

Dr Charmayne Highfield

Chartered Accountant and Ethics Advocate

Statement of Teaching Interests and Philosophy

Young adults in the academic setting bring with them a diverse range of experiences, interests and abilities which inform their learning and their desire to learn now and into the future. Although my primary discipline is accounting, other areas of interest include ethics, education, human capital, organisation value creation, the social sciences and the future economy.

Underscoring my approach to teaching is the premise that students are more likely to engage when they feel a connection to the topic, their classmates and the instructor in a safe and nurturing space. Infusing each learning opportunity with activities to build rapport and trust is essential to creating and maintaining a safe and welcoming environment that is conducive to sharing knowledge and experiences through active learning. To this end, I strive to create an environment where my students can explore, contribute, interact and grow personally while developing the technical competencies and skills expected of professionals and business leaders across all fields of endeavour.

Teaching/Academic Employment History

Adjunct Faculty

(Feb 2020 - current)

School of Accountancy

Singapore Management University

Course:

- ACCT101: *Financial Accounting*
- COR3302: *Ethics and Social Responsibility for Accounting*

Academic Assessment Projects

(Jan 2018–Jan 2019)

Singapore Accountancy Commission

(now the Accounting and Corporate Regulatory Authority)

Associate Director (Technical)

(Sep 2016–Jan 2018)

Senior Technical Reviewer (May 2014–Sep 2016)

Technical Reviewer (Sep 2013–May 2014)

Singapore Accountancy Commission

Role:

To provide academic and technical expertise for the suite of 12 modules that comprised the Singapore CA Qualification, including the *Integrative Business Solutions* capstone module and the *Ethics & Professionalism* online module

Course Developer and Chair; Lecturer, Tutor, and Mentor; Assignment Writer and Marker; Examinations Chair, Writer and Marker

(various contracts Jan 2006–Jan 2008)

School of Business, SIM University (now the Singapore University of Social Sciences)

Courses:

- BSZ160: *Management and organisations*
- BZS2021: *Understanding business functions – Driving performance*
- BZS2022: *Understanding business functions – Determining performance*
- BUS101: *Management*
- BUS105: *Organisational behaviour*

Tutor, Instructor and Summer School Lecturer

(contract Feb 2002–Nov 2004)

Discipline of Accounting

University of Sydney, Australia

Course:

- ACCT1002: *Accounting 1B*

Education

Graduate Diploma of Ethics and Legal Studies (Distinction)

2023 – Charles Sturt University, NSW Australia

Graduate Certificate in LegalTech Graduate Certificate in Digital Finance

2019 – SMU Academy, Singapore

Bok Teaching Certificate: Higher Education Pedagogy

2018 – The Derek Bok Center for Teaching and Learning, Harvard University, MA USA

Doctor of Philosophy (Accounting)

2013 – Charles Sturt University, NSW Australia

Master of Commerce (Accounting)

2005 – Charles Sturt University, NSW Australia

Graduate Certificate in University Teaching and Learning

2004 – Charles Sturt University, NSW Australia

Bachelor of Business (Accounting)

1993 – University of Technology Sydney, NSW Australia

Community and Voluntary Work

Editor – *Australian Ethics* (2014–current)

(ISSN: 1329-4563 (Print) and ISSN: 2205-796X (Online))

Treasurer (2014–current)

Australian Association for Professional & Applied Ethics

Mentor – Industry Mentors' Network

(2017–2019)

Ngee Ann Polytechnic

Mentor – CPA Australia (2003–2008)

Company Secretary (Aug 2001–Nov 2010)

The Baird Institute Limited

Member – Interview Panel (1996–2003)

Graduate Medical Programme
University of Sydney

Professional Memberships

Fellow

- Institute of Singapore Chartered Accountants (FCPA 2009, FCA 2013)
- CPA Australia (CPA 2000, FCPA 2004)

Member

- Singapore Institute of Management
- The Ethics Centre
- Australian Association for Professional & Applied Ethics
- Chartered Accountants, Australia & New Zealand (CA 2017)

Commercial Employment History

Practice Administrator (Feb 1994–Mar 2005)

Specialist Surgeons Services
Cardiothoracic Surgeons, Australia

Intermediate Accountant and Administration Manager (Jul 1990–Feb 1994)

Smith & Williamson
(formerly known as Widin & Company)
Chartered Accountants, Australia

Assistant Accountant (Jul 1989–Jul 1990)

NCH Australia Pty Limited
Subsidiary of a NYSE-listed chemical company,
Australia

Awards

Dean's List for Teaching Excellence

(SOA Most Outstanding Adjunct 2024, and teaching excellence awards in 2023, 2022 and 2020)

School of Accountancy
Singapore Management University

Fee-Waiver Scholarship (2010-2013)

Postgraduate Research Studentship (2010)
Faculty of Business, Charles Sturt University

Nominated for the **Wayne Lonergan Award
for Outstanding Teaching (2004)**
University of Sydney

Selected Publications and Presentations

Schwartz, M., Harris, H., **Highfield**, C. & Breakey, H. (Eds.). (2021). Educating for ethical survival, *Research in ethical issues in organizations*, 24. Bingley, UK: Emerald Publishing

Highfield, C. (2018). *A [crowded] Cashless World: Taken on trust, at face value?* Paper presented at the 25th Australian Association for Professional & Applied Ethics Annual Conference (5-7 Sep), School of Global, Urban and Social Studies, RMIT University, VIC AU

Highfield, C. (contributor and ed.), (2015, 2016, 2017). Chapter 1 - Integrative Business Solutions, *Integrative Business Solutions Toolkit* (2017 ISBN 9781 5097 1311 0), capstone study guide for the Singapore Accountancy Commission, Singapore: BPP Learning Media Limited (copyright held by the Singapore Accountancy Commission)

Highfield, C. (ed.), (2014 – current). *Australian Ethics*, The official bi-annual publication of the Australian Association for Professional & Applied Ethics. ISSN: 1329-4563 (Print) and ISSN: 2205-796X (Online). Available from: <http://aapae.org.au/newsletters/>

Highfield, C. (2014). What's Bugs Bunny got to do with it? An entry in the Thesis Whisperer blog, <https://thesiswhisperer.com/2014/07/02/whats-bugs-bunny-got-to-do-with-it/>

Highfield, C. (2013). How do accountants perceive fairness in the workplace? An Australian perspective (doctoral dissertation). Available from <https://trove.nla.gov.au/work/186754916?q&versionId=203297921>

Highfield, C. & Bisman, J. E. (2012). *The road less travelled: An overview and example of constructivist research in accounting*. Australasian Accounting Business & Finance Journal, 6(5), 3-22. Available from: <http://ro.uow.edu.au/aabfj/vol6/iss5/2/>

Highfield, C. (2007). *BUS101 Management* (ISBN-13: 978-981-06-7806-7) and *BUS103 Organisational Behaviour* (ISBN-13: 978-981-06-7807-4), Study Guides for SIM University, Singapore: Pearson Education South Asia Pte Ltd (copyright held by Singapore University of Social Sciences, formerly SIM University)