provided by the Public Health Association of Australia (PHAA) in previous years. At the same time, it is both timely and encouraging that CAPHIA has now achieved operational independence. Under the leadership of Professor Nancy Baxter, the ARMC has played a pivotal role in supporting the Executive Director to ensure compliance with our obligations as an incorporated association. We gratefully acknowledge Professor Baxter's dedicated service, as she stepped down as a Director and ARMC Chair in June 2025.

Total income for the year was \$269.6K, representing a 13.39% increase. Our primary income source—Memberships and Affiliate Memberships—declined by 4.69%, now comprising 74.5% of total income. This shift reflects a 21.74% increase in Forum income, with an additional \$5.8K compared to the previous year. Additional income included \$5.2K from interest on term deposits and \$30K in targeted sponsorships.

The financial impact of establishment costs was less than anticipated. Total expenditure was \$288.6K, an increase of \$69.3K over the previous year, reflecting a planned deficit. Some complexity in interpreting the accounting reports arose due to challenges faced by our accounting firm, The Association Specialists, in aligning the planned chart of accounts with historical PHAA records. Simplifying this structure will be a priority in the coming year. Staffing remains our largest expense at \$196K, or 72.7% of total income: an increase of \$11.9K (6.5%). This figure would have been higher but for a delay in recruiting a replacement for Ms Casey Yates, who relocated to Europe in December 2024 after some years of dedicated service. Operational expenditure rose by \$19K (160%) compared to the previous year. The overall financial outcome is that the \$18K deficit in FY 2024–25 offset the \$18K surplus from FY 2023–24, effectively returning CAPHIA's financial position to that of 30 June 2023. This is a commendable result given the context.

In addition to fiduciary issues, a detailed risk register and management plan has been developed and the consequential mitigation strategies implemented. The efforts of the Executive Director and Secretariat in managing these risks are to be highly commended. Notably, mitigation strategies have reduced the number of catastrophic and major risks from 32 to 11, all of which are now considered unlikely or rare. Appropriate insurances have been secured, and website security enhanced.

In conclusion, I would like to acknowledge the valued contributions of our ARMC Members, Professors Brenton Prosser and Melissa Russell, and affirm that CAPHIA's financial position remains strong. While there are external developments ahead that will require careful consideration, particularly with respect to income diversification, CAPHIA is well placed to meet future challenges in the short to medium term.

Highlights:

- Transitioned to an independent entity
- Risk Management Framework implemented
- Income diversified through event sponsorship

2025 MEMBERS



AFFILIATE MEMBERS



CAP^HIA

COUNCIL OF ACADEMIC PUBLIC HEALTH
INSTITUTIONS AUSTRALASIA

E: caphia@caphia.com.au | W: caphia.com.au | V: vimeo.com/caphia
L: linkedin.com/council-of-academic-public-health-institutions-australasia