



CROWN INSTITUTE
OF HIGHER EDUCATION

ANNUAL REPORT 2023





*Engaged Learning
for Professionals of
the Future*



CONTENTS

Our Mission	04
Our Vision	04
Our Goals	04
Our History	04
Section 1 – Governance	05
Governance & Structure	06
Our People	08
Chair’s Report	11
CEO’s Report	13
Chair of Academic Board’s Report	15
Dean’s Report	17
Section 2 – Our finances	19
Directors Report, Auditor’s Statement	20
Section 3 – Final important words	22
Acknowledgements	23
Contact Us	24

OUR MISSION

Crown Institute of Higher Education's mission is to provide to our students learning experiences that are:

- Well structured, creative, research-driven
- Personally engaging
- Immersed in well-structured practical experience
- Conducive to effective learning and the development of a disposition to lifelong learning
- Rich in theoretical and applied knowledge, and most up to date in our fields of inquiry
- Imbued with a sense of ethical responsibility and the values of collaboration.

OUR MISSION

Crown Institute of Higher Education's vision is to provide the highest quality education to our students to enable them to achieve their professional and personal goals. In pursuing this vision, our priorities are to:

- Offer a transformative learning experience that facilitates the development of professional and personal skills along with the application of rigorous and systematic knowledge
- Provide a caring and supportive educational environment so that our students can fully apply themselves to their educational and professional development
- Offer a rich and comprehensive curriculum and educationally sound course structures
- Enable our students to become work-ready, professionally capable graduates oriented to creativity and innovation.

OUR VALUES

At Crown Institute of Higher Education, we place the highest value on:

- Integrity and ethical conduct in all endeavours
- Collegiality and a commitment to learning communities and partnerships
- Scholarly rigour and critical inquiry
- Learning through doing.

OUR HISTORY

Crown Institute of Higher Education is a sister company to Crown Institute of Business and Technology, an established Registered Training Organisation. Crown Institute of Higher Education is the realisation of an ambition on the part of its major shareholders – an ambition to be a high quality private higher education provider in Sydney, Australia. In 2018, CIHE achieved registration and accreditation as a Higher Education provider, offering two bachelor's degrees: Bachelor of Accounting and Bachelor of Entrepreneurship and Innovation. Since then, CIHE's professional offerings have expanded to include the Bachelor of Information Technology, Master of Information Technology, Master of Professional Accountancy, and Master of Advanced Professional Accounting.

Crown Institute of Higher Education acknowledges that its campus is on the land of the Cameragal people of the Eora nation.



SECTION 1 GOVERNANCE



GOVERNANCE AT CROWN INSTITUTE OF HIGHER EDUCATION

Crown Institute of Higher Education Pty Ltd trading as Crown Institute of Higher Education is a proprietary limited company governed by a Board of Directors which includes independent members as well as representatives of the shareholders of the Company. The Board of Directors provides a mechanism to separate the ownership and governance of the Company from the management of Crown Institute of Higher Education and to provide business, financial and higher education expertise and advice at the highest level of decision-making.

In 2016, the Board of Directors had set Crown Institute of Higher Education's mission and strategic goals.

They have an ongoing role in ensuring Crown Institute of Higher Education continues to meet its legal, regulatory, financial and social obligations and responsibilities.

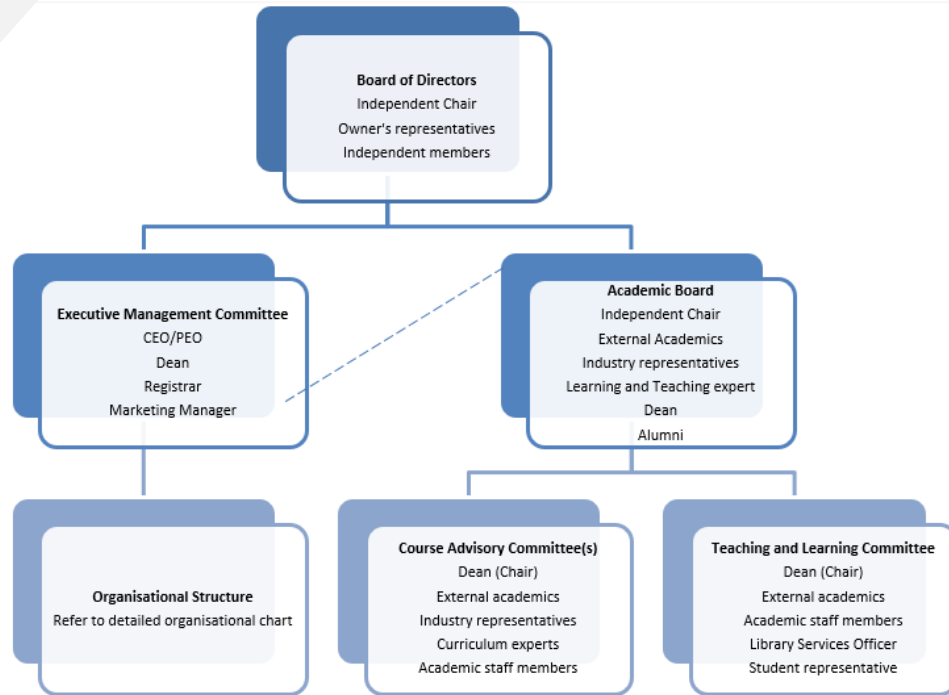
In order to provide Crown Institute of Higher Education with independent academic advice, the Board of Directors delegated the academic governance of Crown Institute of Higher Education to the Academic Board. The Academic Board operates independently of the ownership and management of Crown Institute of Higher Education to assure the academic integrity of Crown Institute of Higher Education's courses. The Academic Board has responsibility for academic policy making, academic administration and oversight of educational processes. The Academic Board works to maintain control over the administration of the curriculum to allow the educational goals and objectives as established by the Board of Directors in the Strategic Plan to be achieved.

The Academic Board convened a Course Advisory Committee to provide advice on new course proposals and work towards and report on the applications for accreditation of the two new courses.

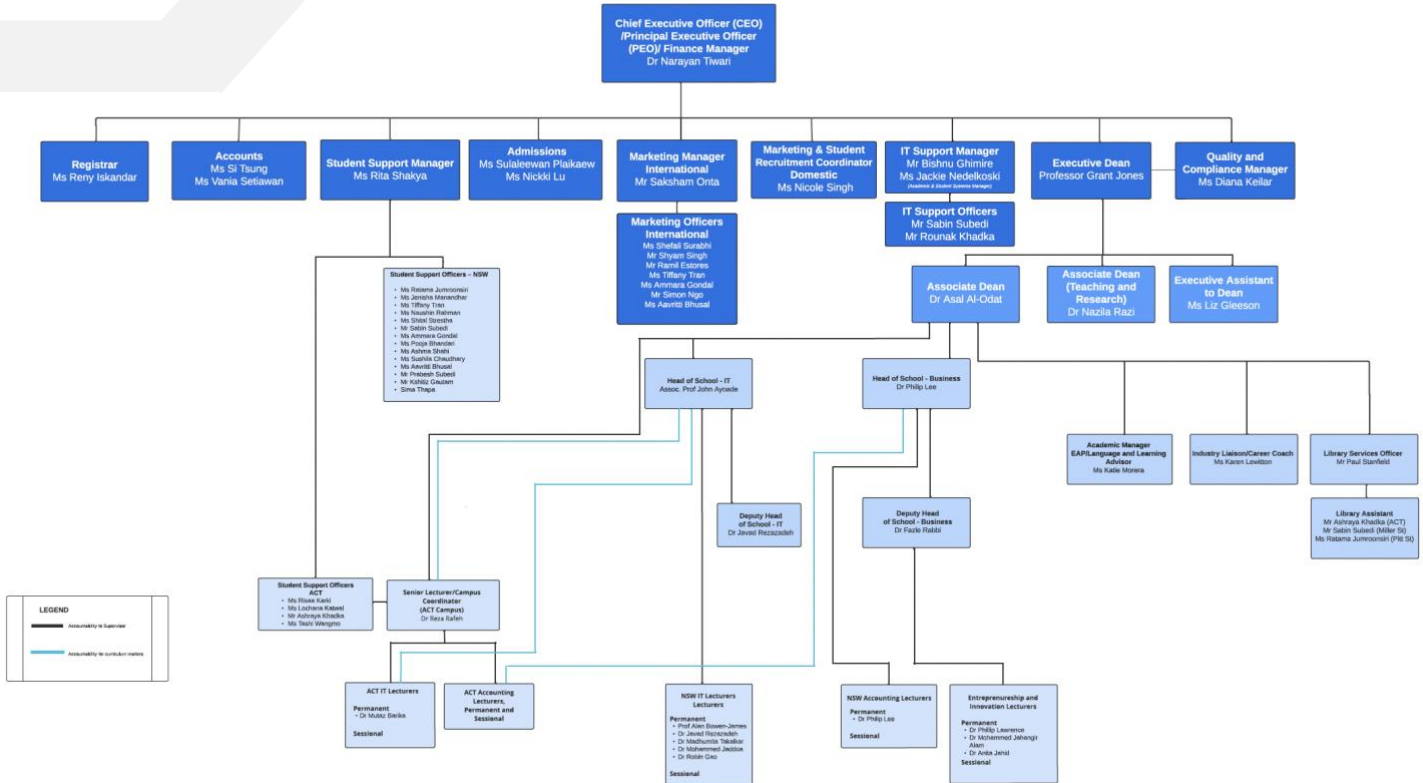
The Academic Board has convened a Teaching and Learning Committee to monitor and report on quality assurance processes for teaching and learning within Crown Institute of Higher Education in order to ensure that day-to-day academic operations meet quality educational standards.

The Board of Directors delegates responsibility for the efficient conduct of Crown Institute of Higher Education's business to the CEO who convenes the Executive Management Committee, which consists of the senior management of Crown Institute of Higher Education. The Executive Management Committee assists the CEO in the day-to-day operation of Crown Institute of Higher Education.

GOVERNANCE STRUCTURE



ORGANISATIONAL STRUCTURE



Our People

Board of Directors	
Independent Chair	Prof John Gray
Owners' representative	Mr Deepak Khadka Ms Samichhya Khadka
Independent members	Mr John McPartland Dr Darryl Gauld OAM
Chair of Academic Board (<i>Standing Invitation</i>)	Prof Mile Terziovski
CEO (<i>Standing Invitation</i>)	Dr Narayan Tiwari
Executive Management Committee	
CEO and Finance Manager (Chair)	Dr Narayan Tiwari
Executive Dean	Professor Grant Jones
Deputy Dean	Dr Asal Al-Odat
Associate Dean (Teaching and Research)	Dr Nazila Razi
Registrar	Ms Reny Iskandar
Marketing Manager – International	Mr Saksham Onta
Audit and Risk Committee	
Independent Members	Mr Michael Christodoulou Mr John McPartland
CEO (<i>Standing Invitation</i>)	Dr Narayan Tiwari
Nomination and Remuneration Committee	
Independent Members	Prof John Gray Dr Darryl Gauld OAM
Academic Board	
Chair and Independent Member	Prof Mile Terziovski
Independent Members	Dr Wayne Fallon Dr Nazila Razi Dr Mohammed Al Zobbi Prof Annie Venville Prof Alison Elliot Prof Alan Bowen-James
Executive Dean	Prof Grant Jones
Alumni Representative	Ms Risaa Karki
Course Advisory Committee (BAcc/MPA/MPAA and BEI)	
Chair (Course Coordinator)	Prof Grant Jones (Executive Dean)
Independent Academic Experts	Ms Sevasti Tsipidis Dr Wade Halvorson
Independent Industry Member	Ms Sunny Kang
Academic Staff Members	Dr Asal Al-Odat Assoc Prof Philip Lee Dr Nazila Razi
Chair of Academic Board (ex officio)	Prof Mile Terziovski
Course Advisory Committee (BIT/MIT)	
Chair (Course Coordinator)	Prof Grant Jones (Executive Dean)
Independent Academic Experts	Dr David Halfpenny

	Dr Danny Kim Assoc Prof Mehregan Mahdavani
Independent Industry Members	Dr Christoph Doche
Academic Staff Members	Assoc Prof John Ayoade Dr Javad Rezazadeh Dr Asal Al-Odat
Chair of Academic Board (ex officio)	Prof Mile Terziovski
Course Advisory Committee (BEC)	
Chair (Executive Dean)	Prof Grant Jones
Independent Academic Experts	Prof Alison Elliott Assoc Prof Kay Margetts Dr Gretchen Geng
Independent Industry Member	Ms Tania Gomez
Academic Staff Members	Dr Nazila Razi
Chair of Academic Board (ex officio)	Prof Mile Terziovski
Course Advisory Committee (BCS)	
Chair (Executive Dean)	Prof Grant Jones
Independent Academic Experts	Prof Peter Camilleri Prof Annie Venville Assoc Prof Doris Testa
Independent Industry Member	Mr Aaron Garth
Academic Staff Members	Dr Nazila Razi
Chair of Academic Board (ex officio)	Prof Mile Terziovski
Teaching and Learning Committee (TLC)	
Chair (Executive Dean)	Prof Grant Jones
Independent Member with teaching and learning experience	Prof Alan Bowen-James
Academic Staff Representative	Dr Asal Al-Odat Dr Nazila Razi Assoc Prof John Ayode Assoc Prof Philip Lee Dr Fazle Rabbi Dr Javad Rezedeh
Registrar	Ms Reny Iskandar
Library Services Officer	Ms Alison Parker
Student Representative	Samrat Oli
Chair of Academic Board (ex officio)	Prof Mile Terziovski

Other Staff	
Industry Liaison Officer/ Career Coach	Ms Karen Lewitton
Language and Learning Advisor	Ms Katie Morea
Quality and Compliance Manager	Ms Diana Keilar
Lecturers	Dr Nazila Razi Assoc Prof John Ayoade Assoc Prof Philip Lee Dr Reza Rafah Dr Fazle Rabbi Dr Javad Rezazadeh Dr Phillip Lawrence

	<p>Dr Madhumita Takalkar Dr Mohammed Jaddoa Prof Alan Bowen-James Dr Robin Gao Dr Mohammed Jahangir Dr Anita Jahid Dr Tharindu Attanayake</p>
Student Support Officers	<p>Ms Rita Shakya Ms Lochana Katwal Ms Pooja Bhandari Ms Tiffany Tran Ms Sima Thapa Ms Shital Strestha Ms Risaa Karki Ms Ratama Jumroonsiri Ms Vania Setiawan Ms Tashi Wangmo Mr Ashraya Khadka</p>
IT Systems and Support	<p>Ms Jackie Nedelkoski Mr Bishnu Ghimire Mr Sabin Subedi Mr Rounak Khadka</p>
Marketing and Student Recruitment	<p>Mr Saksham Onta Ms Nicole Singh Mr Simon Ngo Ms Shefali Surabhi Ms Tiffany Tran Ms Rosa Sakata Mr Andreij Vibora</p>

Chair's Report

We have had a very successful year. We experienced growth in our student enrolments, expansion of our markets, and diversification of our operations. It was also a year consolidating our past achievements and planning for the future advancement of CIHE as a provider of education of the highest quality. The framework for this planning was our revised strategic plan built around three pillars: growth to underpin our continued financial viability and to fund our increasing student enrolments; diversification to ensure our financial sustainability through offering a more diverse set of academic programs to students from a wider range of markets, both international and domestic; and upgrading our systems and structures to enhance the educational experience of our students and to improve our readiness for the next phase of our evolution.

There has been a pleasing and robust growth in our net total student enrolments, all from our international markets. This has been the result the hard work of our academic staff who have excelled in the quality of their teaching and pastoral care so that our attrition rates are below targets and progressing rates are above targets. It is also due to the strategic vision and efforts of our marketing team who have conducted campaigns in the Philippines and Bhutan, continued growing our market in Bangladesh, and will start new marketing campaigns in Indonesia and Vietnam. This growth in student enrolments has underpinned our strong financial position and enabled us to embark on a program of new course development, campus expansion into a new building in Hurstville NSW, and maintaining a highly qualified staff. However, sustaining this level of new student growth in the future will be impacted by the Australian Government's approach to visa approvals. There are indications that the Australian Government may introduce stricter visa conditions on student from our main markets in South Asia resulting in a reduction in visa approval rates. This is all the more reason for emphasizing another pillar of our strategic plan—diversification.

Diversification is a key to our continued growth and capacity to maintain and expand our high-quality educational programs. This year we have seen an increase in the diversity of our student cohort: we now have students from more than twenty markets. This has meant, a decreased reliance (and associated concentration risk) on any one market, thereby strengthening our financial sustainability. Another dimension of our diversification that is central to attracting more students from a wider range of international markets and from the domestic market is the development of new course offerings. During the year, CIHE has had three new courses accredited by TEQSA: Masters of Information Technology (MIT), Masters of Professional Accounting (MPA) and Masters of Professional Accounting (Advanced) (MPAA). We are expecting the first cohort of students in all of these courses in 2024. In addition, the Academic Board and associated Course Advisory Committees are well into the process of submitting for TEQSA accreditation two new courses: Bachelor of Education (Early Childhood) and Bachelor of Community Services. These new courses expand our operations to three fields of education: Business and Accounting, Information Technology, and Education and community Services. I would like to thank the Academic Board and Course Advisory Committees for their excellent work in developing these new course proposals. Their work in diversifying our course offerings will continue in 2024-2025 with the development of a new Masters level course in business. In addition, the Dean and the Academic Board reviewed the existing Bachelor of Entrepreneurship and Innovation to broaden its scope and integrate it with our accounting and information technology program thereby making in more attractive to both international and domestic students.

As detailed in last year's Annual Report, CIHE engaged a highly respected external consultant to conduct a review of our corporate and academic governance systems in relation to the Higher Education Standards Framework that guides TEQSA's assessment of the operations of every higher education provider in Australia. During the year, all of us at CIHE—the academic board, the Dean and his academic staff, the CEO and his administrative staff, and the Board of Directors—have been working to complete addressing all the recommendations of the review report in preparation for our application to TEQSA for re-registration and re-accreditation. We expect to complete the upgrading of our systems and structures in line with the recommendations early in 2024 in readiness to submit our re-registration, re-accreditation and CRICOS renewal applications later in the first quarter of the 2024.



Everyone and every part of our CIHE community have contributed to our success this year. Our Dean, Professor Grant Jones, Deputy Dean, Dr Asal Al-Odat, Associate Dean, Dr Nazila Razi and the academic staff have been excellent teachers and mentors for our students; this is fundamental to our reputation as a high-quality educational institution. We thank them for the professional and caring way they have engaged with our students. I have already acknowledged and now want to congratulate and thank Academic Board, chaired by Professor Mile Terziovski, and the Course Advisory Committees for the outstanding work they have done in the complex and demanding task of developing new courses for TEQSA accreditation. Our achievements in growth, diversification and upgrading would not have gone so smoothly and successfully without the vision and inclusive leadership of our CEO, Dr Narayan Tiwari. We again thank him for all the tireless work and commitment he gives to CIHE.

Finally, I want to thank my colleagues on the Board of Directors—Dr Darryl Gauld OAM, Mr John McPartland, Ms Samichhya Khadka, and Mr Deepak Khadka—not only for their contributions to the success and effectiveness of the Board but also for the generous support and wise counsel they have given me.

Thank you all and I look forward to another successful year for CIHE.



Professor John Gray
Chair, Board of Directors

CEO's Report

I am delighted to present the Crown Institute of Higher Education's Annual Report for 2023. The successful outcomes detailed within this report are a direct result of the dedicated efforts of CIHE team. Our Board of Directors, expertly led by Prof. John Gray, provided exceptional leadership, guiding us toward the achievement of our strategic objectives. We extend our gratitude to the Academic Board, led by Prof. Mile Terziovski, as well as the Course Advisory Committees chaired by Dean Prof. Grant Jones, the Teaching and Learning Committee, Executive Management Committee, and all our academic and student support staff for their invaluable contributions.

In 2023, we made significant developments in diversifying our student body. Starting with just 3 nationalities in 2019, we now proudly welcome students from 20 different countries. This expansion has significantly reduced our market concentration risk. Additionally, we appointed country representatives in the Philippines, Indonesia, Vietnam, and Bangladesh. These representatives play a crucial role in liaising with prospective students, attending expos and seminars, and expanding our global reach. Furthermore, we executed successful offshore marketing campaigns in Bangladesh, Pakistan, Bhutan, Indonesia, Vietnam, the Philippines, South India, and Nepal throughout 2023.

Another notable achievement of 2023 was the establishment of a new campus in Hurstville, located in the South of Sydney. While the campus is ready for use, we are in the process of seeking TEQSA approval for CRICOS registration. This expansion aligns with our goal to increase our CRICOS capacity and provide enhanced educational opportunities, particularly for proposed two new courses.

In a significant milestone, we obtained TEQSA approval for three post-graduate courses: Master of Information Technology, Master of Professional Accounting, and Master of Professional Accounting (Advanced). These courses open up new avenues for us to diversify our student body, especially within the Indian, Philippine, and Bhutanese markets, where there is strong demand for post-graduate programs. Our commitment to expanding our course offerings will continue in 2024 and beyond, with plans to introduce two undergraduate degrees in Early Childhood Education and Community Services, supporting our aim to become a university college in the next five to ten years.

Furthermore, our application to the Australian Computer Society (ACS) for the accreditation of our IT courses, spearheaded by Prof. Alan-Bowen James, is another milestone. ACS accreditation of our IT progress is particularly valuable in the South Indian market, so we are eagerly waiting for the outcome in early 2024.

Our Audit and Risk Committee (ARC), under the leadership of Mr. John McPartland, has been diligently monitoring CIHE's financial performance and risks through bi-annual meetings. The risk register has been continuously updated and scrutinized by both the Board of Directors and the ARC. In 2023, we welcomed a new member, Ms. Sunny Kang, who brings financial expertise to the ARC. In 2023, ARC decided to engage a multinational auditing firm PKF to conduct the audit of our financial statements for FY2023.

Lastly, we are excited to sign a memorandum of understanding (MOU) with Kathmandu University to deliver courses in partnership. This collaboration allows students to enrol in undergraduate program in IT, Business and Accounting, receiving certifications from both institutions upon completion.



Looking ahead, the coming year will be pivotal as we navigate re-registration, re-accreditation, and the renewal of our CRICOS registration. We remain committed to our mission of providing high-quality education and expanding our reach nationally and internationally.

A handwritten signature in blue ink, appearing to read 'Dr. Narayan Tiwari', is written over a horizontal line.

Dr Narayan Tiwari
Chief Executive Officer

Chair of Academic Board's Report

In 2023, the Academic Board (AB) pursued its greatest work agenda to date. In preparation for our re-registration and re-accreditation process due in 2024, the Board of Directors initiated a review of Governance, which functioned as a catalyst for continuous improvement of policies and procedures. For example, AB reviewed and made improvements to twenty-five policies with associated procedures, and improvement in reporting arrangements between all committees that feed into the AB.

In addition, there have been structural changes to AB that accommodated the course development agenda. CIHE said goodbye to Dr Wayne Fallon, Dr Ann Sardesai, and Dr Bronwyn James, who served CIHE well for the past eight years. In particular, CIHE's progress from a start-up company seeking TEQSA registration to a respected Higher Education Institution with a student population to over 1000 students, and TEQSA approved undergraduate and postgraduate degrees. We wish them all the best in their future challenges.

As a result of the three resignations, the Academic Board made three new appointments to align with the needs of the new course agenda. We welcomed Professor Alan Bowen James, an expert in Teaching and Learning and a Professor of Information Technology. Professor Alison Elliott representing the discipline of Early Childhood Education and Professor Annie Venville representing Community Services. These colleagues came to our attention through their splendid work with the Course Advisory Committees for the development of the Bachelor of Education (Early Childhood) and the Bachelor of Community Services, respectively.

The Academic Board held extraordinary meetings to address TEQSA feedback in relation to the establishment of the new master's degrees. It is commendable for a young organisation such as CIHE to develop additional capacity in its first registration cycle to deliver three AQF Level 9 Master courses, and to have the first cohort in the Master of Information Technology. The first cohort in the Master of Professional Accounting degrees will commence in semester 1, 2024.

The Academic Board also contributed to institutional development through the establishment of a Research Committee and a Research Ethics Committee. Dr Razi as AB member and Associate Dean (Teaching and Research) led the design of these new committees. Staff can now formally apply for research funding from CIHE, and their proposals can receive appropriate and authoritative ethical reviews and certification.

The agenda for 2024 is equally ambitious. We have reconstructed the Accounting and Entrepreneurship and Innovation CACs as two separate CACs and appointed Professor Jonathon Tyler to the new accounting CAC. The Entrepreneurship and Innovation CAC will be remarkably busy in 2024 addressing the feedback provided by the expert reviewers. The AB sought and gained approval from the Board of Directors to develop a new Bachelor of Business (BBus) course during 2024. The BBus course would have multiple specialisations, each equivalent to the major. CIHE also plans to develop an MBA with multiple specialisations. In addition, a Graduate Diploma in Early Childhood Education course will be introduced by the AB to enable teachers with an undergraduate degree to retrain as an Early Childhood Teacher in one year.

I would like to thank the Executive Dean, Professor Grant Jones for his tireless leadership and academic work, the CEO Dr Narayan Tiwari, the Chair of the BOD Professor John Gray and BOD members, for their confidence and support of me as Chair of the Academic Board.



Finally, I am grateful to all members of the Academic Board for their significant contribution to the excellent CIHE year of 2023.

A handwritten signature in grey ink, appearing to read 'Milé Terziovski', written in a cursive style.

Professor Milé Terziovski
Chair, Academic Board

Dean's Report

It is almost two years since the borders reopened. It feels to me like lockdowns and enforced online learning are a very distant history. I want to thank in particular my two Executive Academics for helping me manage a very quick transition back to normalcy. Dr Asal Al-Odat, our Deputy Dean and Dr Nazila Razi our Associate Dean (Teaching and Research) have done much to develop our preferred teaching model and manage the transition to it. For the first time this year, we have participated in the QILT survey. Our first results will be released in the new year, but QILT gave us a very nice Christmas present by letting us know informally that our Graduate Satisfaction rate will be above 85%. This is extraordinary given that these graduates had to undergo their courses online, during lock downs, when CIHE was prevented from doing what it does best. For the whole of 2023, CIHE has been running in its preferred mode as a highly personalised, service-oriented organisation with the very rare virtues of small classes, close professional relationships with students and a high level of pastoral care, so I expect these outstanding outcomes to improve even more over the coming years.

The growth in student numbers through Covid was extraordinary in the sense that we grew dramatically as many other Higher Education Institution lost students. Since the border reopened, student numbers have grown further.

We are moving into our second registration cycle with considerable core strength as an organisation. The growth has been driven by continued demand and innovation. This year we ran for the first time our English for Academic Purposes Program. We also established three Masters degrees, which will drive further growth into 2024. We have a new campus at Hurstville and our Campus in the ACT has grown substantially.

We have applications in with TEQSA for the accreditation of two new Bachelors degrees which will change us from being a boutique Business School to become a more universal educational Institution with Schools in Business, information Technology, Education and Community Services. Becoming more universal is an important step in our long-term ambitions. Collins and Porras once coined the term "BHAG" or Big, Hairy, Audacious Goal. If we are to achieve our BHAG becoming more universal in our offerings is a necessary step. It will help us become more diverse and exceptional. Being exceptional is a step on the way to becoming unique. We draw students from a dozen countries, but to achieve our goal we also need to draw them from our own. These new schools will deliver courses that will appeal to, and compete for, domestic students.

In preparation for these changes, in 2023, we rethought the organisational structure and established two Schools: a School of Business with a Head and Deputy Head of School and the School of Information Technology, with a similar structure.

This year has not been without its challenges. The process of establishing the Masters Degrees was elongated during the approvals process. However, TEQSA was finally convinced of the value of these courses and our capacity to deliver: they have been approved in the same form as they were originally submitted. We already have a cohort of students in the Master of Information Technology and we are set to launch the Accounting Master degrees in First semester of next year.

It is always a challenge to attract quality staff. These days, there are many people who have PhDs. We look for those who are great teachers, have a desire to keep up to date with good scholarship and have an altruistic nature. Currently, we have 17 such permanent academic staff and a range of sessional staff that we can draw upon.

Another change this year is that no one asks me anymore who or what is CIHE. We have a well-developed reputation around the industry, especially in the independent sector. Job applicants are beginning to be attracted to us because they have heard of us and want to work here. We have also attracted new benchmarking partners.



They are reputed institutions who want to compare themselves to us and want to be associated with us. One of the most significant international partners is the Kathmandu University with whom we are currently conducting a benchmarking exercise as a precursor to greater cooperation.



Prof Grant Jones
Dean

SECTION 2 OUR FINANCES





PKF(NS) Audit & Assurance Limited Partnership
ABN 91 850 861 839

755 Hunter Street, Newcastle West NSW 2302
Level 8, 1 O'Connell Street, Sydney NSW 2000

Newcastle T: +61 2 4962 2698 F: +61 2 4962 3245
Sydney T: +61 2 8346 6000 F: +61 2 8346 6099
info@pkf.com.au
www.pkf.com.au

**Auditor's Independence Declaration under Section 307C of the Corporations Act 2001
to the Directors of Crown Institute of Higher Education Pty Limited**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

PKF

PKF

MARTIN MATTHEWS
PARTNER

18 DECEMBER 2023
SYDNEY, NSW

PKF(NS) Audit & Assurance Limited Partnership is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separately owned legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s). Liability limited by a scheme approved under Professional Standards Legislation.

3

Crown Institute of Higher Education Pty Limited

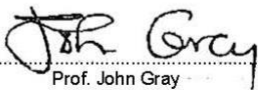
ABN: 22 611 573 301

Directors' Declaration

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 4 to 24, are in accordance with the *Corporations Act 2001* and:
 - a. comply with Australian Accounting Standards - Simplified Disclosure Standard; and
 - b. give a true and fair view of the financial position as at 30 June 2023 and of the performance for the year ended on that date of the Company.
2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director

Prof. John Gray

Director

Mr Deepak Kumar Khadka

Dated 18 December 2023



SECTION 3
FINAL IMPORTANT
WORDS

Acknowledgements

The staff at Crown Institute of Higher Education have done a great job this year. We would like to thank Dr Narayan Tiwari, Prof Grant Jones, Dr Asal Al Odat, Dr Nazila Razi, Assoc Prof John Ayoade, Assoc Prof Philip Lee, Dr Reza Rafeh, Dr Fazle Rabbi, Dr Javad Rezazadeh, Dr Phillip Lawrence, Dr Madhumita Takalkar, Dr Mohammed Jaddoa, Professor Alan Bowen-James, Dr Robin Gao, Dr Mohammed Jahangir, Dr Anita Jahid, Dr Tharindu Attanayake, Dr Mohammed Jaddoa, Dr Masoud Azizkhani, Dr Fairouz Hussein, Dr Qurat Nizamani, Dr Khokan Bepari, Dr Md Ashraf Uddin, Ms Katie Morea, Ms Alison Parker, Ms Karen Lewitton, Ms Diana Keliar, Ms Liz Gleeson, Ms Reny Iskandar, Ms Jackie Nedelkoski, Mr Bishnu Ghimire, Mr Sabin Subedi, Mr Rounak Khadka, Ms Rita Shakya, Ms Lochana Katwal, Ms Pooja Bhandari, Ms Tiffany Tran, Ms Sima Thapa, Ms Shital Strestha, Ms Risaa Karki, Ms Ratama Jumroonsiri, Ms Vania Setiawan, Ms Tashi Wangmo, Mr Ashraya Khadka, Mr Saksham Onta, Ms Nicole Singh, Mr Simon Ngo, Ms Shefali Surabhi, Ms Rosa Sakata and Mr Andreij Vibora, Ms Ammara Gondal, Mr Shyam K Singh, Mr Ashraya Khadka, Ms Nikki Lu, Ms Aavritti Bhusal, Ms Ashma Shahi, Ms Prabesh Subedi, Ms Sulaleewan Plaikaew, Ms Sushila Chaudhary, Ms Dinithi Padmasir, Mr Andrew Nguyen, Mr Kshitiz Gautam.

A tremendous thanks also goes to the members of our Board of Directors: Prof John Gray, Mr John McPartland, Dr Daryl Gauld OAM, Mr Deepak Khadka, Ms Samichhya Khadka; our Academic Board: Prof. Mile Terziovski, Prof Grant Jones, Dr Wayne Fallon, Prof Annie Venville, Professor Alison Elliot, Dr Nazila Razi, Dr Mohammed Al-Zobbi; our Audit and Risk Committee Mr Michael Christodoulou and our Course Advisory Committee: Dr Christoph Doche, Ms Sevasti Tshipidis, Ms Sunny Kang, Dr Wade Halvorson, A/Prof Mehregan Mahdavi, Dr David Halfpenny and Dr Danny Kim.

The staff at our sister company, CIBT, have been a core part of what we have achieved this year. We would like to thank Ms Tina Jee, Ms Emily Ferdinands, Mr Lupco Nedelkoski, Ms Nina Ardsavaimsuwan, Ms Shefali Surabhi and especially the CEO of CIBT, Mr Deepak Khadhka.

Many other people have played a role at Crown Institute of Higher Education in 2023. We would like to thank the following people: Mr Andy Choi, Dr Peter Ryan, and Mr Gary Greig.

Contact Us

Crown Institute of Higher Education
TEQSA Provider ID: PRV14301
CRICOS Provider Code: 03744B
116 Pacific Highway North Sydney NSW 2060
Tel: + 612 9955 0488
Email: inquiries@cihe.com.au
Web: www.cihe.edu.au
Email: info@cihe.edu.au

