

# Scaling the Ivory Tower: Career Advancement Strategies for University Women

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## Abstract

Unlike fairy tale princesses who were depicted gazing downwards at princes beneath their balconies, many women in academia today may feel their careers are spent looking upwards at the kings and princes who occupy the upper chambers of the ivory tower. Pay equity and effective leadership depends on advancing up the tower. This paper will present contextual issues, consider reasons for disparity and describe career advancement strategies to assist in achieving equity for women staff.

Equity objectives that the University of Auckland has adopted include

- Increasing recruitment of women in senior positions
- Ensuring the promotions process is fair, effective and accessible
- Promoting internal career development for women general staff
- Providing effective mentoring, training and support for women
- Implementing Work, Life and Family provisions
- Monitoring processes to ensure bias is eliminated and equity policy is implemented.

Advancement initiatives include the University of Auckland's Women and Leadership programme, the Promotion Policy, a website for General Staff Career Development, an advertising strategy to attract senior women, and some Work and Family opportunities from Australian Universities.