

Madhan Balasubramanian PhD

Research Fellow and Lecturer, Menzies Centre for Health Policy and Economics

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[MB at University of Sydney](#); [MB at University of Adelaide](#); [LinkedIn profile](#); [ORCID](#)

[Google Scholar Profile](#); [Researcher ID](#); [Scopus Author ID](#)

Summary: Dr Madhan Balasubramanian is a Research Fellow and Lecturer based at the Menzies Centre for Health Policy and Economics. He recently completed a prestigious NHMRC Sidney Sax Research Fellowship (public health and health services) at the University of Sydney and Kings College London. He also holds Visiting Research Fellow appointments at the University of Adelaide and Kings College London. Madhan's interests broadly lie at the intersection of health policy, health systems and health services. He has a public health and health management background, with focus on the future design and sustainable development of core health system components and developing integrated systems to address the sustainable development goals. He brings an excellent track record, relative to opportunity.

Research: Madhan has published over 35+ scientific research articles. He has won three nationally competitive Australian Government fellowships. Overall, he has received over a million Australian dollars in nationally/internationally competitive fellowships (as CIA), in addition to scholarships and academic prizes. Madhan has active research projects that he conceptualised and developed across two states in Australia (NSW and SA), and internationally in the United Kingdom and India. He has also worked extensively on national surveys and longitudinal studies and has several ongoing studies on health data science, health management, health services, health workforce and aged care. His work has shown an upward trajectory of citations (n=600) and projected to triple in the next 3 years.

Teaching: Madhan brings experience teaching at four Australian Universities (Universities of Sydney, Adelaide, New England and Griffith), and two overseas institutions (Kings College London, the United Kingdom and Osmania University, India). He is involved in public health, health services management, health research methods and health policy programs. Madhan has supervised or mentored seven postgraduate students to completion.

Leadership: Madhan serves as an Editorial Board Member of BMC Health Services Research and Section Editor (Non-Communicable Diseases) for Journal of Global Oral Health. He has also edited special issues for Nature and MDPI journals. He is current President of the Network for Practice-Based Research, and Board member of the Constitution Committee at the International Association for Dental Research. Madhan was previously Board Member of the Australasian College of Health Service Executives and was Branch Councillor in South Australia. Madhan has served as a panel member of NHMRC investigator and ideas grants for the last 3 yrs. He has been successful in being funded with NHMRC, ARC and other major funders (both nationally and internationally).

Education:

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| 2015 | Doctor of Philosophy by Publication
Public Health and Health Services
The University of Adelaide, Australia |
| 2006 | Master of Health Service Management with Honours
Griffith University, Brisbane, Australia |

2003 Bachelor of Dental Surgery
The Tamil Nadu Dr MGR Medical University, Chennai, India

Professional affiliations:

2017 Affiliate, Health Systems Global
2014 Member, Australia India Business Council
2013 Member, Health Services Association of Australia and New Zealand
2011 Associate Fellow, Australasian College of Health Service Management
2010 Member, International Association of Dental Research
2010 Life Member, Indian Society of Dental Research

Current job titles/appointments:

2021- Research Fellow and Lecturer
(Jul) Menzies Centre for Health Policy and Economics
School of Public Health, The University of Sydney

2017- Visiting Research Fellow
(Jan) Kings College London
London, UK

2017- Visiting Honorary Research Fellow
(Jan) Faculty of Health Sciences
The University of Adelaide
Adelaide, Australia

2019- President, Network for Practice-Based Research & Board Member, Constitution
(Jan) International Association for Dental Research (IADR)

Editorial appointments:

2021- Associate Editor, Frontiers in Public Health (Ageing and Public Health)
2020- Editorial Board Member, BMC Health Services Research
2016-17 Guest Editor, Nature Asia
2019-20 Guest Editor, Health Economics Section, International Journal of Environment Research
and Public Health

Prior job titles/appointments:

2017-21 NHMRC Sidney Sax Research Fellow, The University of Sydney
2019-20 Vice President, Network for Practice-Based Research,
International Association for Dental Research
2016-19 Founder and Director, mirrorNprobe project, Adelaide
2016-18 Honorary Associate, Discipline of Behavioural and Social Science in Health,
The University of Sydney
2017 Research Officer, WSLHD, NSW Health
2013-17 Board Member (SA) Australasian College of Health Service Management
2014-17 Research Associate, The University of Adelaide
2015-16 Endeavour Fellow, Australian Government Department of Education
2016 Guest Faculty, Kings College London
2009-14 Research Officer, The University of Adelaide
2008-09 Australia-India Fellow, The University of Queensland

- 2007-08 Lecturer in Health Care Administration, Osmania University, India
 2007-08 Project Director, R&D Coordinator, Apollo Hospitals, India
 2006 Teaching Assistant, Griffith University, Brisbane, Australia
 2005-06 Work Experience Candidate, Casemix Unit, Queensland Health, Brisbane, Australia
 2004-06 Volunteer, Australian Red Cross, Brisbane, Australia
 2003 Community dentist and camps organiser, Sri Ramakrishna Mission Charitable Ashram, Salem, India
 1997-03 Project assistant, Rural Upliftment project, Gramium, Salem India.
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Fellowships, Scholarships, Distinctions and Awards:

- 2017 Successful in a National Health and Medical Research Council (NHMRC) Early Career Research Fellowship (Sidney Sax – Public Health and Health Services). The fellowship is valued at \$423,768.00. Sidney Sax NHMRC Fellowships are considered very prestigious and a significant achievement and are funded through a national competition.
- 2015 Recipient of an Australian Government Department of Education and Training's *Endeavour Research Fellowship*, for research on the "Roles of Global Organisations on Health Systems Strengthening." These fellowships are nationally competitive merit-based awards for high achieving early career professionals; the success rate is considered to be around 10-15 per cent. The fellowship was hosted by the World Dental Federation, Geneva, a sister organisation of the World Health Organization. The value of the fellowship was \$24,500.
- 2014 Awarded *Best PhD. Research Award* in the School of Dentistry, The University of Adelaide, Research Day on 11 July 2014. The Research Day was conducted at the Adelaide Convention Centre. Competition is usually considered "intense and high quality." The Award included a scroll of honour and a cash award of \$500.
- 2013 National Health and Medical Research Council's Centres of Research Excellence in Health Services Research *PhD Supporting Scholarship* [5 months]. Awarded by the Australian Research Centre for Population Oral Health, School of Dentistry, the University of Adelaide. The value of the scholarship was \$10,580.
- 2010 Awarded *Adelaide International Scholarship* for PhD (Health Services and Policy Research on migrant dentist workforce in Australia) candidature in the School of Dentistry, the University of Adelaide, Australia. This scholarship is highly competitive and is described by the University of Adelaide as being awarded based on "academic merit and research potential." [3 years and 6 months]. The value of the scholarship was \$ 25,392 per annum.
- 2008 Awarded *Australia-India Council Junior Fellowship*. Administered by the Australian Government Department of Foreign Affairs and Trade to conduct research on the dynamics of oral health relations (dental workforce) in the Commonwealth of Nations Selected on the basis of a nationally competitive round. The value of the fellowship was \$12,000.
- 2008 Awarded *travel grant* by the *Hôpitaux Universitaires de Genève (HUG)* to attend and present a poster, a scientific paper, and participate in two parallel plenary sessions at the *World Health Forum, Geneva*, May 25-28, 2008 The value of the fellowship was CHF 1130 and accommodation expenses in Geneva.
- 2007 Awarded *World Bank Institute Scholarship* to participate in the Global Advanced Flagship Program in Poverty, Equity and Health Systems in Semmelweis University, Hungary. The value of the fellowship was EUR 800.
- 2005 Recipient of an *education bursary* from the Student Service Centre, Griffith University. The value of the bursary was AU\$ 950.
- 2005 Recipient of a *research bursary* from the Post Graduate Student Association towards the living expenses during research fieldwork, Griffith University The value of the bursary was AU\$ 500.

- 2005 Awarded the *Eberhard Wenzel Scholarship for International Public Health* for *academic excellence in public health*. The value of the fellowship was AU\$ 2000 and included a scroll of honour\.
- 2004 Recipient of the *Griffith Award for Academic Excellence* for the academic year 2004 for exceptional performance in the Master of Health Service Management Program. This included a letter of commendation and an annotation on the student's academic record.
- 2004 Topped the Master of Health Service Management Program with an *overall GPA of 6.5 and a perfect 7* (4 HD's) in Semester 2, 2004.
- 2003 Recipient of the '*exceptional talent in Dental Informatics*' award for contributing towards innovative developments in dental education, oral health service delivery, oral health administration and oral health research by the Tami Nadu Dr MGR Medical University, Chennai, India (a certificate of commendation).
- 2003 Awarded *community development awards* for contributing towards the oral health care in rural and remote areas of Salem district, Tamil Nadu, India (a community level appreciation certificate including the areas, days and methods of service).
- 2003 Recipient of the '*Best Clinical Paper and presentation in Oral Medicine*' for the year 2003 for a historical case study on 'Pemphigus Vulgaris,' a rare oral clinical syndrome, in the Oral Medicine Conference, Salem, Tamil Nadu (a certificate of commendation).

Community engagement (Selection):

- 2019-20 Invited talks and engagement (online) with students and researchers from developing countries as part of an international student research and training network.
- 2018 Guest Lecture in Kings College London aimed at staff and students of population oral health based in the NHS Kings College London Denmark Hill campus.
- 2017 Two invited lectures in India aimed at public health professionals, health policy professionals, senior staff in Chennai and Delhi. The lecture was about 1 hr and was based on health systems innovations
- 2016 Guest Lecture in the Guys Hospital, *Kings College London* on challenges facing the international migration of dentists, and issues related to oral health workforce governance. Representing the University of Adelaide. [Frequency: once]
- 2015 Interviews on ABC Radio and SBS Regional Radio on settlement concerns and policy challenges facing migrant dentists in Australia. Representing the University of Adelaide. [Frequency: twice]
- 2015 The mirrorNprobe initiative: *A global coalition for ethical and informed dentist migration*. Involved in setting up a coalition of like-minded individuals to provide support for migrant dentists, policymakers, and oral health leaders so as to make informed decisions on migration policy. The coalition is planned as an international network of strategic centres in Sydney, Adelaide, London, New Delhi and Geneva. [Frequency: Fortnightly]
- 2015 Nature Publishing Group: Nature Asia/India Top Picks for 2015. An article Based on my PhD research (*the importance of workforce surveillance, research evidence, and political advocacy*) was picked up by the Nature Publishing Group as Top Picks for 2015 and made freely available in their Regional channels in Nature Asia. The audience for this engagement was mainly international, involving policymakers and oral health leaders. [Frequency: once]
- 2015 Press statement and media release at the University of Adelaide during the World Oral Health Day. The media release was based on my research on *international policies on the dental workforce and brain drain of dentists* from developing and poorer countries. The press statement was picked up by over 15 news outlets based in several countries in Asia, Europe, and Africa. [Frequency: once]
- 2014 News article in Dental Tribune International: Worlds Dental Newspaper on

- the forgotten issues facing dentist migration. The audience for this article was international, including policymakers and senior health leaders. [Frequency; once]
- 2013 Advocacy to improve academic workforce participation in the Australasian College of Health Service Management, South Australia Branch. Participated in strategic initiatives, networking and soft diplomacy of the College initiatives in Universities. [Frequency: Quarterly]
- 2012- Social media engagement. LinkedIn/Twitter feeds for general audience and industry; and academic sector engagement in Research Gate, Academia and Mendeley. Over 1000+ followers in all forms of social media. [Frequency: Weekly]
- 2011-12 International Student Representative in the Faculty of Health Sciences, the University of Adelaide – played a key role in the formation of a student group and provided leadership towards a new Faculty Postgraduate Student Association. My role was commended by the Chair, Higher Degrees Research Committee, University of Adelaide. [Frequency: Monthly]
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Peer review responsibilities:

Regularly peer reviews per year for various journals as a guest reviewer. Currently, has peer-reviewed n>100 articles for various journals, including:

- > BMC Health Services Research
 - > Journal of Telemedicine and Telecare
 - > BMC Research Notes
 - > Health Sociology Review
 - > International Journal of Health Policy and Management
 - > Australian Health Review
 - > Australian Dental Journal
 - > Indian Journal of Dental Research
 - > Nursing Research and Reviews
 - > Risk Management and Health Care Policy
 - > Community Dentistry and Oral Epidemiology
 - > Journal of Public Health Dentistry
 - > British Dental Journal
 - > Health Policy and Planning
 - > International Dental Journal
 - > Australian Journal of Rural Health
 - > JDR Clinical and Transnational Research
 - > Health Affairs
 - > Lancet
 - > Bulletin of the WHO
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Career objectives:

- To continue in an upward trajectory of high impact original contributions that will strengthen reputation as an innovative, self-directed, but collaborative academic.
- To build a niche in an area of interprofessional education and collaborative practice and developing long term solutions towards challenges in health professional collaboration.
- To develop as a reliable and student-centred teacher who champions creative learning among the next generation of health professionals and researchers.

A Research Profile Pages 7 - 12

B Teaching Profile Pages 13 - 18

C Leadership Profile Pages 19 - 20

A Research Profile:

Research themes (focus areas):

Theme 1: Future health workforce, collaborative care and interprofessional practice

Theme 2: Oral and general health of older people (aged 65+yrs)

Theme 3: Health technologies and Health Data Science

Madhan works intensively on research methodologies (including national surveys, electronic health record analysis; data linkage, prognostic/predictive modelling; pluralistic methods) to provide research/academic outcomes that are in-depth, well planned and executed, clearly written and with high reliability and validity.

Madhan brings expertise in both qualitative and quantitative research methods. He has high-end skillsets in a range of statistical and reporting tools such as R/RStudio, PowerBI, Tableau, SAS, SPSS, ArcGIS and NVIVO.

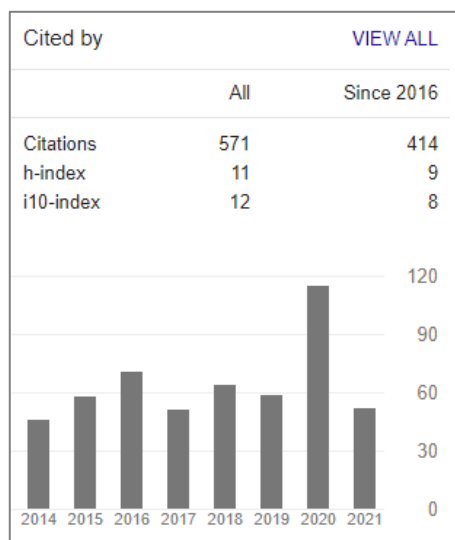
Active research studies (CIA):

1. Future health workforce models using systems dynamics and operational modelling.
2. Health service utilisation and practice activity comparisons among older people in Australia.
3. Improving oral health among older people (predictive modelling and prognostic tools).
4. Nepean Blue Mountains Electronic Health Records Study (population oral health models).
5. Health workforce migration: a study of migrating oral health professionals.
6. Integrated systems and models of care (global and interprofessional comparisons).
7. Medical, nursing, allied, pharmacy and oral health professionals – interprofessional collaborations to improve oral and general health for older people (qualitative study).

Other research studies (Contributing member or lead author)

8. Predictive models on oral health care and health service utilisation in the Concord Health and Ageing in Men Project (CHAMP study).
 9. South Australia study of oral and general health of adults (Dental Care and Oral Health Study).
 10. Cross border migration of patients for dental care.
 11. Innovations in dentist practice-based solutions for research.
 12. Predictors for oral and general health of older people visiting GP clinics in South Australia.
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Citations and h-index



Madhan has a google scholar h-index of 11 and i-index of 12. His work has received about 570 citations, and a large proportion of these citations (>70%) were post 2016. His current number of publications (first or senior author) is conservatively projected to reach 50 by end of 2022, and 75 by 2023. It is also expected the number of citations received will triple in the next three years.

Peer-reviewed journal articles

- Balasubramanian M, Hasan A, Ganbavale S, Alolayah A, Gallagher J. Planning the future oral health workforce : a rapid review of supply , demand and need models , data sources and skill mix considerations. (2021) Int. J. Environ. Res. Public Health. 18(6). Doi: <https://doi.org/10.3390/ijerph18062891>
- Balasubramanian M & Short S. (2021). Editorial. Special Issue. "The Future Health Workforce: Integrated Solutions and Models of Care" Int. J. Environ. Res. Public Health 18, no. 6: 2849. <https://doi.org/10.3390/ijerph18062849>
- Balasubramanian M, Keuskamp D, Amarasena N, Brennan D. *Predictors for oral and general health outcomes and quality of life among older people attending general practice clinics in South Australia*. (2021). Gerodontology. 21 January. doi: 10.1111/ger.12534. Epub ahead of print. PMID: 33475189.
- Balasubramanian M, John Spencer A, Sohn W, Brennan DS. *The Practice of Dentistry by Australian- and Overseas-Trained Dentists in Australia: Discriminant Analysis of key Predictors*. (2021) Int Dent J. Feb 17:S0020-6539(21)00002-2. doi: 10.1016/j.identj.2021.01.002. Epub ahead of print. PMID: 33610308.
- Marcus K, Balasubramanian M, Short S, Sohn W. *Barriers and facilitators to oral health care utilisation in culturally and linguistically diverse mothers: a mixed methods systematic review protocol*. (2020). JBI Evid Synth. Nov 2;19(3):669-674. doi: 10.1112/JBIES-20-00037. PMID: 33141803.
- Lee, S., Blyth, K., Gifford (nee Barnard), J., Balasubramanian, M., Fozzard, C., Skapetis, T., Flood, V. (2020). *Assessment of health research capacity in western Sydney local health district (WSLHD): A study on medical, nursing and allied health professionals*. Journal of Multidisciplinary Healthcare, 13, 153-163
- Balasubramanian M, Brennan DS, Short SD & Gallagher JE (2019) *A strife of interests: a qualitative study on the challenges facing oral health workforce policy and planning*. Health Policy. <https://doi.org/10.1016/j.healthpol.2019.07.010>
- Johnson L, Callaghan C, Haq H, Balasubramanian M, Spallek H. (2019) *Cost Comparison of an on-premise IT solution with a cloud-based solution for dental electronic health records*. Journal of Dental Education. doi: [10.21815/JDE.019.089](https://doi.org/10.21815/JDE.019.089)

- Balasubramanian M, Davda L, Short SD & Gallagher JE. (2018) *Moving from advocacy to activism: the fourth WHO global forum on human resources for health and implications for dentistry*. BDJ. Nature Publishing Group.
<https://www.nature.com/articles/sj.bdj.2018.532>
- Brennan, D., Keuskamp, D., Balasubramanian, M., Amarasena, N. (2018). *General health and well-being among primary care patients aged 75+ years: Associations with living conditions, oral health and dependency*. Australasian Journal on Ageing, 37(1), E1-E6.
<https://www.ncbi.nlm.nih.gov/pubmed/29131475>
- Keuskamp, D., Amarasena, N., Balasubramanian, M., Brennan, D. (2018). *General health, wellbeing and oral health of patients older than 75 years attending health assessments*. Australian Journal of Primary Health. 24(2). 177-182. <https://doi.org/10.1071/PY17060>
- Amarasena, N., Keuskamp, D., Balasubramanian, M., Brennan, D. (2018). *Health behaviours and quality of life in independently living South Australians aged 75+ years*. Australian Dental Journal, <https://www.ncbi.nlm.nih.gov/pubmed/29369369>
- Haag, D, Peres, K, Balasubramanian, M & Brennan D.S., (2017) *Oral conditions and health-related quality of life: a systematic review*. Journal of Dental Research. doi:
<https://doi.org/10.1177/0022034517709737>
- Short, S. D., Marcus, K., & Balasubramanian, M. (2016). *Health workforce migration in the Asia Pacific: Implications for the achievement of Sustainable Development Goals*. Asia-Pacific Journal of Health Management. 11(3) 58-64. Available at:
http://achsm.org.au/Public/Public/Resources/Journal/Journal_Home.aspx
- Balasubramanian, M., Spencer, A. J., Short, S. D., Watkins, K., Chrisopoulos, S., & Brennan, D. S. (2016). *The Life Story Experience of "Migrant Dentists" in Australia: Potential Implications for Health Workforce Governance and International Cooperation*. International Journal of Health Policy and Management. [Early View] 10 October 2016. Available at: http://www.ijhpm.com/article_3283.html
- Brennan, D. S., Balasubramanian, M., & Spencer, A. J. (2016). *Preventive services in Australia by patient and visit characteristics*. International dental journal. [Early View] doi:[10.1111/idj.12246](https://doi.org/10.1111/idj.12246)
- Balasubramanian, M., Spencer, A. J., Short, S. D., Watkins, K., Chrisopoulos, S., & Brennan, D. S. (2016). *Development of life story experience scales for migrant dentists in Australia: a sequential qualitative-quantitative approach*. Community Dental Health, 33(3), 225-231. doi: [10.1922/CDH_3842Balasubramanian07](https://doi.org/10.1922/CDH_3842Balasubramanian07)
- Brennan, D. S., Balasubramanian, M., & Spencer, A. J. (2016). *Diagnostic services in Australia: service rates and characteristics of patients*. Australian Dental Journal, 61(3), 298-303. doi:[10.1111/adj.12373](https://doi.org/10.1111/adj.12373)
- Balasubramanian, M., Spencer, A. J., Short, S. D., Watkins, K., Chrisopoulos, S., & Brennan, D. S. (2016). *Job satisfaction among 'migrant dentists' in Australia: implications for dentist migration and workforce policy*. Australian Dental Journal, 61(2), 174-182. doi:[10.1111/adj.12370](https://doi.org/10.1111/adj.12370)
- Balasubramanian, M., Brennan, D. S., Spencer, A. J., & Short, S. D. (2016). *'Newness-struggle-success' continuum: a qualitative examination of the cultural adaptation process experienced by overseas-qualified dentists in Australia*. Australian Health Review, 40(2), 168-173. doi:[10.1071/AH15040](https://doi.org/10.1071/AH15040)

- Brennan, D. S., Balasubramanian, M., & Spencer, A. J. (2016). *Restorative treatment for initial, cavitated and gross coronal carious lesions*. Australian dental journal, 61(3), 350-356. doi:[10.1111/adj.12388](https://doi.org/10.1111/adj.12388)
- Balasubramanian, M., Brennan, D. S., Spencer, A. J., & Short, S. D. (2016). *The international migration of dentists: directions for research and policy*. Community Dentistry and Oral Epidemiology, 44(4), 301-312. doi:[10.1111/cdoe.12223](https://doi.org/10.1111/cdoe.12223)
- Balasubramanian, M., Brennan, D. S., Spencer, A. J., & Short, S. D. (2015). *The 'global interconnectedness' of dentist migration: a qualitative study of the life-stories of international dental graduates in Australia*. Health Policy and Planning, 30(4), 442-450. doi:[10.1093/heapol/czu032](https://doi.org/10.1093/heapol/czu032)
- Balasubramanian, M., Spencer, A. J., Short, S. D., Watkins, K., Chrisopoulos, S., & Brennan, D. S. (2015). *Characteristics and practice profiles of migrant dentist groups in Australia: Implications for dental workforce policy and planning*. International Dental Journal, 65(3), 146-155. doi:[10.1111/idj.12154](https://doi.org/10.1111/idj.12154)
- Balasubramanian, M., Brennan, D. S., Spencer, A. J., Watkins, K., & Short, S. D. (2015). *The importance of workforce surveillance, research evidence and political advocacy in the context of international migration of dentists*. British Dental Journal (BDJ), 218(6), 329-331. doi:[10.1038/sj.bdj.2015.195](https://doi.org/10.1038/sj.bdj.2015.195)
- Brennan, D. S., Balasubramanian, M., & Spencer, A. J. (2015). *Treatment of caries in relation to lesion severity: implications for minimum intervention dentistry*. Journal of Dentistry, 43(1), 58-65. doi:[10.1016/j.jdent.2014.10.009](https://doi.org/10.1016/j.jdent.2014.10.009)
- Brennan, D. S., Balasubramanian, M., & Spencer, A. J. (2015). *Trends in dental service provision in Australia: 1983-1984 to 2009-2010*. International Dental Journal, 65(1), 39-44. doi:[10.1111/idj.12141](https://doi.org/10.1111/idj.12141)
- Balasubramanian, M., Brennan, D. S., Spencer, A. J., Watkins, K., & Short, S. D. (2014). *Overseas-qualified dentists' experiences and perceptions of the Australian Dental Council assessment and examination process: the importance of support structures*. Australian Health Review, 38(4), 412-419. doi:[10.1071/AH14022](https://doi.org/10.1071/AH14022)
- Balasubramanian, M., & Short, S. (2011). *Is the concept of ethics misplaced in the migration of Indian trained dentists to Australia? The need for better international co-operation in dentistry*. Indian Journal of Dental Research, 22(6), 866-868. doi:[10.4103/0970-9290.94689](https://doi.org/10.4103/0970-9290.94689)
- Brennan, D., Balasubramanian, M., & Spencer, A. (2011). *Practice profiles of male and female dentists in Australia*. Australian Dental Journal, 56(1), 97-99. doi:[10.1111/j.1834-7819.2010.01307.x](https://doi.org/10.1111/j.1834-7819.2010.01307.x)
- Balasubramanian, M., & Short, S. (2011). *The Commonwealth as a custodian of dental migratory ethics: views of senior oral health leaders from India and Australia*. International Dental Journal, 61(5), 281-286. doi:[10.1111/j.1875-595X.2011.00074.x](https://doi.org/10.1111/j.1875-595X.2011.00074.x)
- Balasubramanian M, Teusner D, Brennan DS & Australian Research Centre for Population Oral Health. (2010). *Dental specialists in Australia*. Australian Dental Journal, 55(1), 96-100. doi:[10.1111/j.1834-7819.2009.01189.x](https://doi.org/10.1111/j.1834-7819.2009.01189.x)

Government Reports

Balasubramanian M, Teusner D 2011. Dentists, specialists and allied practitioners in Australia: Dental Labour Force Collection, 2006. Dental statistics and research series no. 53. Cat. no. DEN 202. Canberra: AIHW. Viewed 28 October 2016 Available at: <http://www.aihw.gov.au/publication-detail/?id=10737419646>

Books/Book Chapters

Balasubramanian M, Giraudeau N, Spallek H, Badenier O & Marino R. (2018) Licensing, Regulation and International movement of Oral Health Professionals (OHPs) in Career Paths in Oral Health. Ed. Marino R, Wamsley D. Springer Nature: Springer International Publishing Group. <https://www.springer.com/us/book/9783319897301>

Balasubramanian M, Gallagher J, Short SD & Brennan DS. (2017). Dentist migration in the Asia Pacific: problems, priorities and policy recommendations. Nature Asia/India. Chapter in Nature Asia/India Special issue on Oral health inequalities and health systems in the Asia Pacific. Nature Publishing Group: London. http://www.natureasia.com/en/nindia/pdf/Oral_Health_Inequalities_Health_Systems_in_As

Peres M, Brennan DS & Balasubramanian M. (2017) Oral health inequalities and health systems in the Asia Pacific: a call for action. Editorial in the Nature Asia/India special issue on Oral health inequalities and health systems in the Asia Pacific. Nature Publishing Group: London. http://www.natureasia.com/en/nindia/pdf/Oral_Health_Inequalities_Health_Systems_in_As

Balasubramanian, M., Brennan, D., Fox, C., & Hewett, S. (2015). Oral health challenges. In H. Benzian, & D. Williams (Eds.), The Challenge of Oral Disease: A Call for Global Action. The Oral Health Atlas (2nd ed., pp. 71-77). UK: FDI World Dental Federation. Geneva. Retrieved from [http://www.fdiworldental.org/publications/oral-health-atlas/oral-health-atlas-\(2015\).aspx](http://www.fdiworldental.org/publications/oral-health-atlas/oral-health-atlas-(2015).aspx)

Balasubramanian M, Spencer AJ, Brennan DS, Gallagher JG & Short SD. **The age of healthcare migration**. Policy Press UK. Dec 2019; Editors. Contract. Due release 2023.

Thesis

Balasubramanian M. (2015). Migrant dentists in Australia: a qualitative-quantitative study. The University of Adelaide. Available at: <https://digital.library.adelaide.edu.au/dspace/handle/2440/101496>

Internet Publications

Balasubramanian M & Holden A. Dental tourism: things to do before you travel an extra mile for a great smile. Conversation article. <https://theconversation.com/dental-tourism-things-to-consider-before-going-that-extra-mile-for-your-smile-102910>

Balasubramanian, M. (2014). Dentist migration: the forgotten perspective. Dental Tribune International. Retrieved from http://www.dental-tribune.com/articles/news/australia/20708_dentist_migration_a_forgotten_perspective.html

Invited Plenaries/Talks in international conferences

Balasubramanian M Invited presentation in the International Association for Dental Research Conference in Seoul, South Korea, June 2016. *Dentist Migration and Health inequalities* (30 minutes)

Balasubramanian M* *What can you learn from the 'life-story' experiences of foreign-trained dentists in Australia?* Invited Plenary (1 hr) in the International Association for Dental Research- Indian Section Annual Conference, Chennai, India. 7 October 2012 (60 minutes)

Balasubramanian M*. *Taking technology to the poor: rural inequalities, public policies and private hospitals.* Invited plenary paper in the World Health Forum, Geneva, 2008: April (30 minutes).

Balasubramanian M*, Sinha C, Ghatala M H, Walker D & Short S. *Translation of an oral health policy innovation: a comparative study of Indian and Australian policy mechanisms.* International symposium of research priorities in oral health in Asia and Africa. Invited plenary paper. Hyderabad, 2007: December.

Submitted articles (First author only)

Balasubramanian M, Spencer AJ & Brennan DS. *A composite scale for dentist migration in Australia.* [Original Research]

Balasubramanian M, Spencer AJ & Brennan DS. *Migration intentions among practicing dentists in Australia.* [Original Research]

Balasubramanian M, Brennan DS, Short SD & Gallagher JG. *A qualitative study on the roles of global organisations in dentistry and oral health* [Original Research]

Balasubramanian M, Flood V. *Building a culture of research at Western Sydney Local Health District* [Original Research]

Draft articles 2021 (First author only)

Balasubramanian M, Sohn W and CHAMP Team, *Patterns of primary care utilisation and influence on self-rated oral health: a discriminant analysis of key predictors*

Balasubramanian M, Sohn W and CHAMP Team. *Relation between health professional visits with oral health outcomes and quality of life of community-dwelling older men: findings from the CHAMP study*

Balasubramanian M, Short SD & Gallagher JG. *Roles of global organisations in dentistry.*

Balasubramanian M, Yaacoub A & Sohn W. *Profile of patients visiting dental clinics at Nepean Blue Mountains Local Health District: a study using administrative data from EHRs.*

B Teaching Profile

Madhan brings expertise in teaching public health, health research methods, health services research, health policy and health management programs. To date, he has held teaching responsibilities in four Australian Universities and two international institutions.

Years	University	Programs/courses involved
2017-	University of Sydney	Research methods and grant writing workshops for allied health professionals Master of Dental Public Health Program Population Oral Health
2016-19	University of New England	Master of Health Management Program (online)
2017-19	Kings College London, United Kingdom	Guest lectures and mentoring
2009-16	University of Adelaide	Population health, evidence-based medicine, research methods and community dentistry
2006-07	Osmania University, India	Population health; health care administration and research methods Master of Health Care Administration Program
2005	Griffith University	Master of Health Management Program

I University of Sydney (2017 onwards)

Program/course	Units covered in the Tutorial sessions	Teaching class; and number of students	My responsibility
Research methods & Grant writing workshop	General research designs Qualitative and quantitative methods Writing research proposal Surveys, RCTs Completing the project Grant writing skills	n=15-20 staff based at WSLHD and University of Sydney Health professionals	Designed and delivered the course along with Professor of allied health at WSLHD.
Master of Dental Public Health		N=7 students (for semester 1 2021)	Involved in early accreditation, design, and delivery of the program discussions. Involved in teaching seminars.

II University of New England (2016 to 19) – online

Program/Course	Units covered in the Tutorial sessions	Teaching class; and number of students	My responsibility
Developing and implementing policy in healthcare	Introduction to Policy Introduction to Australian Policy Institutions Theory of Policy Health care policy Developing policy Implementation and Evaluation	n=15-20 students delivered via online mode Master of Health Management and public health students	Online teaching and assessment.
Information and Knowledge management in healthcare	Introduction to information and knowledge management Health informatics Knowledge management Health information systems eHealth	n=15-20 students delivered via online mode Master of Health Management and public health students	Online teaching and assessment. Involved in course redesign and evaluation (2019)

III University of Adelaide (2009 to 2016)

Course	Units covered in the Tutorial sessions	Teaching class; and number of students	My responsibility
Dental and Health Science I: Behavioural, Social and Professional Aspects of Dentistry	Introduction to behavioural science and dentistry Stress, burnout and depression among dentists Dental anxiety and fear Management of dental phobia Impacts of oral disorders in UK and Australia	Year 1 Bachelor of Dental Surgery Year 1 Bachelor of Oral Health N=10 - 15 (small group tutorials)	Conducting the tutorial session for 12 weeks, with a focus on a topic, aided by at least one main reading article. Each tutorial session runs for about 1 hour Students are encouraged to read the materials provided and

	Analysis of adolescent beliefs about the outcome of using floss and drinking non-sugared mineral water		involve in discussing the paper, and applying the findings within the broader social and professional context.
	Dentist-patient communication in multilingual settings		I have been involved as a tutor for all sessions in 2009 and 10, and offered teaching assistance for few sessions between 2010-14.
	Measurement of changes in empathy during dental school		
	Principle features of dental ethics		
	Dentists and society		
	National Oral Health Policy of Australia		
	Government subsidies of dental care		
Dental and Health Science V: Community Dentistry	Seminar followed by a Dental Learning Problem for 10 consecutive weeks	Final year Bachelor of Dental Surgery Students N=10-15 (small group discussion)	Conducting the tutorial and dental learning problem session for 10 weeks.
	Social inequalities in oral health		The total duration of each combined session is 2 hrs 30 min.
	Social inequalities in access to dental care		
	Responding to social inequalities in oral health		It is expected students do some reading on the material provided, and involve in group discussions. As a facilitator, I run these group discussions.
	Quality in dental care		
	Social/societal impact of oral disease		One group/student is also expected to present a seminar every week on a topic (15-20 min), which is graded by the tutor for assessment.
	Target groups		
	Minimum requirements of dental care		
	Evaluation of dental programs		
	Population oral health strategies		
	Health of Australian dental system		I have been involved in as a tutor for all sessions

			in 2009 and 10 and offered teaching assistance for few sessions during 2010-14.
Dental and Health Science II OH	<p>The units cover Fluoride and Water Fluoridation.</p> <p>Effectiveness of water fluoridation in Australia</p> <p>Pre-versus post-eruptive exposure to fluoride</p> <p>Relationship between Fluoride, dental fluorosis and dental caries</p> <p>Discretionary fluoride vehicles</p> <p>The use of fluorides</p>	<p>Bachelor of Oral Health Students</p> <p>2nd year students</p> <p>N=10-15</p>	<p>Five-week tutorial session covering all aspects of fluoride</p> <p>I have been involved as a tutor for this course in two occasions in 2010 and 2012.</p> <p>Each unit is aided by two reading articles. Students are expected to read the articles and involve in a discussion guided by the tutor.</p>
Evidence Based Dentistry	<p>Covering aspects of research methods, systematic reviews and how to read and interpret scientific articles. Five-week tutorials:</p> <p>How to read a scientific paper</p> <p>Measurement</p> <p>Reviews</p> <p>Research designs</p> <p>Intervention</p>	<p>Combined Bachelor of Dental Surgery and Bachelor of Oral Health Class</p> <p>N=10-15</p>	<p>Students read one scientific article (provided before tutes) and prepare for an academic discussion during the tutorial session.</p> <p>Offered once every year.</p> <p>Some guiding questions are offered.</p> <p>The tutor conducts the session, and guides students towards the learning process.</p> <p>Involved in teaching in course in 4 occasions (2009, 10, 12, and 14). Currently tutoring in 2016.</p>

IV Apollo Hospitals Group & Osmania University, India (2007 to 2008)

University Lecturer in Health Care and Hospital Administration (Tenured position)

Course	Units covered in the Lectures	Teaching class; and number of students	My responsibility
Medical and Health Sciences: population health	An introduction to public health Organisation of health care in India Health policy in India Financing for health care International comparisons	Semester 1 Master of Health Management and Hospital Administration students N=45-50	Lecturing students weekly for a period of 12 weeks during the course of the semester. Each lecture is about 1 hr and 30 minutes. Written assessments are held at end of each month.
Research Methods	What is research? Research designs Qualitative research designs and examples Quantitative study designs Data collection, cleaning and linkage Statistics for beginners Research dissemination	Semester 1 Master of Health Management and Hospital Administration students N=45-50	Lecturing students weekly for a period of 12 weeks during the course of the semester. Each lecture is about 1 hr and 30 minutes. Written assessments are held at end of each month.
Patient Care Services and Communication for hospital/health managers	This mainly covered three broad areas: Public and private hospital care Quality of care Patient satisfaction Strategies for effective communication Team work	Semester 2 Master of Health Management and Hospital Administration students N=45-50	Lecturing students weekly for a period of 12 weeks during the course of the semester. Each lecture is about 1 hr and 30 minutes. Written assessments are held at end of each month.
Know your hospital practicals	Field visits to both private and public hospitals/health care units	Semester 2 Master of Health Management and Hospital	Organising and conducting fieldtrip to students to visit at least 5

Understanding design and functioning of major health care/hospital units	Administration students N=45-50	different hospital and health care organisations during the semester
Differences in private and public service provision		Each visit was at least for one full working day.

V Griffith University (2006)

Course	Teaching class and number of students	My responsibility
Change management in dynamic health care systems	Master of Health Services Management students N=20	Assisting in preparing teaching material Online interactions with students Marking
Health determinants and strategic response	Master of Health Services Management students N=20	Assisting in preparing teaching material Online interactions with students Marking

C Leadership profile

I Development and funding

Fellowships (CIA)

Year	Funder	Study title	Type	Funding\$
2017-21	NHMRC	Strengthening oral health workforce governance	Early Career Research Fellowship	\$423,768
2016-17	Australian Government Department of Education	Roles of global organisations in health systems strengthening	Endeavour fellowship	\$24,500
2008-09	Australian Government Department of Foreign Affairs and Trade	Migration ethics and oral health professionals	Australia-India Junior Fellowship	\$12,000

Travel grants (CIA)

Year	Funder	Study title	Type	Funding\$
2008	World Health Forum, Geneva	Travel to present at the World Health Forum in Geneva	Travel fellowship	\$1,500*

**Received in Swiss Francs; Accommodation and living costs provided in-kind*

Competitive grants/consultancies

Year	Funder	Study title	Type	Funding\$
2021	WHO	Global design, reform and implementation of health regulatory systems	Consultancy	\$ 159,264 USD
2019-23	NSW Health	Evaluation of the Primary School Mobile Dental Program	Consultancy	\$549,566
2012-13	Australian Dental Research Foundation	Mobility of international dental graduates in Australia (Phase 1 study)	Grant	\$14,423
2013-14	Australian Dental Research Foundation	Mobility of international dental graduates in Australia (Phase 2 study)	Grant	\$10,527

Grants review panel membership

NHMRC Investigator Grant Panel Member/Reviewer – 2019, 2020, 2021

NHMRC Ideas Grant Panel Member/Reviewer – 2020, 2021

II Editorial roles

- 2021 Associate Editor, Frontiers in Public Health (Ageing)
- 2020- Editorial Board Member, BMC Health Services Research
- 2019- Section Editor, Non-Communicable Diseases, Journal of Global Oral Health
- 2016-17 Guest Editor, Nature Asia
Special issue on Oral Health Inequalities and Health Systems in the Asia Pacific
- 2019-20 Guest Editor, Health Economics Section, International Journal of Environment Research and Public Health
Special issue 1: The future health workforce
Special issue 2: The state of art of health data science

III Leadership roles

- 2019- Constitution Committee Board Member,
International Association for Dental Research
- 2020- President, Network for Practice Based Research
International Association for Dental Research
- 2013-17 Board Member (SA) Australasian College of Health Service Management

IV Institutional collaborations and international ties

Australia India Council

- The fellowship with the Australia-India Council involves meeting *with key academics and researchers in order to foster Australia-India relations*. I was involved in meeting senior academics and researchers in Australia-India Council Consortium Universities: Australian National University, University of New South Wales, University of South Australia, Monash University and University of Queensland. I traveled during a six-month period to these Universities.
- As a *consequence of my fellowship and leadership of my supervisor* Professor Stephanie Short – the University of Queensland became the *fifth member of the Consortium of Australia India Council* along with Monash University, the University of New South Wales, Australian National University and University of South Australia.

The United Nations University

- As part of a casemix project of the Centre of Innovation and Research, Apollo Hospitals Group – the United National University visited Apollo Hospitals – to draw plans for further casemix research and development with Apollo. I was the Director of the Centre of Innovation and Research.