

# SENIOR WOMEN EXECUTIVES & THE CULTURE OF MANAGEMENT

## Getting there?



# *University Environment*

- Globalisation
- International competition
- Knowledge economy
- New technology
- Demography/markets
- Australian gov't policy



# *Post Nelson Unis*

Self-funding universities

Market competition

User pays - demand driven

Business, Flexibility & diversity

Accountability


Managerial

# *Changing skills for university managers*

- Professional identity
- Lead/manage: academic, strategic, operational
- Financial management
- Information & HR management



Worden Groombridge Marshall et al

A person wearing a dark suit jacket and a white shirt is holding a silver, ribbed briefcase. The person's hands are visible, gripping the handle of the briefcase. The background is a textured, light-colored wall.

## Equal Opportunity for Women in the Workplace Agency 2004 census

**‘Women’s equality  
is no longer on the  
agenda’**

***Anne Summers,  
The End of Equality***

# **‘Gendered universities: entrenched masculinist norms and allegiances of the men’s club’**

**Joan Eveline  
Ivory  
Basement  
Leadership**

# *Females in universities*

55% students

46% lecturers

34% senior lecturers

22% a/professors

15% professors

21% 36/151 dvc/pvc

24% 9/38 vc

AVCC 2003



***Senior women  
university  
executives***

**Teaching & research**

**Babies**

**Delayed higher degrees**

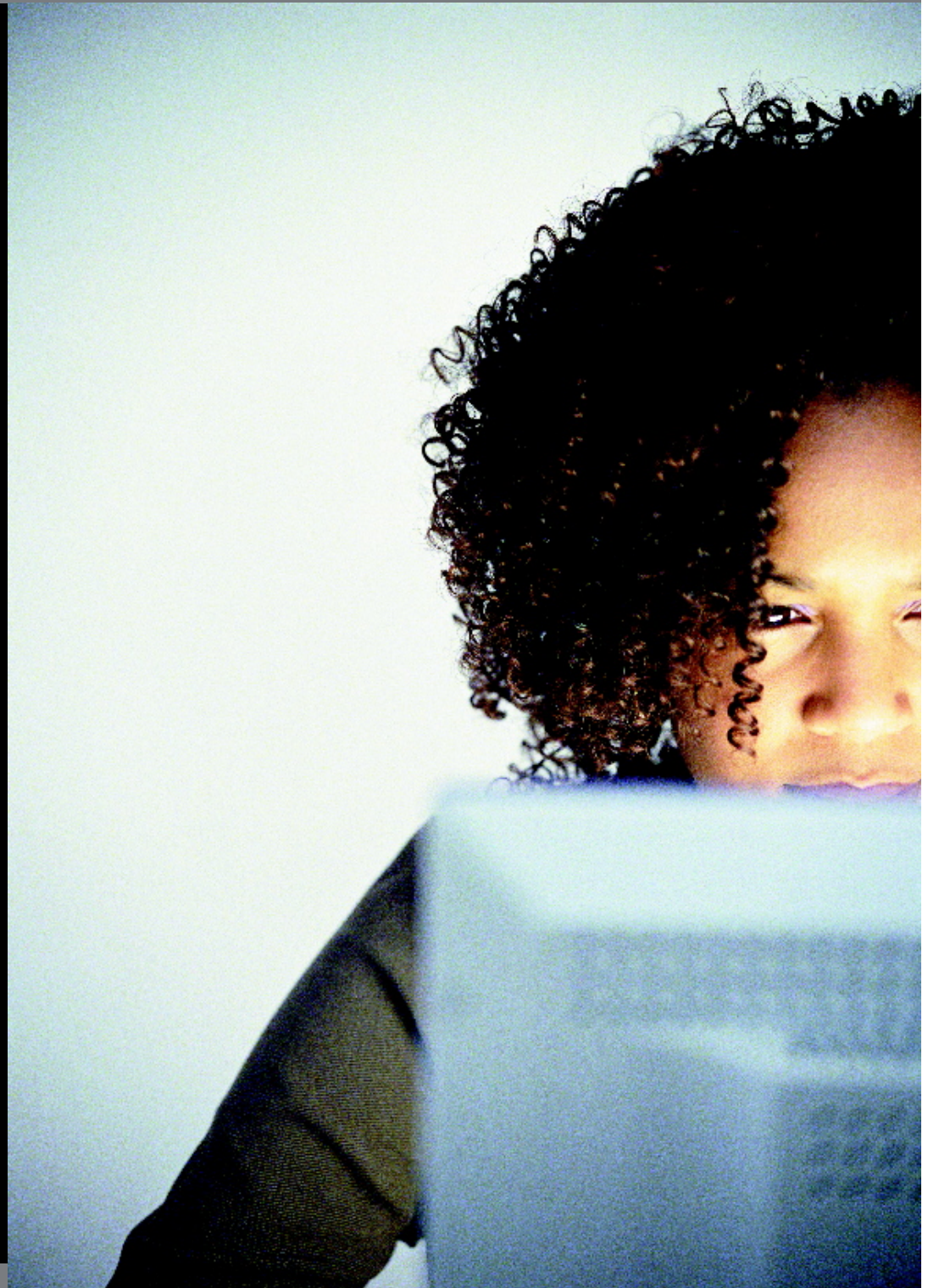
**Management skills &  
experience**

**Business & Boards**



# ***Diversity Policy***

- **Defined objectives**
- **Senior management affirmation**
- **Resourcing**
- **Promotion**
- **Monitoring**
- **Accountability**



# *Getting there*

- **Support services**
- **Career information**
- **Networks**
- **Mentoring**
- **Management opportunities**
- **Succession planning**



# *Strategy & leadership*

